

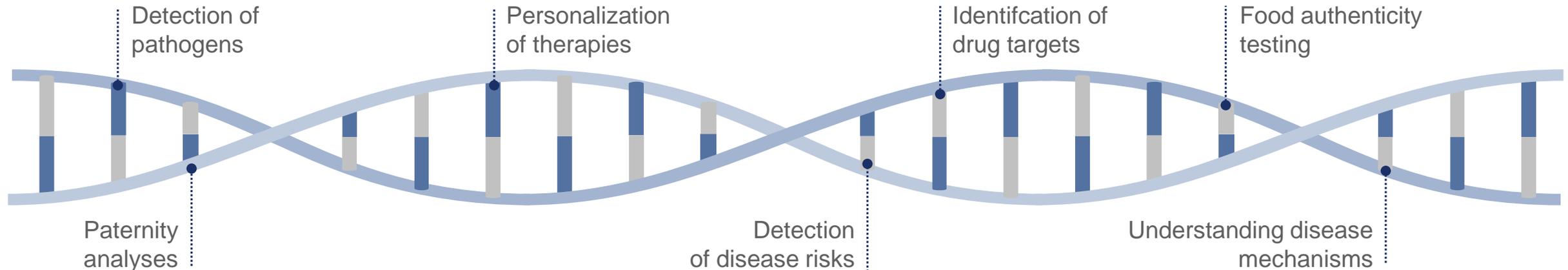


QIAGEN UK: 2018 gender pay gap report

April 2019

- 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 ~340 people in our R&D 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: Making improvements in life possible



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

As of 6 April 2017, 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

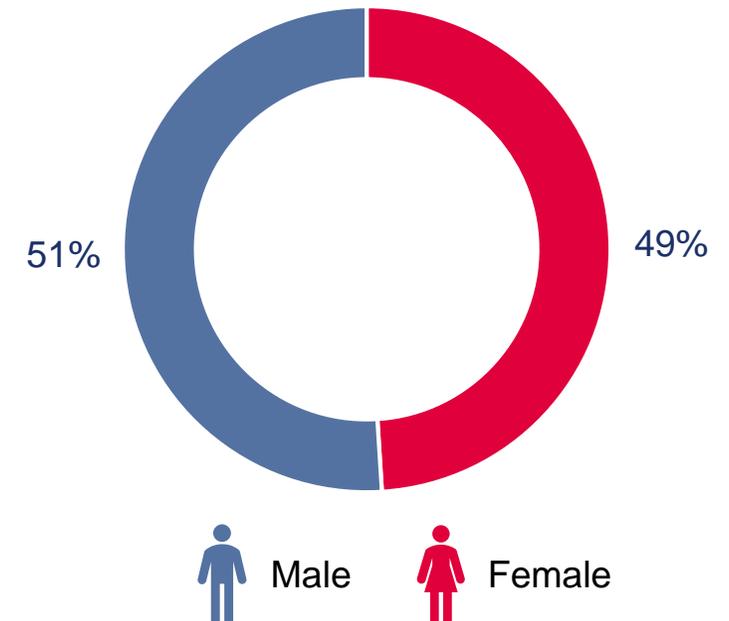
Gender Pay Gap legislation requires data to be published annually on a company's website and on the government website:

- Gender pay gap (mean and median): the difference in the average pay of all men and all women
- Gender bonus gap (mean and median): the difference in the average bonuses of all men and all women
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organization's pay structure

● QIAGEN is committed to ensuring equal pay regardless of an employee's gender

- As of April 2018, QIAGEN UK has 340 employees in two legal entities:
 - QIAGEN Manchester Ltd – 252 employees
 - QIAGEN Ltd – 88 employees
- In this report, we will show the combined gender pay gap results across the two UK legal entities, as well as statutory data for the separate legal entities required by the regulations
- We are only required to report data for QIAGEN Manchester Ltd (>250 employees) under UK Gender Pay Gap regulations
- However, we have decided to report data on both legal entities as a signal of our commitment on this topic

QIAGEN UK gender split



● QIAGEN UK overall employs broadly an equal number of men and women

- The QIAGEN UK mean hourly pay gap (24%) is slightly higher than the national average (20.3%)
- However, the QIAGEN UK median hourly pay gap (14.03%) is well below the national average (23.8%)

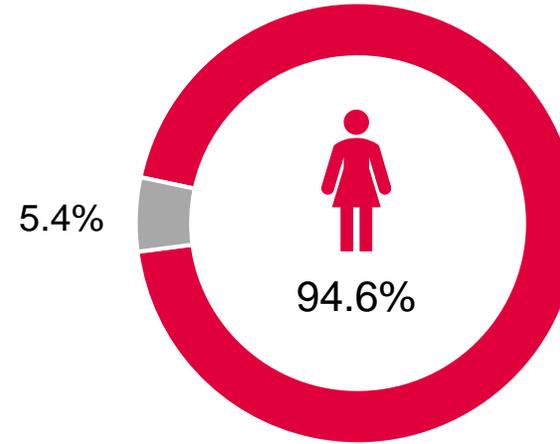
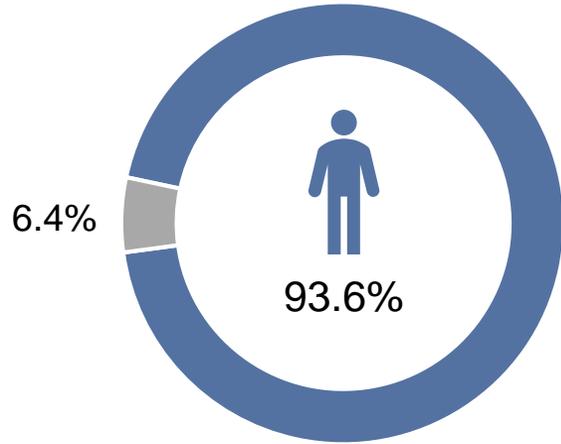
Perspectives on pay gap

- QIAGEN UK has a higher weighting towards men in senior roles including some executive committee members and global roles – a challenge that many UK organisations are facing
- QIAGEN UK also faces the additional challenge that women are under-represented in senior roles in our industry given the overall under-representation in science, technology, engineering and math (STEM)

Category	QIAGEN UK	ONS
	2018	2018 (Provisional)
Mean hourly pay	24%	20.3%
Median hourly pay	14%	23.8%

QIAGEN continues to focus on ways to address the under-representation of women in senior management roles, as well as the general level of involvement in science-focused companies

QIAGEN UK: 2018 percentage of men and women who received a bonus



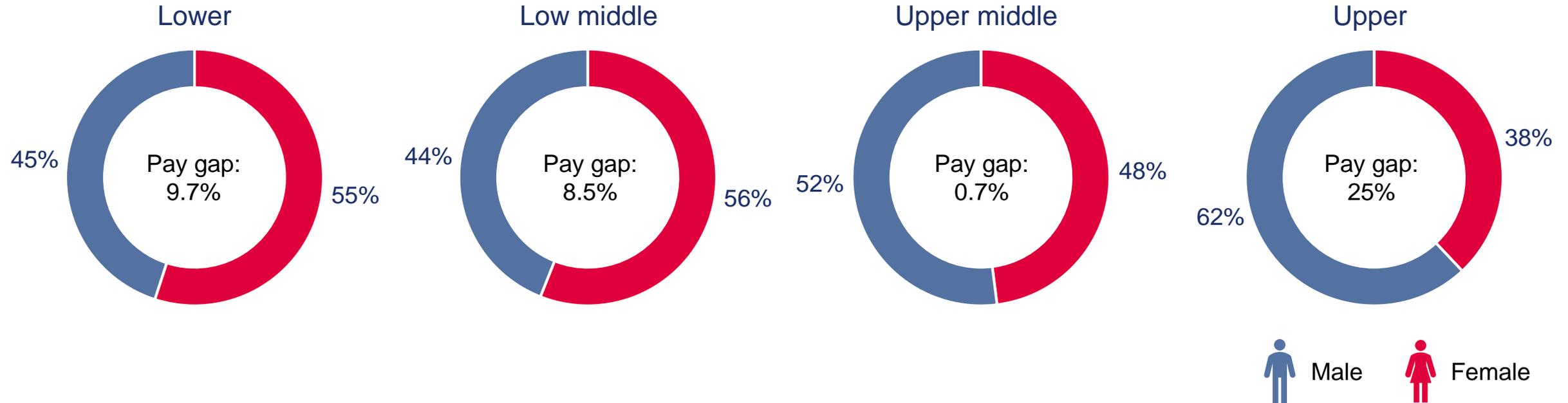
Category	QIAGEN UK
Mean bonus pay gap	39%
Median bonus pay gap	26.3%

Perspectives on bonus gap

- Similar to pay, the higher weighting of men in senior roles impacts the bonus gap
- Potential bonus earnings rise in accordance with hierarchical levels, and explains our bonus pay gap
- However, 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

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, within these quartiles, our gender pay gap is significantly reduced

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

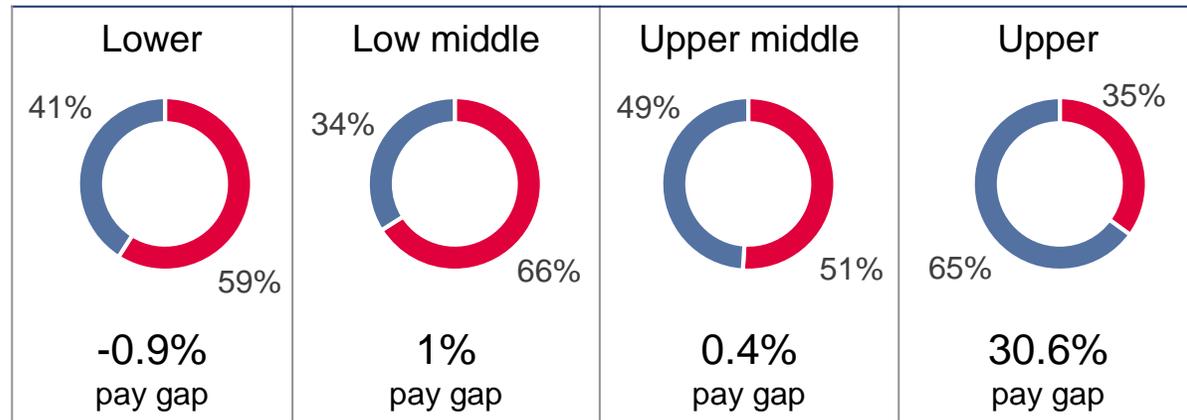
QIAGEN Manchester

30.1% Mean gender pay gap	15.5% Median gender pay gap	50.5% Mean bonus pay gap	20.6% Median bonus pay gap
Proportion of men and woman paid a bonus		94%	92.4%

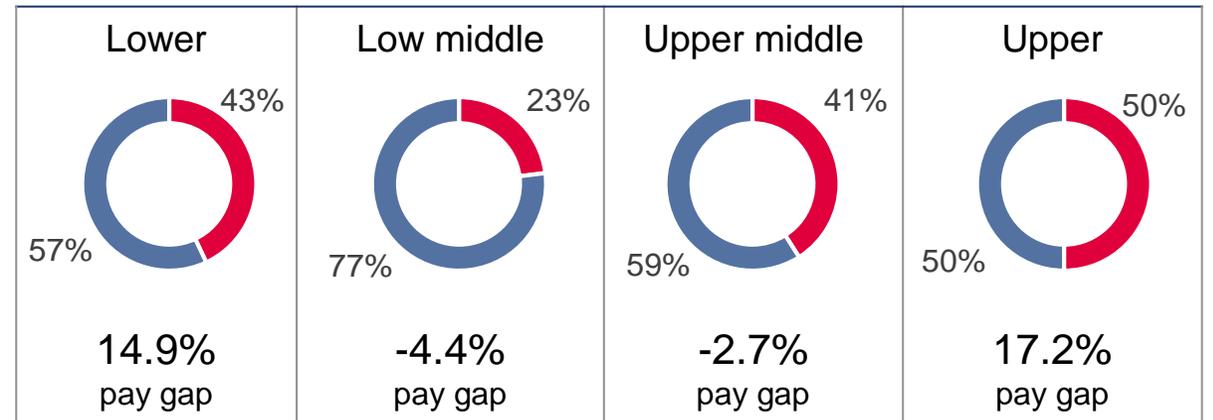
QIAGEN Ltd

-1.7% Mean gender pay gap	-19.6% Median gender pay gap	-9.6% Mean bonus pay gap	-19.6% Median bonus pay gap
Proportion of men and woman paid a bonus		97.1%	96.2%

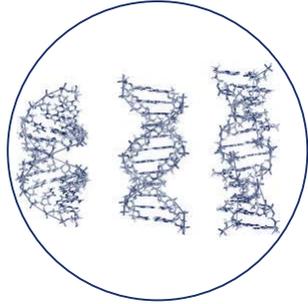
Gender distribution by pay quartiles



Gender distribution by pay quartiles



● QIAGEN UK increased gender diversity from 2017, ongoing commitment to increase management diversity



Genetic diversity



Bio-diversity



Social diversity



Business diversity

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:

- Increasing understanding of the value of diversity through education and training
- Leveraging our internal talent, and developing talents towards senior management roles
- Embedding the diversity mindset, enabling all managers to make a difference every day
- Improving policies and systems to optimize a more inclusive workplace
- Rolling out a Global Compensation Framework including defined salary banding for all job levels

*Peer Schatz, CEO QIAGEN N.V.
Director of QIAGEN Ltd and QIAGEN Manchester Ltd.*

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