

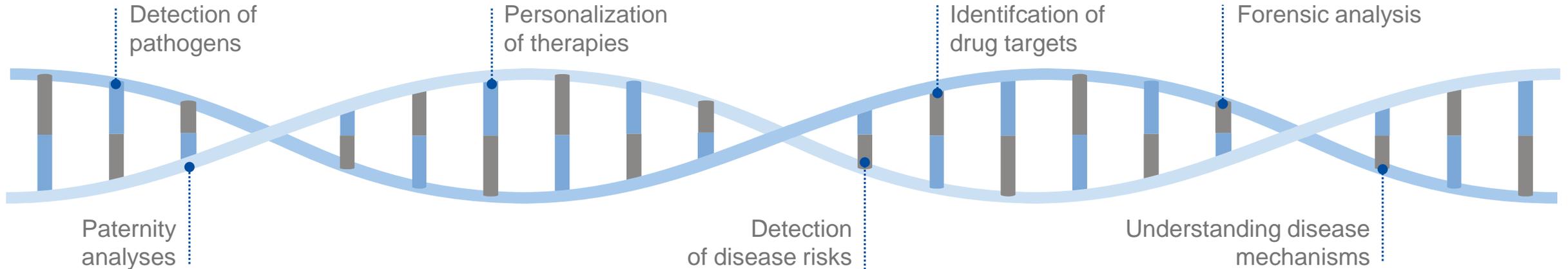
A photograph of two women in a professional setting. The woman on the left is wearing a white lab coat over a black turtleneck and is looking towards the woman on the right. The woman on the right is wearing a red top and has curly hair. They appear to be in a laboratory or office environment with large windows in the background.

# QIAGEN UK: 2019 Gender Pay Gap Report

April 2020

## QIAGEN in the UK: Summary

- QIAGEN N.V. is a Dutch holding company with global operations that is 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 scientists and doctors to make breakthroughs and answer questions such as how do we fight diseases and how do we improve healthcare
- QIAGEN in the UK employs ~333 people in 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 UK



● QIAGEN a world leader in molecular testing solutions that are helping to make improvements in life possible

# 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 difference in average pay between women and men across all levels of seniority in a company – 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

QIAGEN are not legally required to report on Gender Pay. However, as a signal of our commitment to this important topic, we have compiled the Gender Pay Data for 2019

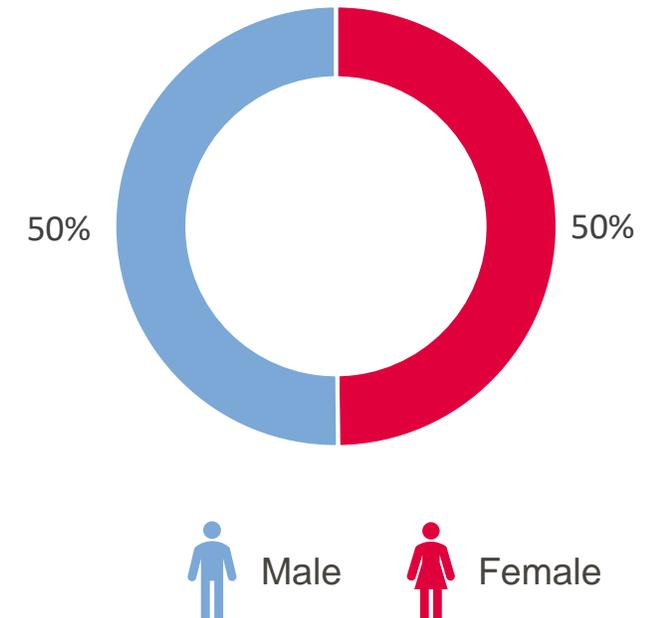
## QIAGEN UK: Gender split

- As of April 2019, QIAGEN UK has 333 employees in two legal entities:
  - QIAGEN Manchester Ltd – 232 employees
  - QIAGEN Ltd – 101 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: 2019 Gender Pay Gap

Category	QIAGEN UK	QIAGEN UK	ONS
Year	2018	2019	2019
Mean hourly pay	24%	18.6%	20.3%
Median hourly pay	14%	13.8%	23.8%

- Compared to 2018, our mean hourly pay gap has decreased by 5.4%. It is also lower than the current UK national mean hourly pay gap which is 20.3%\*
- Our median pay gap has also reduced by 0.2% against prior year. In addition, it is 10% lower than the current UK national median hourly pay gap which is 23.8%\*

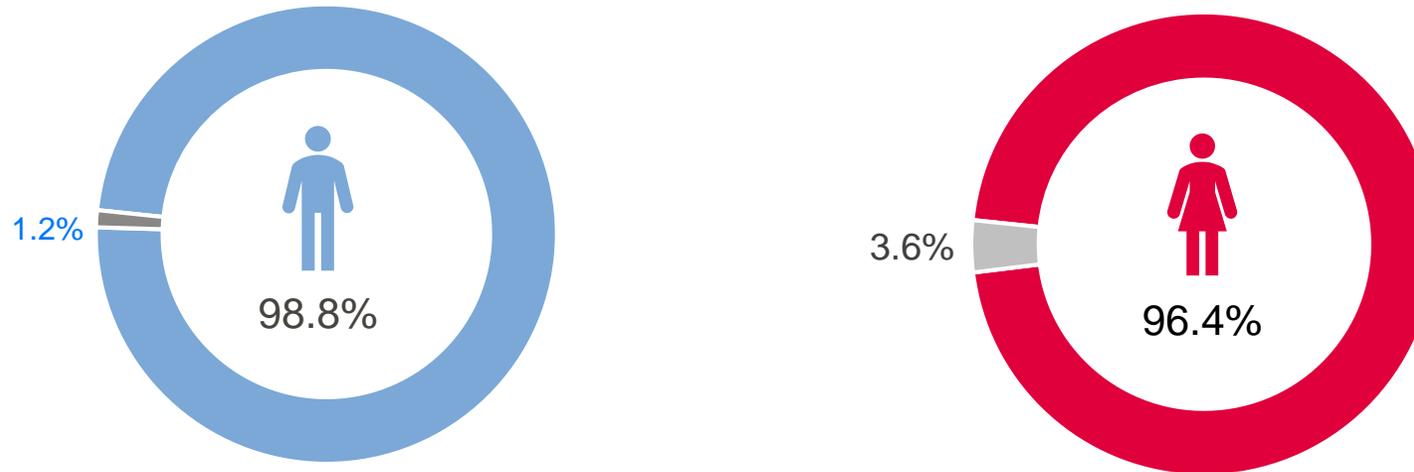
### Perspectives on Gender Pay

- QIAGEN UK has a higher weighting towards men in senior roles including global roles and our Executive Committee level. This is consistent with the challenge that many UK organizations are facing.
- QIAGEN UK also faces the additional challenge that women are under-represented in Senior STEM Roles

\*Source: Office of National Statistics (Gender pay Gap in the UK: 2019)

# QIAGEN UK: 2019 Bonus gap

QIAGEN UK: 2019 percentage of men and women who received a bonus



Category	QIAGEN UK
Mean bonus pay gap	30%
Median bonus pay gap	59%

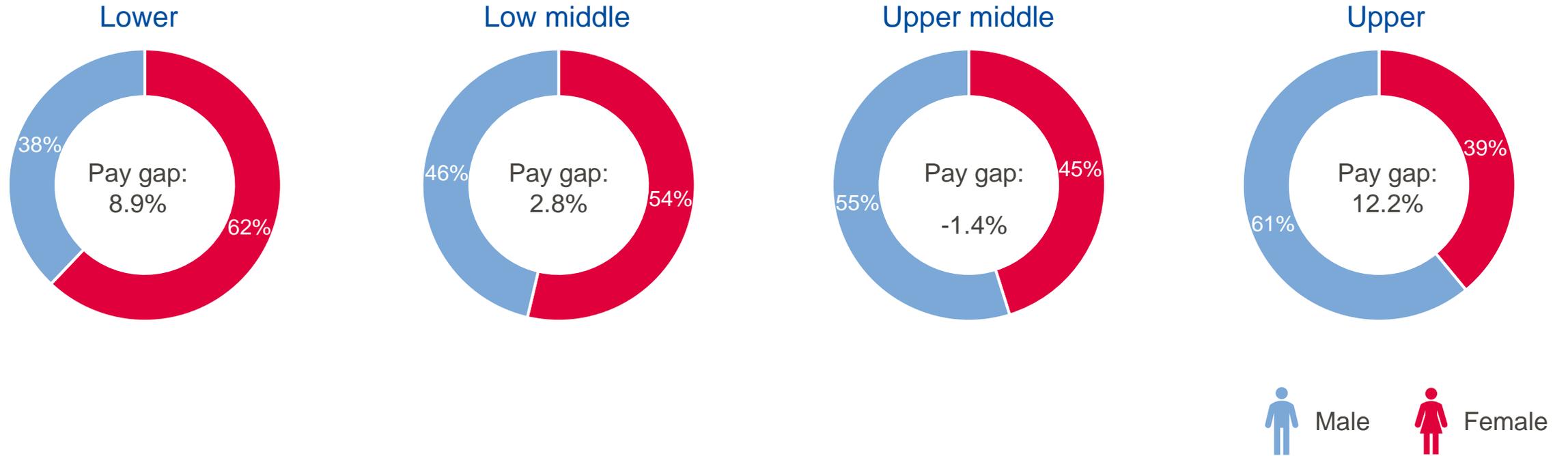
## Perspectives on bonus gap

- Similar to pay, the higher weighting of men in senior roles impacts the bonus gap
- QIAGEN UK has a higher number of women than men who work part-time, which also plays a factor in the bonus gap

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

# QIAGEN UK: 2019 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, compared to 2018 we have seen a noticeable decrease in pay gap in the upper quartile by 13% and the low- middle by 6%

Pay quartiles data shows overall commitment to fair and equal pay banding for equivalent level jobs

# QIAGEN UK: 2019 results summary

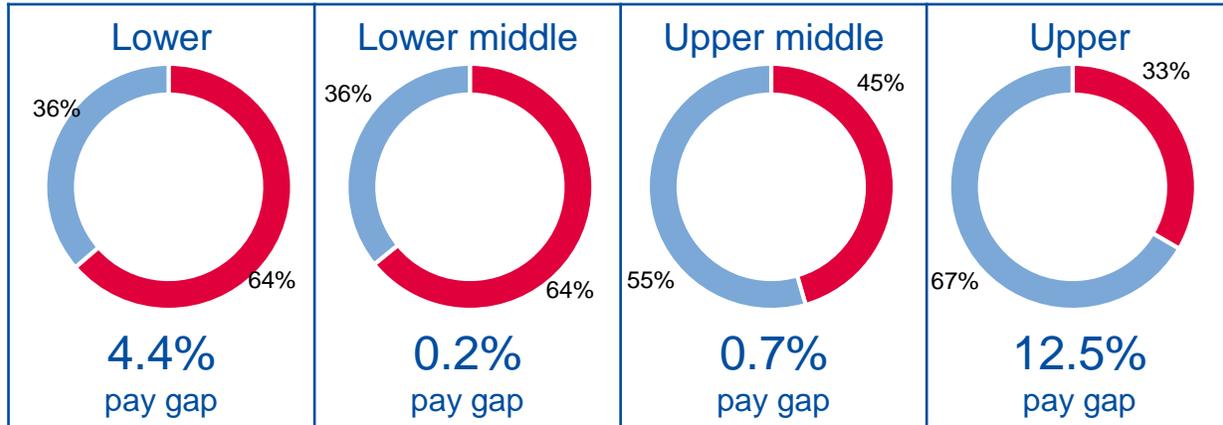
## QIAGEN Manchester

<b>24.3%</b> Mean gender pay gap	<b>18.9%</b> Median gender pay gap	<b>48.6%</b> Mean bonus pay gap	<b>29.5%</b> Median bonus pay gap
Proportion of men and woman paid a bonus		<b>97.6%</b>	<b>99.1%</b>

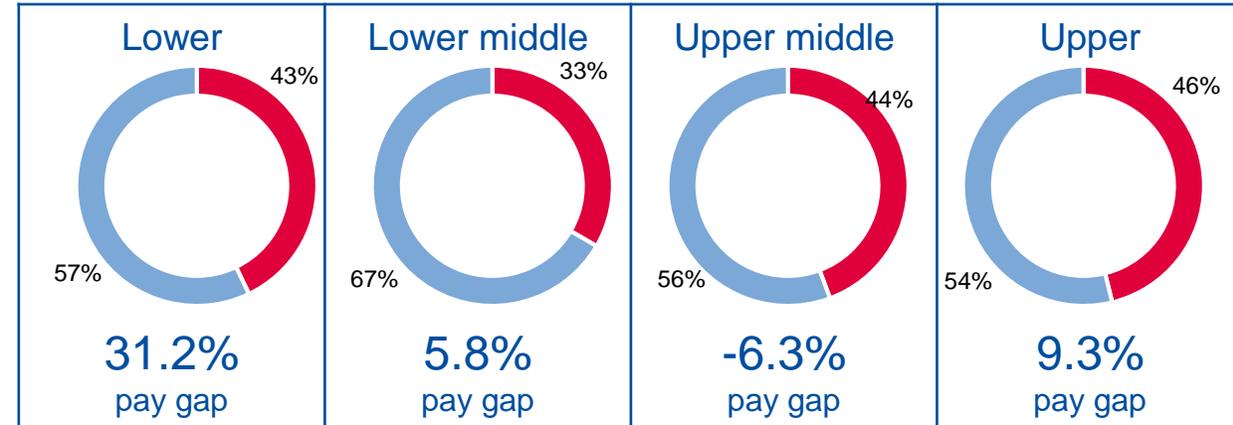
## QIAGEN Ltd

<b>0.9%</b> Mean gender pay gap	<b>-15.6%</b> Median gender pay gap	<b>8.4%</b> Mean bonus pay gap	<b>6.9%</b> Median bonus pay gap
Proportion of men and woman paid a bonus		<b>92.7%</b>	<b>98.3%</b>

### Gender distribution by pay quartiles



### Gender distribution by pay quartiles



QIAGEN is committed to Diversity & Investment. We have a global team goal to increase the gender diversity in our senior management levels – Women in Management >30%.

## QIAGEN UK: In Conclusion

At QIAGEN, we embrace and encourage the differences that make us unique. 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, including gender, through ongoing initiatives:

- Encourage colleagues to participation of STEM activities to engage the future generation of employees in the Sciences
- Leveraging our internal talent by developing a strong pipeline of female talent for senior management roles
- Embedding the diversity mindset, enabling all managers to make a difference every day
- Rolling out a Global Compensation Framework including defined salary banding for all job levels

*Thierry Bernard, Interim CEO QIAGEN N.V.*

- QIAGEN has global commitment to embracing and encouraging the differences that make us unique

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