



Advancing with purpose, focusing on the future

QuidelOrtho 2023 Sustainability Report



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A message from our CEO

I am pleased to share QuidelOrtho's latest Sustainability Report, covering our environmental, social and governance (ESG) strategy, principles and performance for calendar year 2023. This report highlights our progress and marks an important chapter in our journey toward creating a more sustainable, inclusive and resilient future.

Since May of 2022, QuidelOrtho has focused on harmonizing the strengths of Quidel Corporation and Ortho Clinical Diagnostics to build an overarching mission to improve patient outcomes in each care setting, at every step of the healthcare journey. Our product portfolio is uniquely suited for both centralized and decentralized testing settings. We serve the patient from prevention to diagnosis, treatment and monitoring. Few companies in our space have this breadth of impact, and it is particularly exciting to me because of what it represents in terms of opportunity for growth and impact.

Our approach to sustainability is guided by the belief that our long-term value creation comes from acting with integrity, transparency and a clear sense of purpose. Through the efforts of our dedicated team, we have made notable progress across key ESG areas, from updating our data collection and management process to fostering a diverse and inclusive workplace and driving positive impacts in the communities we serve. This report provides a comprehensive view of our ESG initiatives, outlining the steps we have taken to be a more responsible company. These include:

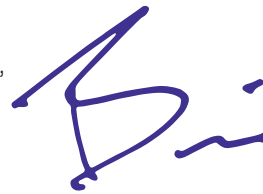
- Utilizing waterless technology solutions that conserve water and provide our customers with more sustainable alternatives to traditional water-intensive processes

- Enhancing waste reduction and operational efficiency through VITROS® XT MicroSlide Technology, resulting in a decrease of up to 50% in customers' use of slide cartridges
- Offering lab management and workflow solutions that help customers maximize lab performance, drive down operational costs and improve diagnostics access globally
- Recycling over 2,800 metric tons of waste and diverting more than 49 metric tons of hazardous waste from landfills
- Harmonizing global EHS strategy to reduce total recordable injuries by 51% year-over-year - dropping our total recordable injury rate from 1.37 to 0.66
- Proactively monitoring and addressing emerging cybersecurity risks, potential supply chain disruptions, and evolving regulatory and EHS compliance standards

I encourage you to explore the insights in this report, which illustrate our commitment to powering a healthier future for all. Together, we will continue to innovate, adapt and grow while advancing our ESG initiatives and goals.

Thank you for your continued support.

Sincerely,



President and Chief Executive Officer
QuidelOrtho



Advancing diagnostics to power a healthier future

QuidelOrtho is a world leader in in vitro diagnostics, developing and manufacturing intelligent solutions that transform data into understanding and action for more people in more places, every day.

Offering industry-leading expertise in immunoassay and molecular testing, clinical chemistry and transfusion medicine, we bring fast, accurate and reliable diagnostics when and where they are needed – from home to hospital, lab to clinic. Our innovations help patients, clinicians and health officials spot trends sooner, respond quicker and chart the course ahead with accuracy and confidence.

Building on our legacy of groundbreaking innovation, QuidelOrtho partners with customers across the healthcare continuum and around the globe, forging a new diagnostic frontier where insights and solutions know no bounds, expertise connects seamlessly, and a more informed path is illuminated for each of us. QuidelOrtho transforms the power of diagnostics into a healthier future for all.

QuidelOrtho – A partner you can rely on

QuidelOrtho at a glance*

14

year average customer relationship

550

number of assays offered

130+

countries and territories around the world

~7,100

employees worldwide

~4,200

employees in the U.S.

~2,900

employees outside the U.S.

~\$247

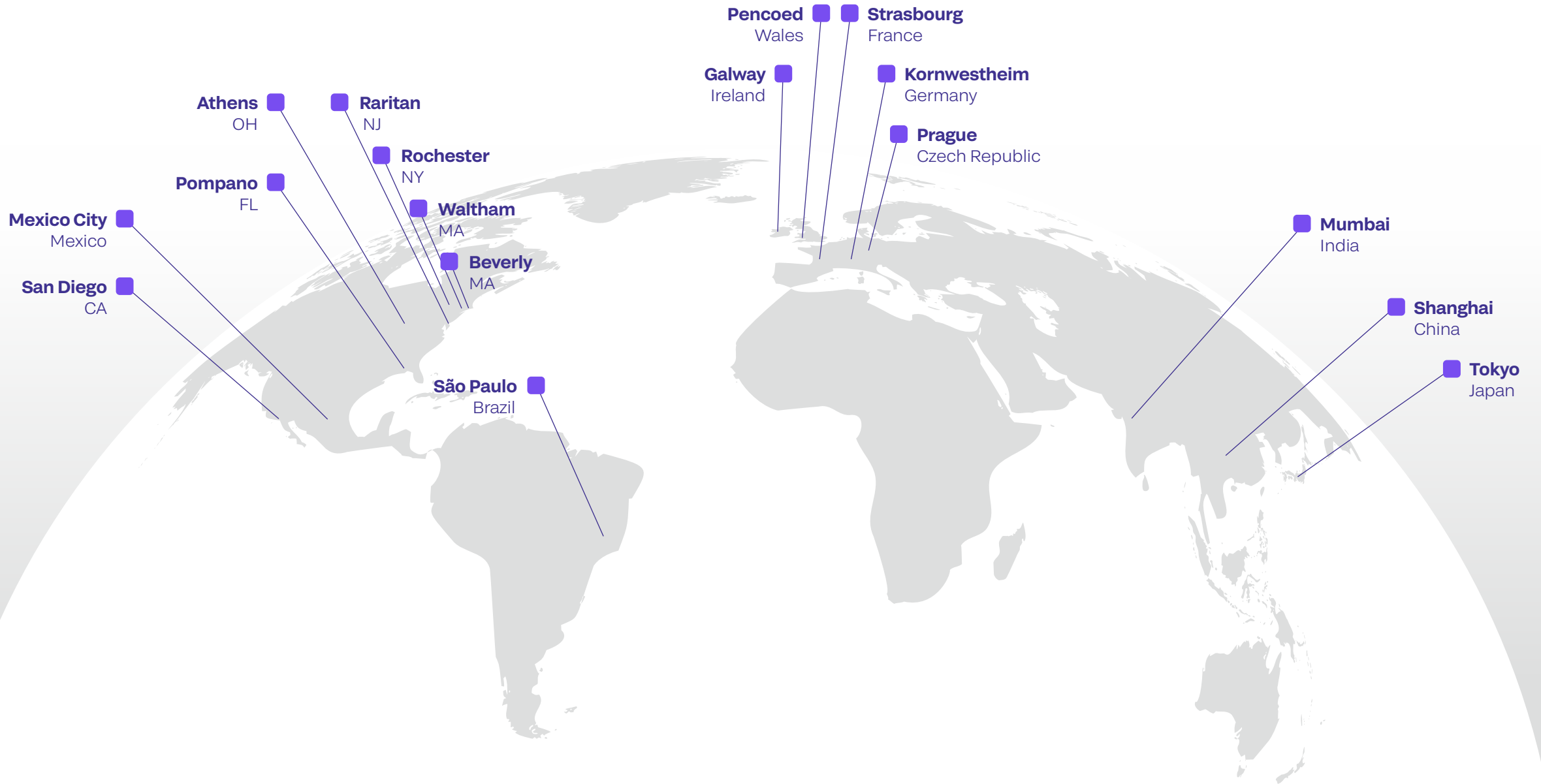
million research and development investment

\$3

billion net revenue

*At a glance data is for the 2023 reporting period

Our global presence drives global reach



2023 Awards



#1 Service Prize
Medical Devices STAT Lab Product Line
QuidelOrtho China
China Medical Devices Magazine



#1 in Integrated Systems (Customer Satisfaction, System Performance, Service Performance)
IMV ServiceTrak Awards



Outstanding Award in Corporate Social Responsibility
Medical Devices STAT Lab Product Line
QuidelOrtho China
China Medical Devices Magazine



#1 in Clinical Chemistry (Customer Satisfaction, System Performance, Service Performance)
IMV ServiceTrak Awards



Best Water Save Technology Award
11th Golden Globe Tigers Awards for Excellence & Leadership in Water



Luminary Award
Healthcare Businesswomen's Association



Top Employer in China
2023 Top Employers Institute



Rising Star Award
Healthcare Businesswomen's Association



#1 in Net Promotor Score (for 8th consecutive year)
IMV ServiceTrak Awards



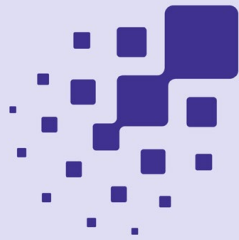
Top Women in Communications
"Bridge Builder" Award
Ragan Communications and PR Daily



Our business units

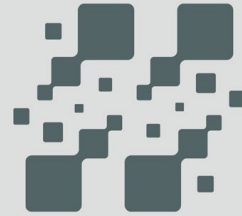
Across the healthcare continuum and throughout the patient-care journey, our products help clinicians and health officials spot trends sooner, respond quicker and chart the course ahead with accuracy and confidence. We generate our revenue primarily in our point of care, transfusion medicine, clinical labs and molecular diagnostics business units, which are all well positioned for growth.

Point of care



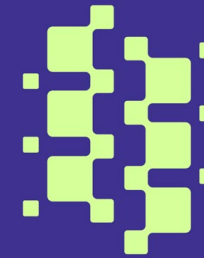
We deliver diagnostic tests that enable rapid on-site patient diagnosis in homes, hospitals, labs and clinics. Our tests for clinical chemistry, infectious diseases, chronic conditions and emergency care are designed to be simple, fast and accurate to inform immediate healthcare decision-making and rapid response treatment.

Transfusion medicine



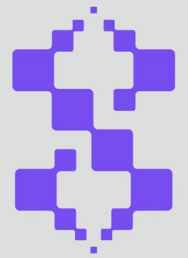
We are dedicated to advancing blood safety and compatibility testing for transfusions, enhancing both efficiency and accuracy. We help healthcare providers make informed decisions, reducing the risk of transfusion-related complications and improving patient outcomes. We are proud to be the leader in immunohematology, delivering high standards of patient care and safety.

Clinical labs



We provide an extensive range of diagnostic solutions for clinical chemistry and immunoassay testing in central labs, stat labs, benchtop analyzers or bedside, bringing quality and reliability along with unparalleled customer service and technical support.

Molecular diagnostics



Our focus is on developing advanced molecular diagnostics that offer speed, ease of use and precision, enabling swift identification of pathogens in clinical settings. Our platforms are designed to be user-friendly yet sophisticated, catering to the needs of modern laboratories. By providing rapid, accurate diagnostic solutions, we play a critical role in controlling the spread of infectious diseases and enhancing patient management.

Purpose is at our core

At QuidelOrtho, we are committed to our people, our customers, our communities and the environment through our actions as a responsible company.

QuidelOrtho culture

We nurture a dynamic work environment that promotes curiosity and professional growth, and we encourage all employees to contribute their diverse perspectives and ideas to foster innovation. We embrace a culture fueled by precision and passion and challenge ourselves continuously to do more and be better – delivering outstanding service and building life-changing technologies for a healthier future.

Improving patient outcomes

We're committed to delivering on-demand testing and actionable results whenever and wherever they're needed, empowering individuals and healthcare professionals alike to make informed decisions. We strive to continually expand our product portfolio and optimize our operational processes, creating solutions to the world's evolving healthcare needs.

Commitment to our communities

We envision a world where individuals, families and communities have the insight and clarity to spot trends sooner, respond quicker and confidently chart their course to better health. We give back to our communities by supporting blood drives and COVID-19 testing drives, donating medical supplies, offering scholarship and internship programs, facilitating STEM education, volunteering on the ground and making grants to non-profit partners.

Environmental responsibility

We value sustainable growth for our company and aim to implement operational, production and packaging efficiencies that reduce our environmental impact.



Our approach to ESG

We are driven by a sense of purpose, innovating to power a healthier future for all. Throughout 2023, we continued our efforts to promote environmental stewardship; advance employee development and engagement; foster a diverse, equitable and inclusive culture; and operate with integrity and respect for our values, stakeholders and communities.





ESG strategy

Our purpose is to improve quality of life for people all over the world through our diagnostic solutions – providing vital health information when and where it’s needed most. We champion an authentic culture of service, empowering every employee to do their best. We strive to create innovative products that are efficient, trusted, accessible and environmentally responsible to support practitioners and provide better outcomes for patients.

Through our corporate actions in the areas of environmental sustainability, social responsibility, ethics, corporate and ESG governance, supply chain responsibility, and diversity, equity and inclusion, we seek to positively impact our communities and stakeholders while driving value for our stockholders.

Operationalizing our ESG commitment

To put our ESG strategy into action, we focus on six cornerstone approaches that we believe support our strategy and provide long-term value creation for our company and stakeholders:

1. Monitoring our impacts from waste generation and energy and water consumption
2. Implementing efficiencies in product manufacturing and facility operations that mitigate risks, reduce costs and address impacts
3. Supporting healthcare in communities experiencing unmet clinical needs
4. Fostering a culture that promotes diversity, equity and inclusion
5. Advancing good corporate governance that aids our long-term business success
6. Acting with fairness, transparency and accountability

In addition, we recognize the vital role that stakeholder communication and engagement play in shaping our organization’s success. Our stakeholder engagement process is designed to help our operations, products and services effectively meet the needs of our customers while also addressing the expectations of our employees, investors and other stakeholders.

Material ESG topics

Following the combination of Quidel Corporation (Quidel) and Ortho Clinical Diagnostics Holdings plc (Ortho) in May 2022, we engaged an independent third party to conduct a materiality assessment that would identify the ESG topics of greatest significance to our stakeholders and our business. After reviewing stakeholder input and industry trends, benchmarking against peers and industry leaders, and considering best practice standards, the assessment delivered a list of priority ESG topics most critical to our business. We consider these material topics when developing our ESG strategy, mitigating ESG risks and pursuing ESG-related opportunities.

This sustainability report focuses on the topics identified in our materiality assessment and enumerated in the table below. As we continue to grow and adapt to shifting market trends, we will periodically reassess our priority ESG topics and fine-tune our ESG efforts to align with real-world challenges and opportunities and comply with new reporting requirements.

Material topics covered in this report

| Topic | Description |
|---|--|
| Climate change | Greenhouse gas (GHG) emissions, energy consumption, and climate-related risks to our value chain |
| Pollution | Potential air pollution, water pollution, and release of substances of concern throughout our value chain |
| Water | Water withdrawal, water consumption, water discharge, water availability, and increasing cost of water throughout our value chain |
| Circular economy | Waste, depletion of nonrenewable resources, and circularity throughout our value chain |
| Workforce employment conditions and rights | Employment rights, compensation and benefits, representation, and the health, safety, and well-being of our employees |
| Workforce equal rights and opportunities | Diversity and inclusion, equitable pay and opportunities, training and development, non-discrimination, opportunities for advancement, and the attraction and retention of employees |
| Value chain employment conditions, rights and opportunities | Freedom of association, health and safety, diversity and inclusion, equitable pay and opportunities, training and development, and non-discrimination throughout our value chain |
| Value chain human rights and fundamental freedoms | The potential risk of child labor and forced labor throughout our value chain |
| Consumer information and data | Consumer data privacy, consumer access to information, and marketing and labeling |
| Consumer and end-user health and safety | Product-related health and safety, healthcare advancement, and access to care |
| Good governance* | The configuration and composition of our governance body, the collective knowledge of our governance bodies, and ESG governance |
| Business ethics and compliance | Responsible business conduct, supplier relationships, transparency, and product regulatory compliance |
| Research and innovation | Innovation, thought leadership, protection of intellectual property, and market transformation |

* Good governance material topic has been revised to exclude "leadership remuneration" as this is not currently integrated as part of our ESG priorities

Stakeholder engagement

We engage with our key stakeholders on a regular basis to help identify ESG topics that are important to them and to our company. These interactions and insights help inform our evolving ESG approach and strategy.

Stakeholder engagement

| Stakeholder group | Engagement |
|----------------------|---|
| Board and leadership | Our Board and leadership are active in identifying and developing our ESG efforts, programs and initiatives. Through direct oversight and management, our Board applies its collective knowledge, skills and experience to the company’s ESG and sustainability initiatives. Our senior management – including our president and CEO, chief financial officer, chief operating officer, chief legal officer and chief human resources officer – regularly update and liaise with the Board on our ESG strategy and initiatives, and support their implementation. |
| Investors | We engage with investors throughout the year on key ESG topics, including climate change, human capital management, and ESG governance and oversight. |
| Employees | Our employees have the opportunity to participate in many of our ESG programs and initiatives, including philanthropic engagement and career development. |
| Customers | Customer inquiries may include requests for information on how we approach ESG topics such as human capital management, supply chain management, risk and privacy. We include information on specific ESG approaches and programs in our responses and presentations when appropriate. |
| Communities | We regularly engage with the communities we serve through our philanthropic and community efforts. We aim to work collaboratively with our communities and partners to develop programs and strategies that have a positive impact. |



Products: Impact and innovation

Precision and reliability are foundational to our business, supporting the trust our customers place in our products and solutions. To retain that trust, we pursue continual innovation, developing and refining solutions that provide the speed, accuracy and accessibility our customers need across the healthcare ecosystem. Additionally, we strive to build sustainability into our designs through a philosophy of “innovating to less,” aiming to create products with increased efficiency and fewer environmental impacts.





Product innovation

Building on our rich legacy of research and innovation, QuidelOrtho develops diagnostic solutions that serve the unique needs of our different customer segments, from home to hospital, lab to clinic. We continuously strive to deliver precise, accurate testing solutions to patients and healthcare providers when and where they're needed most, with the aim of improving healthcare access globally.

Ongoing strategic investments enable progress toward that goal. In 2023, we invested \$246.8 million in research and development (R&D), representing 8.3% of our total annual revenue. These investments support our efforts to expand our diagnostic testing platforms and address unmet needs in both new and existing market segments.

In the short term, our R&D investment strategy is focused on expanding our test menu to more care settings to serve more patients. We are leveraging our growing installed instrument base in both laboratories and point of care (POC) settings to offer new and improved testing products – including, in 2023, our Sofia[®] 2 SARS Antigen+ FIA rapid antigen test and our QuickVue[®] COVID-19 Test. Additional investments focus on developing solutions to drive laboratory automation and efficiency.

Longer term, we intend to continue investing in areas with unmet clinical needs, including markets we do not currently serve. Given the rapid pace of change and deep expertise needed within some of these areas, we expect to leverage strategic partnerships to reduce technical and commercial risks and potentially increase the speed with which we can bring innovative offerings to market.

Our recent innovations provide flexible mobile and small-footprint solutions that bring real-time insights closer to patients at critical points of need:

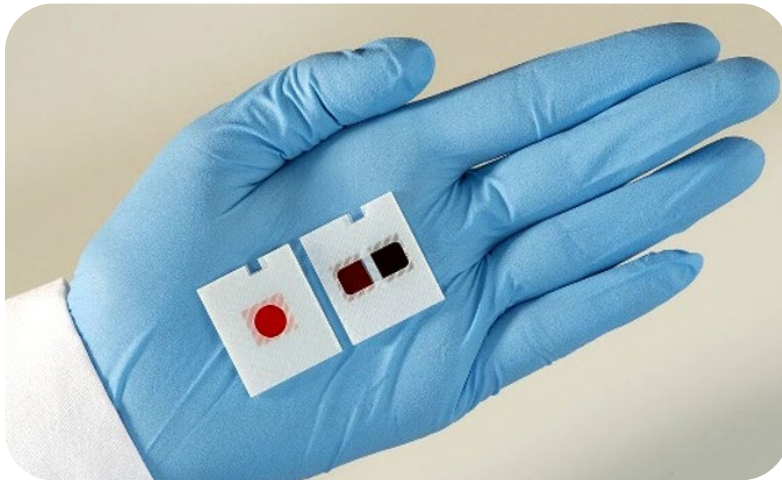
- **Vitros Systems:** Integrate intelligent solutions with patient-focused design for improved lab efficiency and quality patient care
- **Savanna[®] Technology:** Brings central lab polymerase chain reaction (PCR) performance to POC settings with fast results and flexible testing options
- **Sofia 2 Analyzer:** Small bench-top analyzers take rapid testing to a new level using proven lateral-flow technology and advanced fluorescence chemistry
- **Quidel[®] Triage[®] System:** Provides a comprehensive test menu to deliver the diagnostic answers needed for rapid, cost-effective treatment decision-making
- **Intellicheck[®] Technology:** Enables real-time process monitoring and reporting for accuracy and precision
- **QuickVue Tests:** Deliver low-cost lateral flow immunoassays designed for use in lower-throughput, lower-resource clinics and for at-home testing

Additionally, we help customers accelerate patient care delivery through our ValuMetrix consulting services, which use a Lean-powered methodology to identify, reduce and eliminate non-value tasks and maximize lab performance.

Product environmental stewardship

At QuidelOrtho, we strive to integrate sustainability into our development and design processes, aiming to create products that deliver on-demand diagnostics where and when they're needed while also striving to deliver environmental benefits.

Our VITROS waterless dry-slide technology, for example, has revolutionized laboratory and hospital settings by eliminating the need for in-lab upstream water purification and downstream cleaning, filtering and disposal of contaminated water. Dry-slide technology provides faster test turnaround times and enables greater testing capacity. The technology also delivers water savings and addresses the costs and challenges associated with water management. In 2023, worldwide use of VITROS systems saved more than 203 million gallons of water versus comparable water-based systems.



Our VITROS XT MicroSlide technology enables two clinical chemistry tests to be performed simultaneously from a single small blood sample on one slide, delivering precise results while reducing materials use and waste by up to 50% – improving lab productivity and turnaround time, simplifying inventory management and optimizing lab storage space. In 2023, we saw a 60% increase in the use of paired VITROS XT slides, eliminating the need for 15 million slides and their associated packaging and shipping impacts.

In 2023, we sold over 66 million QuickVue At-Home COVID-19 tests and over 19 million other dipstick formats to the professional market. By removing these tests' need for plastic cassettes, we eliminated a total of 441 tons of plastic from the manufacturing process and ultimately the landfill.

Our Ortho Vision® and VITROS analyzers are meticulously designed to provide robust reliability and user-repairability, resulting in reduced downtime and an extended service life ranging from 10 to 30 years. Low-power components drive energy savings, and optimized sleep and hibernation modes reduce power consumption when the instrument is not in use. Our commitment to developing modular product systems and using standardized parts across equipment models simplifies repair and recycling, gives our customers flexibility in configuring functionality and capacity to their needs, and reduces complexity in the electronics supply chain.

In addition to sustainable product design, QuidelOrtho maintains product take-back programs to enhance our products' end-of-life potential. Usable equipment is prepared for recertification, resale and reuse, while unrepairable units are disassembled to provide spare parts or sent for safe recycling or disposal. (See [Product end-of-life strategies](#).)

Our sustainable design efforts extend to our products' packaging, focusing on reducing the volume of packaging used, incorporating more recyclable content, and shifting to lighter materials to reduce shipment weight and save on fuel consumption during transportation. For an estimated 15–20% of domestic shipments from both our U.S. distribution centers, we are moving away from Styrofoam shipping coolers to a new paper-based insulation that is fully curbside-recyclable.

Our technologies go where they're needed

Our waterless and small-footprint diagnostic technologies support healthcare delivery at critical points of need beyond the traditional hospital and lab environments. For example, Brazilian diagnostics provider ApoioLab® leveraged our small, portable VITROS 350 Chemistry Systems in 2023 for their MobileLab initiative, which repurposes used shipping containers into self-contained labs. Fourteen MobileLabs are currently in operation in the city of São Paulo, with another four planned – providing populations with fast, convenient diagnostic services and creating a model of agile, sustainable care that can be replicated in other regions.



Product accessibility

QuidelOrtho recognizes that access to healthcare plays a vital role in improving patient outcomes globally. Our approach to product accessibility aims to expand access to our diagnostic solutions, helping to remove barriers to quality care. To serve emerging markets and empower communities with unmet clinical needs, we focus on providing:

- **Cost-effective platforms:** We invest in developing affordable diagnostic platforms, and our recertification initiative provides reliable refurbished products to secondary markets at a reduced cost.
- **Affordable and versatile POC solutions:** We design affordable and easy-to-use POC instruments and rapid immunoassay products that give healthcare providers actionable insights in minutes. Through instruments such as our Savanna and Sofia platforms, Triage System and QuickVue rapid lateral-flow tests, we deliver versatility, speed, ease of use and lab-quality results that put patients on the fast track to treatment.
- **Waterless technology:** Our VITROS systems decouple testing solutions from the need for pure water, allowing the provision of lifesaving diagnostic services during emergencies and in places without a reliable water supply.

Going forward, we intend to introduce next-generation instruments and invest in emerging technologies, aiming to meet our customers' evolving needs in both developed and emerging markets.

Product safety and quality

QuidelOrtho's integrated quality management system (QMS) enables us to provide medical devices and related services that consistently meet or exceed customer requirements and applicable regulatory guidelines. Through a meticulous focus on quality control and operational excellence, stringent testing and validation, customer engagement and continuous improvement, QuidelOrtho supports and maintains our reputation for providing our customers with safe and reliable diagnostic solutions.

Following the 2022 combination of Quidel and Ortho, we worked to harmonize our QMS processes and procedures. These efforts included the launch of a new global Quality Manual and Quality Policy Statement, harmonization of key quality management subsystems and review processes, consolidation of our global internal audit program, and creation of a harmonized policy management system – all designed to drive product safety and quality company-wide across the product life cycle.

Key elements of our QMS include:

- **Quality control:** Embedded quality operations teams and regular inspections at our manufacturing sites foster continuous improvement and support the safety, efficacy and reliability of our products. We track manufacturing nonconformances and take corrective actions in a timely manner. All diagnostic assays and equipment products are validated against safety and quality checklists before regulatory registration and launch. New parts for existing equipment are also validated by quality management before the release of a new bill of materials.
- **Customer engagement:** To better support our customers and continuously enhance our offerings, we solicit and track customer feedback and actively monitor product performance in the field. Our global services organization and customer hotlines address concerns, provide guidance and facilitate the optimal use of our diagnostic solutions.
- **Continuous improvement:** We monitor product performance in the field, conduct regular management reviews and maintain an inspection readiness program that complements our internal audit program to drive continuous improvement in our QMS and overall product quality.

Our QMS is certified to the international ISO 13485 standard, confirming our dedication to safety and quality across all production stages, from design and development to distribution and performance monitoring.

In 2023, QuidelOrtho's manufacturing facilities and regional facilities underwent 32 regulatory inspections to assess compliance with country-specific rules, good manufacturing practices and QMS standards.

Zero safety/quality deficiencies

All QuidelOrtho manufacturing sites participate in third-party audit programs. In 2023, two of our major manufacturing sites extended their record of zero noted safety/quality deficiencies: Pompano Beach, FL, for the sixth consecutive audit, and Raritan, NJ, for the fourth consecutive audit. U.S. FDA inspections also revealed no violations at any of our manufacturing sites.





Product end-of-life strategies

Improving resource recovery and reducing electronic waste (e-waste)

We take a proactive, comprehensive approach to extending our equipment's usable life and planning sustainable end-of-life disposition.

Throughout 2023, we operated our recertification and refurbishment center in Rochester, NY, where parts are inspected and/or replaced as part of our end-of-life strategy for our largest equipment. As we take back decommissioned equipment from our customers and distributors, we are able to recertify them for resale and reuse in secondary markets for lower transport costs and emissions impacts. In parallel, we run a part harvesting program that requalifies usable components to support refurbishment builds and provide spare parts. When materials can no longer be reused, we work with local partners for materials recycling. This program improves access to diagnostic technologies, reduces e-waste and transport impacts, and advances the circular economy through resource recovery.

In our assays, we strive for the smallest sample volume and minimize materials and packaging whenever possible. This not only enables diagnostics for patient groups that present challenges for obtaining normal sample volume (e.g., pediatric patients) but also reduces the volume of waste generated by our equipment. Thanks to our waterless designs of our VITROS platform, all waste is contained onboard to support safe disposal.

Building a sustainable supply chain

Supplier engagement and transparency

QuidelOrtho is committed to promoting responsible social, environmental and ethical standards across our supply chain.

We maintain a [Code of Business Conduct and Ethics](#) (Code of Conduct) and a [Supplier and Distributor Code of Business Conduct and Ethics](#) (Supplier and Distributor Code of Conduct) that communicate our expectations regarding compliance with applicable laws, regulations and ethical standards.

Our purchase order agreements require all direct material suppliers to comply with all applicable laws in the countries in which they do business. If necessary, potential suppliers complete self-assessment questionnaires, and we follow up with an in-depth assessment conducted by our supplier assessment team or a third-party auditing firm. We also conduct internal Code of Conduct training to educate our supply chain management team on these and other supply chain risks.

QuidelOrtho complies with the Organisation for Economic Co-operation and Development guidance regarding responsible sourcing of tin, tungsten, tantalum and gold – known as 3TGs or “conflict minerals” for their origin in the Democratic Republic of the Congo and adjoining countries, where their mining has supported armed conflict and human rights abuses. We maintain a [Conflict Minerals Policy](#), conduct annual Responsible Country of Origin inquiries with suppliers whose material or component inputs to our manufactured products might contain 3TGs, and produce an [annual report](#) in compliance with applicable SEC disclosure requirements.

Sustainability in distribution and logistics

Our sustainability efforts extend to our distribution and logistics operations, where we are consolidating distribution into fewer, larger third-party logistics centers and leveraging our own distribution capacity from San Diego, CA; Memphis, TN; and, beginning in 2024, Pedricktown, NJ. The proximity of this newest facility to our Raritan, NJ, manufacturing plant is expected to drive positive environmental impacts, reducing the need to ship finished goods over longer distances for distribution.

In Latin America, we shipped more than 24% of our volume via ocean freight in 2023, compared to 17% in 2022. In addition to ocean freight, we implemented ground transportation for shipments from the U.S. to Mexico, which accounts for 23% of our total volume in Latin America. Both these measures have provided an environmental benefit through reductions in carbon emissions and cost of materials.

Working with our suppliers, we are exploring other efficient sustainability practices, including the use of reusable containers. In 2023, we began a program with a major U.S. customer through which recyclable plastic pallets are stored after shipment and returned for reuse.

Supply chain resiliency and sustainability

To maintain a seamless, resilient supply operation, we continually evaluate our supply chain and monitor risks in the global ecosystem. Investing in additional capacity and maintaining higher raw material stocks enable our manufacturing to mitigate supply chain disruption risks. By diversifying our supply base, we reduce reliance on single-source suppliers and avoid potential supply bottlenecks – a strategy that helps maintain production levels in the face of unforeseen circumstances while also allowing us to meet customer demands effectively.

In our procurement operations, we’ve been evolving to a four-region sourcing model, working with suppliers close to our manufacturing operations to save both the costs and emissions impacts associated with more globalized shipping models.



People: Employee culture and business environment

We're a global company serving the full healthcare continuum, from over-the-counter diagnostics to labs and hospitals. For over 80 years, we've relentlessly pursued the unknown with a passion and purpose to improve health. We have a proven history and are also a brand-new company: bold and ambitious, nimble and evolving, hardworking and hungry to deepen our impact on lives around the world. We embrace a culture fueled by precision and passion – continuously challenging ourselves to do more, be better and innovate for a healthier future. We believe we are better together and are committed to supporting our purpose-driven, inspired and engaged team members.



Building a mission-driven culture

2023 was a year of continued evolution at QuidelOrtho, as we moved from integrating to harmonizing our two legacy companies, Quidel and Ortho. Throughout the year, we continued to harness the power of both organizations, aiming to create an efficient, agile enterprise that raises the performance of diagnostic testing and creates better patient outcomes across the healthcare continuum.

Our employees are critical to QuidelOrtho's success and to upholding our reputation as a leader in the diagnostics industry. We promote a work environment that prioritizes employee well-being, encourages personal responsibility and understands the value of diverse perspectives. By emphasizing individual growth and development, we help our employees gain the skills and knowledge to excel in their current roles, evolve their careers for professional and personal fulfillment, and contribute directly to the innovation that fuels our company's success.

With operations that span the globe, uniting talented individuals across more than 130 countries, we aim to foster a culture that allows all employees to contribute at the highest level possible to support our mission and deliver exceptional products, services and experiences to those who rely on us.

Our flat organizational structure promotes agile decision-making, increased responsibility and high accountability to drive an engaged and entrepreneurial culture. In contrast to the hierarchies typical at many large companies, our organizational structure encourages employees to step into more challenging roles, demonstrate their decision-making and leadership skills, and make an impact.

Pride in our mission drives both talent attraction and retention, as we work to serve unmet healthcare needs worldwide.



Employee engagement

At every job level, we aim to foster a growth mindset, encouraging our employees to prioritize what matters most and to seek regular feedback to enable real-time performance adjustments. In our fast-paced environment, we urge all our employees, teams and managers to engage in continuous, transparent conversations as part of their day-to-day work.

We have established newly defined core behaviors based on the QuidelOrtho Way, which defines our values as a company and our ways of working together. At the center of these core behaviors are “bring your best,” which reflects each individual contributing to their highest potential; “embrace inclusion,” which reinforces the role each team member plays in creating a diverse, equitable and inclusive work environment; and “commit to service,” which reflects our central value of serving our customers and communities.

To align and cascade strategic priorities throughout the company, reinforce the importance of our core behaviors and enable employees to achieve their best, we offer goal management to all team members. This process helps employees plan and prioritize their objectives throughout the year; work with their manager to align performance expectations; establish a foundation for transparent conversations focused on feedback, performance and development; and identify on-the-job learning and skill development opportunities to help them meet their goals and grow their career. To spark greater employee engagement and encourage feedback, we also conduct talent engagement roundtables and schedule regular skip-level meetings throughout the organization.

Frequent confidential surveys also help us assess employee engagement, happiness and motivation, as well as celebrate accomplishments, identify areas of concern and continuously refine our strategies for meeting employee needs.

In our 2023 Employee Happiness Survey, we saw participation from 83% of our global employees (up 8 points from 2022) and garnered strong positive responses across several key metrics:

85%

of respondents reported being highly motivated by our mission, brand reputation, relationship with customers and commitment to quality – beating the industry benchmark by 10 points.

79%

of respondents reported receiving feedback from their manager through regular conversations and one-on-one meetings, a 10-point improvement over our 2022 results.

71%

expressed pride in the company and a strong connection to their colleagues and manager.

Respondents indicated a strong alignment to our strategic priorities and positive sentiment around engagement and the workplace experience – indicators that they are willing to

go the extra mile to enable QuidelOrtho’s success. We aim to use these surveys to continuously improve our culture and employee happiness and engagement. For example, as part of the response to our 2022 survey results, we provided our leaders with communication toolkits to support deliberate and consistent communication across their teams.

Employee recognition and rewards

Introduced in late 2023 as an extension of legacy initiatives, our Ovation! program empowers QuidelOrtho employees to give each other feedback and celebrate accomplishments, whether in modeling core behaviors, improving processes, supporting our customers, or advancing our innovation and business goals.







Through Workday’s Ovation! app, employees can nominate coworkers in any of four categories, three of which include a monetary award ranging from \$150 - \$1,500:

- **Cheers:** A thank-you for working every day to make things better
- **Kudos:** Recognition for taking the extra step
- **Acclaim:** Appreciation for efforts that go above and beyond
- **Magnificence:** Recognition for significant achievement and results

Nominations are reviewed by the nominee’s manager and People & Culture. In addition to a certificate, Cheers winners are entered into a quarterly raffle for additional prizes.

Modeling the QuidelOrtho Way

The core behaviors encompassed by the QuidelOrtho Way serve as the foundation for our culture and give shape to how we work together – from the way we collaborate and make decisions to how we onboard team members and serve our customers and communities. In 2023, we launched a cross-functional Core Behavior Activation Team across our operating regions, identifying advocates who could bring each of these behaviors to life through executive fireside chats, team and functional workshops, storytelling and other workstreams. By collaborating and engaging with employees around the globe, these team members inspire us to innovate together as an aligned, purpose-driven company.

-  **Bring your best**
Engage. Contribute. Deliver.
-  **Communicate with clarity**
Lead with transparency. Seek to understand.
-  **Make it happen**
Prioritize what matters. Execute with speed.
-  **Commit to service**
People. Customers. Community.
-  **Embrace inclusion**
Be open. Be authentic. Be you.
-  **Forward together**
Imagine. Collaborate. Innovate.

Onboarding and early-career experience

Our employee performance management philosophy prioritizes our commitment to employees and our dedication to creating an inspiring and engaging culture.

We are employee-focused from day one, starting with our internship and early-career programs. In 2023, our summer internship program drew 52 participants divided almost equally between women and men, and representing 30 different colleges. These interns supported 12 functions across four QuidelOrtho locations. To support a pipeline of talent for our finance and accounting functions, we also offer a 24-month Finance Leadership Development Program that provides new graduates with hands-on training, along with ongoing mentoring and coaching to support development of critical business, leadership and technical skills. Participants complete two one-year rotations, with an opportunity for placement in more than one of our U.S. office locations. Similarly, our Sales Development Program seeks to train a strong bench of talent to grow our U.S. account management team, both through new hiring and by promoting from within. Participants solidify their presentation and selling skills and learn QuidelOrtho’s product value proposition while supporting trade shows, road shows, and other marketing and sales programs.

In 2023, we enhanced our new-hire onboarding program to ensure consistency and a seamless, efficient experience for new employees. Our expanded approach focuses on improved access to company and product information and new hire resources, while delivering a digital, self-directed journey over the first 90 days, designed to accelerate learning, productivity, performance and engagement. As part of this initiative, we implemented regular feedback loops through surveys at the 30- and 60-day milestones to gather actionable insights that have been used to continuously improve the onboarding experience. This data-driven approach has enabled us to proactively address gaps, emphasizing preparedness for both new hires and managers while enhancing communication, connection, and cultural integration from offer acceptance to the first day.

Additionally, we introduced a comprehensive managers’ guide to instill clear ownership and outline the onboarding process, timelines, and key responsibilities, including interactive checklists for pre-hire engagement, technology setup, team and stakeholder introductions, and internal hire onboarding.

After a successful pilot with U.S. hiring managers in 2023, we scaled the program globally in 2024, positioning our managers to effectively support new talent and drive long-term performance and retention across regions. This enhanced onboarding experience underscores our commitment to fostering an environment where new employees can thrive from day one.

Number of new employee hires and employee voluntary turnover rate in 2023

| New Hires in 2023 | Number of Hires (out of 948) in 2023 |
|--|--------------------------------------|
| By region | |
| ASPAC | 109 |
| EMEA | 170 |
| Greater China | 56 |
| LATAM | 36 |
| NA | 577 |
| By gender | |
| Male | 554 |
| Female | 363 |
| Not declared | 31 |
| By age group | |
| 30 and under | 318 |
| 30-50 | 491 |
| Over 50 | 126 |
| Not indicated | 13 |
| Voluntary turnover rate in 2023 | Percentage of turnover |
| | 8.8% |



Learning and development

QuidelOrtho employees are empowered to develop themselves through on-the-job learning and have opportunities to grow their skills and knowledge in real-time, directly within their work environment. This approach fosters continuous improvement, allowing employees to take ownership of their professional growth while applying new insights and techniques to their daily tasks. By staying curious and actively seeking new challenges, they can uncover valuable learning opportunities that might otherwise be overlooked. As a result, they become more adaptable, resourceful and motivated, ultimately contributing to both their personal career advancement and the organization's success.

Additionally, QuidelOrtho provides a wide range of career development, training and mentorship programs designed to support employees' continuous improvement and professional advancement at all stages of their careers.

Employees undergo comprehensive training relevant to their roles, leveraging a decentralized learning management system that caters to regional and functional needs. Employees are responsible for completing required trainings (including safety and compliance) and can access elective courses to help them in their current role or prepare for their next career step. In 2023, we re-launched our learning and development platform, Grow at QuidelOrtho, and expanded our relationship with LinkedIn Learning® across our global operations, giving employees access to learning content with both desktop and mobile accessibility. Grow at QuidelOrtho now includes links to LinkedIn Learning's learning paths, with a full library of over 20,000 online courses covering everything from technical education to personal skills, communication and strategic thinking. Other features include short-form "Nano Learning" courses that provide quick, actionable skill and knowledge development, as well as content aligned to our QuidelOrtho core behaviors and stimulate an employee's lifetime learning journey. During 2023, QuidelOrtho employees completed more than 65,000 LinkedIn Learning videos, courses and learning paths.

To track the effectiveness of our training and education initiatives, we leverage system reporting and audits, regular employee surveys and manager dashboards that facilitate quantitative analysis of learning content and course completion.

Diversity, equity and inclusion

QuidelOrtho employees come to work with unique backgrounds, experiences and perspectives. We know the value those differences provide to our company as we strive to craft a workplace culture as diverse as the communities we serve. We want our people to feel heard and seen, no matter their gender, ethnicity, sexual orientation, disability, religion, ethnic or national background, points of view or beliefs. We want them to feel empowered to be their whole selves, working to deliver a healthier future – together.

Our commitment to diversity, equity and inclusion (DE&I) starts in our hiring and employment practices, where we monitor and analyze our employee demographics annually, including gender, race, ethnicity, and veteran and disability status. This analysis allows us to reduce the risk of disparate impacts in employee compensation and movements (hiring, termination, promotion, transfer). If any negative impacts or disparities are identified, we take prompt steps to address them, including adjusting compensation or implementing additional outreach for employee attraction where necessary. By reducing bias in our job application processes and providing career paths for individuals without four-year college degrees, we are proactively building a diverse talent pipeline and empowering individuals from all backgrounds and walks of life. This commitment is supported by our [Equal Employment Opportunity and Affirmative Action Policy Statement](#), which is signed by our CEO.

Every year, QuidelOrtho spotlights top female talent through an internal awards program and nominations for prestigious Healthcare Businesswomen’s Association awards.

As a federal contractor, we are obliged to create equal job opportunities for women, minorities, veterans and individuals with disabilities. We comply with this obligation by conducting outreach to these groups and implementing non-discriminatory hiring practices based on these and other protected statuses, including race and sexual orientation. We also utilize annual audits to gauge our effectiveness in managing diversity and equal opportunity, tracking key performance markers such as the gender of employees in each equal employment opportunity category and the basic salaries of men and women in those categories.

To empower our employees with the knowledge and skills to contribute positively to an inclusive work environment, we offer DE&I training programs covering topics including unconscious bias, inclusive leadership and cultural competence. We utilize a learning platform to monitor employee engagement with these courses, collect and evaluate data to gauge the program’s success, identify areas for improvement and determine where further investment is required.

To further advance diversity and inclusion in our culture, QuidelOrtho supports the efforts of three employee resource groups (ERGs): the QuidelOrtho Women’s Leadership Network (QWLN), African American Leadership Committee (AALC) and QuidelOrtho Veterans Service and Outreach Committee (QOVSOC). These ERGs function as supportive communities and collaborative platforms where employees can share experiences, learn from each other, and work collectively to advance our DE&I and ESG objectives.



In 2023, QuidelOrtho engaged in initiatives and activities designed to advance DE&I in our culture and expand our pipeline of diverse talent, frequently with participation from our ERG team members. These included:

- Department of Defense (DoD) Skillbridge partnership:** QuidelOrtho became an industry partner in the U.S. DoD's Skillbridge program, which helps service members transitioning back to the civilian workforce gain experience through training, apprenticeships or internships – all while continuing to receive their military compensation and benefits. We are launching the program in 2024 with internship positions within our Information Security team. Each Skillbridge intern will work full-time at QuidelOrtho sites for up to six months, with performance assessment and feedback along the way.
- Healthcare Businesswomen's Association (HBA) corporate partnership:** QuidelOrtho is a gold-level corporate partner of the HBA, a global non-profit organization that works to further the advancement and impact of women in healthcare. Through this partnership, QuidelOrtho's senior leaders serve as panelists for HBA-led educational events, and our employees can participate in local networking events, educational webinars, mentoring programs, affinity groups, volunteering opportunities and HBA's annual conference. In 2023, QuidelOrtho employees registered for a total of 257 HBA programs.
- Military community support:** Our QOVSOC's activities include hosting speakers focused on military outreach, taking donations to place poppies at gravesites on Veteran's Day and arranging flag displays on days of remembrance.
- National Black MBA (NBMBA) Association annual conference:** Members of our AALC participated with other company representatives in the NBMBA's 45th annual career expo in Philadelphia, PA, where they sought applicants for our Early Careers Programs and engaged with over 100 candidates about open positions at QuidelOrtho.
- PersonnelPlus employment program:** At our facility in Athens, OH, we partnered with PersonnelPlus to identify and hire people with disabilities for part-time positions in our packaging group.
- San Diego Jobtoberfest:** QuidelOrtho representatives engaged with individuals and community leaders at the San Diego Committee on Employment for People with Disabilities annual job fair.
- Support for UC San Diego's Black Alumni Scholarship Fund:** Our AALC worked with QuidelOrtho's Senior Vice President of Operations to donate \$20,000 to the University of California San Diego's Black Alumni Scholarship Fund, which supports African American scholars studying engineering, mathematics and science or arts, humanities and social sciences.

Global diversity by job type, gender and region

| Job type and region | Male | Female | Not declared/blank | Total |
|---------------------------------------|--------------|--------------|--------------------|--------------|
| Total permanent employees | 4,172 | 2,864 | 38 | 7,074 |
| Greater China | 281 | 208 | 2 | 491 |
| EMEA | 737 | 557 | 19 | 1,313 |
| JPAC* | 494 | 143 | 0 | 637 |
| LATAM | 197 | 166 | 3 | 366 |
| NA | 2,463 | 1,790 | 14 | 4,267 |
| Total temporary employees | 37 | 38 | 6 | 81 |
| Greater China | 0 | 0 | 0 | 0 |
| EMEA | 22 | 22 | 5 | 49 |
| JPAC* | 14 | 15 | 1 | 30 |
| LATAM | 0 | 1 | 0 | 1 |
| NA | 1 | 0 | 0 | 1 |
| Non-guaranteed hours employees | 0 | 0 | 0 | 0 |
| Full-time employees | 4,186 | 2,832 | 44 | 7,062 |
| Greater China | 280 | 207 | 2 | 489 |
| EMEA | 753 | 525 | 24 | 1,302 |
| JPAC* | 508 | 154 | 1 | 663 |
| LATAM | 197 | 167 | 3 | 367 |
| NA | 2,448 | 1,779 | 14 | 4,241 |
| Part-time employees | 23 | 70 | 0 | 93 |
| Greater China | 1 | 1 | 0 | 2 |
| EMEA | 6 | 54 | 0 | 60 |
| JPAC* | 0 | 4 | 0 | 4 |
| LATAM | 0 | 0 | 0 | 0 |
| NA | 16 | 11 | 0 | 27 |
| Grand total | 4,209 | 2,902 | 44 | 7,155 |

*Includes Japan and Asia Pacific, excluding Greater China.

Employee well-being

The well-being of our employees is integral to QuidelOrtho's success, and we support our people across four dimensions: physical, mental, emotional and financial.

Employee benefits

We provide our employees with fair compensation and benefits, with the majority of our comprehensive packages comprising a mix of competitive base salary, equity awards and cash-based variable incentive compensation (when applicable), as well as health and life insurance, paid vacation time, sick time, short- and long-term disability coverage, and a retirement plan with employer match. To meet specific needs, employees may also select auxiliary benefits that include flexible spending accounts, hospital care, accident insurance, prepaid legal support, specialized services for parents and nursing mothers, and a wellness program (options vary by country).

Wellness offerings

QuidelOrtho provides a variety of wellness programs, including on-site gyms, a well-being platform and participation in community events that promote healthy living. Our commitment to employee wellness extends to leveraging technology to enable flexible work arrangements and maintain a healthy work-life balance, enhancing employees' overall satisfaction and well-being. We work to foster an overall environment of understanding, empathy and emotional well-being, and offer a global employee assistance program that provides counseling and support.



Health and safety

The health and safety of our employees and communities are essential to our organization's success, and we are steadfast in our commitment to promoting a culture of health, safety and accountability company wide. Our [Environmental, Health and Safety Policy](#) commits QuidelOrtho to managing regulatory compliance and risk, mitigating workplace environmental hazards and impacts, and continuously improving our health and safety programs and management systems to create a safe work environment for all employees.

EHS programs, certifications and standards

QuidelOrtho takes pride in adhering to high standards for environmental, health and safety (EHS) and occupational health and safety (OHS) management. Our manufacturing sites in Raritan, NJ; Rochester, NY; Pompano Beach, FL; and Pencoed, Wales maintain third-party certifications and recognitions of their systems for managing environmental hazards and impacts and workplace health and safety risks. These certifications include:

ISO 14001: Environmental Management Systems standard: Raritan, Rochester, Pompano Beach, Pencoed

ISO 45001: Occupational Health & Safety Management Systems standard: Pompano Beach, Pencoed

OSHA Voluntary Protection Program: Raritan and Rochester operations designated as Star sites, recognizing exemplary OHS management and performance

These four manufacturing sites have implemented comprehensive programs that govern, implement and document systems for:

- Evaluating risk, managing work-related hazards, and facilitating worker safety and protection
- Managing work-related incidents
- Implementing various risk-reduction controls
- Conducting facility risk assessments and internal and external (third-party) audits
- Continuously monitoring and assessing EHS management systems

Systems for assessing and managing work-related risks and hazards, facilitating safety and protection and managing work-related incidents as well as documenting and governing processes extend beyond our manufacturing and distribution operations to encompass the 44% of our employees and contractors who work at non-manufacturing/distribution sites or in work-from-home environments. Of the remaining 56% of QuidelOrtho's total workforce who work in manufacturing and distribution facilities, our occupational health and safety management systems cover 57% of employees and contractors at these sites. These systems have been internally audited as well as externally audited by an independent third party.

In 2024, we will continue our efforts to globalize our health and safety management systems and training requirements as part of harmonization efforts between our legacy Quidel and Ortho operations, creating consistent practices across our locations.

Workplace health and safety

QuidelOrtho maintains rigorous programs and procedures to protect our employees from work-related risks. To determine proper safety controls for proactive hazard mitigation and to enhance employee and workplace safety, we conduct regular facility risk assessments and internal and external audits that quantify the risks associated with specific tasks and job roles. These may include risks from material handling, moving parts and equipment, motor vehicles, hazardous chemicals, biohazardous agents, ergonomics (e.g., repetitive motion injuries, over-exertion) and slip-trip-and-fall hazards. To reduce these risks, we have developed a comprehensive series of risk mitigation strategies and controls that include:

1. Implementing engineering controls to remove or control the hazards
2. Substituting with a less hazardous material or process
3. Thoroughly training staff on safety protocols
4. Implementing requirements for personal protective equipment (PPE)
5. Reevaluating risk-control opportunities as part of our continuous improvement program
6. Promoting employee collaboration in hazard identification
7. Implementing capital improvements to mitigate exposure
8. Seeking management support for alternative solutions
9. Utilizing loss control management and trend analysis to monitor the effectiveness of our risk mitigation strategies
10. Collaborating with our Continuous Improvement team to drive hazard identification, reporting and problem solving throughout all levels of the organization.



In 2023, we globalized our “Safety Reporting Made Easy and QIC” (QuidelOrtho Improvement Culture) initiative, which utilizes QR code technology to enable more proactive, in-the-moment “good catch” and “near miss” hazard reporting, resulting in fewer reported safety incidents and injuries. When incidents are reported, they are recorded, investigated, analyzed and reported to management. Workers and supervisors are included in the review process so that the root cause of the injury/incident is understood, and corrective actions are implemented. Across our operations, local safety committees and individual departments hold regular meetings to communicate and review health and safety metrics and actions. Through our culture of transparency and collaboration between our sites and our global leadership team, escalations are raised up the chain for executive review and notifications and announcements are passed back down to the site level.

In 2023, our injury rates improved, with zero work-related fatalities and 35 recordable work-related injuries throughout our global organization. This translates to a decrease of our total recordable injury rate from 1.37 to a rolling average of 0.66 across 9,976,102 hours worked. The main categories of injuries were lift/lower/overexertion (26%), ergonomic (20%) and contact (14%) related, of which 51% resulted in a sprain or strain-related injury. These data points were calculated with a rate base of 200,000 hours worked, using data from incident tracking logs, workers’ compensation loss runs, annual OSHA 300 logs and our health services database. No employees or controlled workers were excluded from these calculations.

Employee engagement in health and safety

A strong safety culture starts with a sense of engagement, ownership and accountability across the organization, from our global leadership team to the managers, supervisors and workers who power our operations. Workers are involved in EHS committees, development of job hazard analyses, risk assessments and site inspections. We communicate EHS metrics at every level to promote awareness and understanding.

To support engagement and education, we offer extensive health and safety training via a learning management system covering topics such as general awareness, ergonomics, PPE, emergency procedures and other related topics. Employees and contractors also receive job-specific training in areas such as machine safety and electrical safety, using a blend of on-demand learning, instructor-led sessions and supervisor-guided training.

Supporting employee health

QuidelOrtho’s Occupational Health department provides all employees and contractors with support services, including medical surveillance management for OSHA and department-required exams, workplace injury/illness management, medical accommodations, return-to-work evaluations, business travel consultations, work fitness-for-duty evaluations and vendor credentialing. These services are available to employees and contractors virtually or via phone, with all personal medical information kept strictly confidential.

In 2023 our total recordable injuries reduced by 51% year-over-year, with a decrease of our total recordable injury rate from 1.37 to 0.66.

Philanthropic programs and initiatives

Continuous improvement is at the core of what we do and who we are, both in the products and solutions we offer and in our corporate philanthropy work. In the U.S., our charitable giving programs and activities operate under the banner of G.I.V.E. by QuidelOrtho (Gift, Impact, Volunteer, Empower), an employee-led philanthropy initiative focused on:

- **Matching gifts:** We match employees' charitable contributions to qualifying non-profit organizations up to \$200 per employee annually.
- **Volunteer incentive program:** We donate an additional \$100 to any qualifying organization where an employee has volunteered 20 hours or more in a calendar year.
- **General grant fund:** Employees may nominate a qualifying organization for a possible company grant of up to \$2,000.
- **Community partnerships:** As part of our commitment to expanding equitable access to healthcare in communities across the nation, we partner with sports teams and non-profit organizations to donate COVID-19 testing products – more than 2,900 tests in 2023.
- **Community initiatives and philanthropic programs:** We contribute to community initiatives and philanthropic programs including research partnerships, blood drive sponsorships, COVID-19 testing drives, medical supply donations, scholarship and internship programs, and STEM education programs.

As of the end of 2023, employees could use Benevity's Spark platform to direct charitable contributions, track volunteer hours, nominate organizations for grants and create giving opportunities to encourage other employees to support their favored causes. The G.I.V.E. program's general grant fund is led by a committee of seven QuidelOrtho employee volunteers, who serve for two-year staggered rotations and determine grant recipients at quarterly committee meetings.

Each year, QuidelOrtho partners with educational, research and charitable organizations to deliver needed support and services at the community level. 2023 marked the second year of our three-year, \$750,000 commitment to the American Heart Association (AHA), which brings global awareness to the impact of heart disease while connecting with under-resourced communities to improve quality of life. QuidelOrtho's funding supports four San Diego area AHA initiatives designed to drive equitable health impact, urge regular medical care, drive heart-health awareness for women, promote STEM education and raise awareness through an annual Heart Walk.

In our North America commercial business, our President's Advisory Council (PAC) also supports organizations that address critical community needs through its Project ImPACT. PAC's mission is to bring together high-performing QuidelOrtho employees to identify business process improvements, strategy enhancements and opportunities for the company and our people to demonstrate corporate social responsibility and community service. In 2023, Project ImPACT gave 19 employees \$1,500 each to donate to the non-profit organization of their choice. Recipients of the total \$28,500 donation included St. Jude's Children's Research Hospital, the Breast Cancer Research Foundation, the Wounded Warrior Foundation, Hero Haven (providing outdoor adventure to veterans) and others.

Our philanthropic partner organizations and efforts in 2023 included:

- **American Heart Association:** Brings global awareness to the impact of heart disease while connecting with under-resourced communities to improve quality of life.
- **Girls in STEM:** Builds learning experiences and opportunities for underrepresented communities through innovative and accessible projects.
- **San Diego State University (SDSU) Research Foundation:** Helps individuals pursue research projects that foster scientific learning and discovery.
- **California State University / SDSU Athletics:** Promotes the availability of low-cost diagnostic testing services in the greater San Diego area.
- **Ohio Health Race for Reason:** Supports charities, non-profit organizations and student organizations in southeastern Ohio.
- **Sports franchise partnerships:** Through partnerships with organizations including the San Diego Padres (MLB), New York Jets (NFL), Los Angeles Rams (NFL) and Chicago Blackhawks (NHL), QuidelOrtho has sponsored blood drives and delivered free COVID-19 tests to students in underserved communities, staff and attendees at sporting events and youth programs, and local organizations that support military service members, veterans and their families.
- **University of Arizona:** Provides scholarships to health sciences students and supports the BIO5 Institute's KEYS Internship program.

Planet: Operational sustainability

QuidelOrtho is committed to protecting the environment and the long-term well-being of the communities in which we operate. We understand the importance of monitoring, reducing and transparently reporting our impacts on the planet, including energy and water consumption, GHG emissions and waste generation. To reduce those impacts, mitigate risks and reduce costs, we pursue continuous site-specific improvements in facility operations and manufacturing, invest in efficient systems and renewable power, and explore sustainability improvements with our supply chain partners.



Our approach to sustainable operations

To satisfy both our own commitments and our customers' expectations for ESG performance, we continue to monitor our sustainability performance and intend to establish company-wide reduction goals.

In 2023, our environmental initiatives remained site-specific as we worked to harmonize our legacy Quidel and Ortho operations, with facility and corporate teams working together to achieve site-specific goals based on each facility's infrastructure, impacts and potentialities. Four of our seven manufacturing sites are certified to the ISO 14001 standard, which facilitates our diligent management of water usage and discharge, as well as periodic reporting and audits to drive accountability. These certifications also inherently require that we work toward improvements in environmental metrics, including establishing realistic and achievable objectives and targets (with associated performance indicators) and action plans for their achievement. For manufacturing and distribution sites that are not currently ISO certified, we are beginning to conduct third-party gap assessments to gauge deviations from the standard, a process that will inform improvement efforts toward possible future certification. Broad standardization under these certifications can help us set energy and waste reduction strategies, goals and targets across our global footprint.



Water management

Water conservation is one of the primary drivers of our product sustainability efforts, with our VITROS systems providing labs with a fully waterless alternative (see sidebar “QuidelOrtho waterless technologies”). At the same time, we’re focusing on the water impacts of our own operations, from our R&D and manufacturing processes to routine use and landscape irrigation at our facilities.

In 2023, our Raritan manufacturing plant decreased its water usage by 8% year-over-year, saving nearly 3 million gallons in both consumption and wastewater discharge.

We take a site-specific approach to water management, with strategies varying based on a site’s specific water needs, consumption rates, discharge and wastewater rates, and other environmental factors. Water conservation methods used at various sites include installation of reverse osmosis water systems, leak detection in underground sprinkler piping, use of reclaimed water in cooling towers, installation of more efficient absorption and centrifugal chillers, and other infrastructure upgrades. Our 2025 plans include switching from a water-cooled pump to an oil-cooled pump at our site in Rochester, NY, to further reduce water consumption.

At our California sites, we continue to pursue various water management strategies, including transitioning landscaping designs to utilize plants that are drought-tolerant and require less water. To reduce our freshwater withdrawals from public utilities, we use reclaimed water for landscape irrigation at all our San Diego sites and for building cooling systems at our Summers Ridge campus. At our campus in Rochester, NY, we use filtered lake water to support a number of production and facility processes. In 2023, we conducted a company-wide water inventory to catalogue our water impacts.

All QuidelOrtho sites meet or exceed discharge standards for wastewater, and we continuously evaluate our practices to avoid negative environmental impacts.

Water metrics

| | 2023 amount in megaliters (ML) | 2022 amount in megaliters (ML) |
|-------------------------|--------------------------------|--------------------------------|
| Total water withdrawal | 468 | 452 |
| Total water discharge | 415 | 385 |
| Total water consumption | 53 | 66 |

We calculated our 2023 inventory by aggregating water invoices across our sites. To gauge water withdrawals, we collected data for all our manufacturing sites (which represent our largest withdrawals) and used estimates for offices and other sites. For water consumption, we subtracted water discharge from water withdrawals at each site.

QuidelOrtho waterless technologies

In a world increasingly confronting water scarcity and drought, QuidelOrtho is committed to helping our customers and communities through innovations in waterless diagnostics. Using our VITROS waterless dry-slide technology, labs and hospitals can operate without in-lab upstream water purification and downstream filtration and disposal of contaminated water – all while achieving faster test turnaround times, greater testing capacity and cost savings. In 2023, we estimate that our VITROS systems saved more than 203 million gallons of water versus comparable water-based systems. See [Product environmental stewardship](#) for this and other product sustainability advances.



Waste management

QuidelOrtho understands the value of managing resources responsibly and seeks sustainable methods of disposing waste generated in our manufacturing, R&D, distribution and general operations. These methods include recycling programs, landfill diversion programs, reuse of wooden and plastic shipping pallets, reuse programs for select products, and quality control systems to reduce manufacturing deviations, improve yield and cut scrap.

At all our sites, we are focused on improving recycling rates to divert non-hazardous waste from landfills. Our manufacturing site in Pencoed, Wales, currently follows a zero-waste-to-landfill policy, and in 2024 we initiated a program at our Waples distribution center in San Diego, CA, to drive towards zero landfill impact. Additionally, we're exploring proposals to divert cardboard waste to recycling at our distribution center in Memphis, TN. Company-wide, our operations, EHS and R&D teams collaborate closely with waste management vendors to responsibly manage and mitigate hazardous and medical waste generated by our sites, prioritizing sustainable disposal methods such as waste-to-energy conversion.



We inventory our waste annually to assess our waste management strategies' effectiveness and gauge waste performance, and we are in the process of developing corporate waste-related goals. To reduce waste throughout the product life cycle, our waste management strategies include product refurbishment, parts harvesting and other circularity efforts, which are described in the [Product end-of-life strategies](#) section of this report.

Our manufacturing site in Rochester, NY, increased its waste diversion rate to 84.3% in 2023 (up from 71.2% in 2022), diverting a half million pounds of materials from landfills to recycling.

Waste generation metrics

| Total weight of waste generated and breakdown by composition | 2023 (metric tons) | 2022 (metric tons) |
|--|---|---|
| Hazardous waste | 503 | 456 |
| Non-hazardous waste | 5,293 | 4,920 |
| Total | 5,796 | 5,376 |
| Contextual information needed to understand hazardous waste data | 1,111,062 pounds noted from primary waste data, including hazardous and medical waste; global facilities are not assumed to produce hazardous waste | 1,008,286 pounds noted from primary waste data, including hazardous and medical waste; global facilities are not assumed to produce hazardous waste |
| Contextual information needed to understand non-hazardous waste data | 11,672,325 pounds noted from primary waste data as well as estimates for global facilities | 10,849,023 pounds noted from primary waste data as well as estimates for global facilities |

Data is largely compiled from waste hauler invoices that record volumes of relevant waste streams. Reasonable assumptions were applied where primary data was unavailable. 2022 waste data for our Summers Ridge facility has been updated. This update resulted in insignificant changes to our 2022 waste data and does not impact our overall waste performance trends.

Waste diversion metrics

| Total weight of waste diverted and breakdown by | 2023 (metric tons) | 2022 (metric tons) |
|---|--------------------|--------------------|
| Hazardous waste | | |
| Preparation for reuse | 5 | 34 |
| Recycling | 44 | 9 |
| Other recovery operations | 0 | 0 |
| Total composition | 49 | 43 |
| Non-hazardous waste | | |
| Preparation for reuse | 3 | 111 |
| Recycling | 2,712 | 2,235 |
| Other recovery operations | 0 | 0 |
| Total composition | 2,715 | 2,346 |
| Medical waste | | |
| Preparation for reuse | 0 | 0 |
| Recycling | 86 | 0 |
| Other recovery operations | 0 | 0 |
| Total composition | 86 | 0 |
| Total amount | 2,850 | 2,839 |
| On-site | 0 | 0 |
| Off-site | 2,850 | 2,389 |

All waste disclosed was directed off-site for disposal. Data is largely compiled from waste hauler invoices that record volumes of relevant waste streams. Hazardous waste includes medical waste. 2022 waste data for our Summers Ridge facility has been updated. This update resulted in insignificant changes to our 2022 waste data and does not impact our overall waste performance trends.

Waste disposal metrics

| Total weight of hazardous waste disposed and breakdown by | 2023 hazardous waste (metric tons) | 2022 hazardous waste (metric tons) |
|--|------------------------------------|------------------------------------|
| Incineration (with energy recovery) | 88 | 51 |
| Incineration (without energy recovery) | 143 | 245 |
| Landfilling | 122 | 30 |
| Other disposal operations | 15 | 87 |
| Total composition | 368 | 413 |
| Of total - on-site | 0 | 0 |
| Of total - off-site | 368 | 414 |
| Total weight of non-hazardous waste disposed and breakdown by | | |
| Incineration (with energy recovery) | 513 | 421 |
| Incineration (without energy recovery) | 83 | 103 |
| Landfilling | 1,982 | 2,047 |
| Other disposal operations | 0 | 2 |
| Total composition | 2,578 | 2,573 |
| Of total - on-site | 0 | 0 |
| Of total - off-site | 2,578 | 2,573 |

All waste disclosed was directed off-site for disposal. Data is largely compiled from waste hauler invoices that record volumes of relevant waste streams. Hazardous waste includes medical waste. 2022 waste data for our Summers Ridge facility has been updated. This update resulted in insignificant changes to our 2022 waste data and does not impact our overall waste performance trends.

Climate: Energy and emissions reduction

QuidelOrtho is focused on enhancing energy efficiency and reducing GHG emissions as core strategies for mitigating climate change. In 2022, we conducted a comprehensive company-wide energy and GHG Scope 1 and 2 emissions assessment that provided greater visibility into our energy consumption patterns and impacts across:

- Our manufacturing, distribution and daily operations
- Upstream transportation of raw materials to our production facilities
- Downstream energy use associated with product use

This assessment established a baseline for our future evaluations and GHG reduction goals, targets and strategies. In 2023, we saw a slight decrease in our overall carbon emissions, and we have updated our data collection and management process which positively impacts our ability to assess and address our carbon emissions. Our Scope 1 emissions decreased by 10% while our Scope 2 emissions increased by 4%. We will continue to refine our data collection and management, identify energy reduction and efficiency initiatives, and invest in renewable energy where possible.

Our energy and GHG initiatives include site-specific goals and energy conservation programs as well as investments in green technologies and renewable power. In 2023, we completed a new rooftop solar installation at our manufacturing site in Pencoed, Wales – the latest for QuidelOrtho, joining our other solar installations at our Raritan, NJ, and Carlsbad, CA facilities. Together, the three systems are expected to provide an estimated 3,187,007 kWh of clean power annually.

Our site in Raritan, NJ, has also received a capital investment aimed at reducing energy consumption by 2% and cutting associated GHG emissions. To achieve these goals, the facility installed an efficient new boiler and new steam absorption and centrifugal chillers in 2023, and also replaced all outdated HVAC units containing ozone-depleting R-22 refrigerants. Other energy efficiency initiatives within our footprint have included replacing fluorescent lighting with efficient LEDs and monitoring energy usage to inform future reduction planning.

Through efficiency investments, our plants in Raritan, NJ, and Rochester, NY, have increased their manufacturing output without negative impact to their energy and water use rates, which have dropped or remained steady.



Expanding solar and reducing carbon in the UK

In support of the UK's target of cutting emissions by 68% before 2030 and achieving net zero emissions by 2050, our UK subsidiary Ortho-Clinical Diagnostics (Ortho UK) developed a Carbon Reduction Plan (CRP) in accordance with Procurement Policy Note 06/21 for our manufacturing plant in Pencoed, Wales, and a satellite office in High Wycombe, England. A component of Ortho UK's CRP is the construction of QuidelOrtho's largest solar photovoltaic system, which went live at Pencoed on November 7, 2023. Covering the roofs of three plant buildings, the system comprises 3,855 panels and 1,933 optimizers feeding into two transformers. The panels qualify for safety standards UL 61730-1 and UL 6173-2 and comply with applicable laws on waste from electrical and electronic equipment. A dashboard app provides real-time energy performance data trackable on a daily, weekly, monthly and annual basis. In its first full year, the system is expected to provide approximately 15% of the site's energy needs.

Based on a 2022 baseline year, Ortho UK's CRP pairs renewable energy initiatives, existing energy management and efficiency measures, and planned reductions in certain categories of Scope 3 GHG emissions to achieve targets of 26% reduction by 2030, 58% by 2040 and 90% by 2050. The remaining 10% to reach net zero is expected to be met through carbon offsets.

GHG inventory approach and results

We sourced the emission factors applicable to our operations and the global warming potential of our GHG inventory from the U.S. EPA Emission Factors Hub, the International Energy Agency, the Association of Issuing Bodies and others. We defined the boundaries of our GHG inventory using the operational control approach, covering all QuidelOrtho owned/leased spaces and fleet vehicles. For the purpose of complete coverage, we estimated data for locations for which information was unavailable. To generate results that are both accurate and comparable, our GHG inventory calculations were based on the widely used Greenhouse Gas Protocol standard.

Our 2023 GHG inventory encompasses Scope 1 and 2 emissions, and we believe it is as complete and accurate as possible given current data and tools. Our future plans include a Scope 3 emissions assessment to inventory indirect value chain emissions from sources we do not own or directly control. We also plan to conduct third-party verification to provide external assurance of our calculations and reporting to the extent required by applicable laws and regulations.

Emissions metrics

| GHG emissions by type | 2023 amount (tons CO ₂ e) | Base year amount (2022) (tons CO ₂ e) |
|---|--------------------------------------|--|
| Scope 1 GHG emissions | 22,544 | 26,212 |
| Direct (Scope 1) emissions | 22,544 | 26,212 |
| Biogenic emissions | 0.001 | 0.001 |
| Scope 2 GHG emissions | 28,009 | 26,912 |
| Gross location-based indirect (Scope 2) GHG emissions | 28,009 | 26,912 |
| Gross market-based indirect (Scope 2) GHG emissions | 29,690 | 28,369 |

In this year's report, we are restating our 2022 emissions and energy consumption data to reflect the more recent Commercial Buildings Energy Consumption Survey (CBECS) 2018 intensity factors as well as the AR5 report from the Intergovernmental Panel on Climate Change (IPCC). This adjustment resulted in insignificant changes to our data and did not impact our overall GHG performance trends.

GHG emissions intensity

| Types of GHG emissions included | 2023 energy intensity ratio for organization (t CO ₂ e/million \$ revenue) | 2022 energy intensity ratio for organization (t CO ₂ e/million \$ revenue) |
|---------------------------------|---|---|
| Scope 1 | 7.5 | 8.0 |
| Scope 2 (location-based) | 9.3 | 8.2 |
| Scope 2 (market-based) | 9.9 | 8.7 |

In this year's report, we are restating our 2022 emissions and energy consumption data to reflect the more recent Commercial Buildings Energy Consumption Survey (CBECS) 2018 intensity factors as well as the AR5 report from the Intergovernmental Panel on Climate Change (IPCC). This adjustment resulted in insignificant changes to our data and did not impact our overall GHG performance trends.

Emissions of ozone-depleting substances (ODS)

| | 2023 amount (metric tons CFC-11e) | 2022 amount (metric tons CFC-11e) |
|--------------------------------------|---|---|
| Production, imports, exports, of ODS | 0 | 0 |
| Substances included | None of the refrigerants in scope for the 2023 GHG inventory are considered ODS | None of the refrigerants in scope for the 2022 GHG inventory are considered ODS |

Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions

| Significant air emissions by type | 2023 | 2022 |
|--|---|---|
| NO _x | We have not identified any significant NO _x air emissions for our sites | We have not identified any significant NO _x air emissions for our sites |
| SO _x | We have not identified any significant SO _x air emissions for our sites | We have not identified any significant SO _x air emissions for our sites |
| Persistent organic pollutants (POP) | We have not identified any significant POP air emissions for our sites | We have not identified any significant POP air emissions for our sites |
| Volatile organic compounds (VOC) | We have not identified any significant VOC air emissions for our sites | We have not identified any significant VOC air emissions for our sites |
| Hazardous air pollutants (HAP) | We have not identified any significant HAP air emissions for our sites | We have not identified any significant HAP air emissions for our sites |
| Particulate matter (PM) | We have not identified any significant PM air emissions for our sites | We have not identified any significant PM air emissions for our sites |
| Other standard categories identified in relevant regulations | We have not identified any other significant air emissions for our sites that would need to be considered for our GHG inventory | We have not identified any other significant air emissions for our sites that would need to be considered for our GHG inventory |

Energy consumption metrics

| Fuel consumption by type | 2023 amount in gigajoules (GJ) | 2022 amount in gigajoules (GJ) |
|--|---|--|
| Total fuel consumption from non-renewables (by type) | 460,650 | 531,704 |
| Fuel type: Natural gas | 345,296 | 414,627 |
| Fuel type: Petrol (average biofuel blend) | 100,193 | 100,566 |
| Fuel type: Diesel (average biofuel blend) | 10,320 | 10,320 |
| Fuel type: Diesel (100% mineral diesel) | 2,830 | 2,830 |
| Fuel type: Bioethanol | 13 | 13 |
| Fuel type: Compressed natural gas | 699 | 2,331 |
| Fuel type: Liquified natural gas | 281 | 0 |
| Fuel type: Fuel oil | 1,017 | 1,017 |
| Fuel consumption from renewables (by type) | QuidelOrtho produces 64,222 GJ of on-site electricity including both on-site solar and on-site cogeneration | We were unable to measure exact output in 2022 |

Energy consumption metrics (con't)

| Energy consumption by type | 2023 amount in GJ | 2022 amount in GJ |
|---|--|--|
| Electricity consumption | 359,090 | 336,812 |
| Heating consumption | 0 | 0 |
| Cooling consumption | 109 | 111 |
| Steam consumption | 23,973 | 24,731 |
| Total consumption | 383,173 | 361,654 |
| Energy consumption totals | 2023 amount in GJ | 2022 amount in GJ |
| Within the organization | 843,822 | 893,357 |
| Outside the organization | Energy consumption outside of QuidelOrtho operations was not accounted for in 2023 | Energy consumption outside of QuidelOrtho operations was not accounted for in 2022 |
| Energy intensity metrics | 2023 | 2022 |
| Energy intensity ratio for the organization | 78.19 MWh/million \$ in revenue | 75.98 MWh/million \$ in revenue |
| Denominator | \$2,998 million (2023 annual revenue) | \$3,266 million (2022 annual revenue) |
| Types of energy included | 843,822 GJ | 893,357 GJ |
| Use of energy within, outside or both | Use of energy within QuidelOrtho operations | Use of energy within QuidelOrtho operations |

In this year's report, we are restating our 2022 emissions and energy consumption data to reflect the more recent Commercial Buildings Energy Consumption Survey (CBECS) 2018 intensity factors as well as the AR5 report from the Intergovernmental Panel on Climate Change (IPCC). This adjustment resulted in insignificant changes to our data and did not impact our overall GHG performance trends.

Governance: Business fundamentals

QuidelOrtho maintains robust governance practices, adheres to stringent ethical standards and conducts business in accordance with all applicable laws, rules and regulations. We are committed to operating with integrity, and our organizational culture reinforces that commitment through policies, training and an emphasis on our corporate values.



Governance

Our governance structure adheres to the requirements of the U.S. Securities and Exchange Commission (SEC) and Nasdaq.

Our Board of Directors' mission is to represent and protect the interests of the company's stockholders in seeking to increase the company's value. Our Corporate Governance Guidelines reflect the Board's commitments to maintaining a high-performing management team, overseeing the effectiveness of policy and decision-making at the Board and management levels, and aligning the interests of the company's directors and management with the interests of the company's stockholders.

Board structure and committees

Our Corporate Governance Guidelines allow flexibility in determining whether the roles of Board Chair and CEO are combined or separate. Currently, these roles are separated, with Dr. Kenneth Buechler serving as the non-executive Board Chair and Brian Blaser serving as president and CEO. We believe this structure bolsters the Board's oversight of and independence from management, allowing both our Chair and CEO to focus on the company's success. If in the future these roles are combined, or if the Chair is not independent, the Board will elect a lead independent director.

Four standing committees assist the Board in its oversight responsibilities:

- **Audit Committee:** Oversees our accounting and financial reporting processes, financial statement audits, and legal and regulatory compliance.
- **Compensation Committee:** Oversees our overall compensation structure and key elements of human capital management, including talent attraction, development and retention.
- **Nominating and Corporate Governance Committee:** Identifies and reviews the qualifications of potential directors, makes recommendations regarding the composition of the Board and its committees, monitors and assesses Board effectiveness, and leads the Board in shaping and monitoring our corporate and ESG policies.
- **Science and Technology Committee:** Oversees innovation, new product development and R&D activities.

Annually, each director reviews and provides comments to the full Board regarding the performance of the Board and any standing committee of which he or she is a member, weighing strengths, weaknesses and areas for potential improvement. The full Board reviews and discusses these assessments and conducts further review, considering potential improvement in effectiveness at the Board and/or committee level.

For more detailed information on QuidelOrtho's Board structure and composition, including committee responsibilities, see our [Corporate Governance Guidelines](#) and the relevant sections of our [2024 Proxy Statement](#).

Board diversity

Acting on our belief that diversity of backgrounds, experience and viewpoints leads to better decision-making and innovation, we take proactive measures to promote diversity throughout the organization, including at the leadership level.

In addition to evaluating candidates' experience, industry knowledge, and demonstrated skills in strategic thinking, leadership and adherence to principles of corporate governance, we also consider characteristics such as gender, race, ethnic and national background, geography, age and sexual orientation. Our Nominating and Corporate Governance Committee actively includes women and minorities in the pool of director candidates and instructs any search firm with which it engages to also do so. Through this approach, we aim to create a Board that brings sound, independent judgment and a diversity of perspectives and experience to the task of representing stockholder interests and continuing QuidelOrtho's success. Refer to QuidelOrtho's [Corporate Governance Guidelines](#) for additional information.

| Board diversity matrix (as of December 2024) | % of Board members |
|--|--------------------|
| Identify as female | 27% |
| Identify as male | 64% |
| Identify as having a racial/ethnic background other than white | 18% |
| Identify as being white | 73% |

QuidelOrtho's Board currently comprises 11 members. Due to one board member opting not to respond, these percentages do not sum to 100%.

Board risk oversight

The potential for risk resides in every business decision and action, whether strategic or operational. To navigate this landscape, we seek to include risk management principles in all our managerial processes and in the responsibilities of every QuidelOrtho employee, at every level.

Our Board approves the company's high-level operating objectives, goals, strategies and policies to set the tone and direction for appropriate risk-taking. The Board also provides oversight and guidance to our management team regarding risk assessment and implementation of these objectives, goals, strategies and policies. The Board delegates oversight of specific risk exposure areas across its four standing committees.

At Board and committee meetings and through regular reports, our senior executives provide the Board and its committees with regular updates about the company's strategies and objectives and their associated risks. Refer to the "Risk Oversight" section of our [2024 Proxy Statement](#) for more details.

ESG governance

QuidelOrtho is committed to acting responsibly and sustainably, driving positive impact for the environment, society and our stakeholders while delivering value to our stockholders, consistent with our business objectives. Supported by our ESG governance structure, our goal is to align our corporate actions with a long-term approach to emerging norms, laws and regulations in the areas of environmental sustainability, social responsibility, ethics, diversity and inclusion, corporate governance and supply chain responsibility.

Through direct oversight and management, our Board applies its collective knowledge, skills and experience to the company's ESG and sustainability initiatives:

- The Nominating and Corporate Governance Committee oversees and reviews the overall adequacy of our sustainability and ESG strategies, initiatives and policies, as well as all associated risks.
- The Audit Committee oversees ESG disclosure matters and risks related to information technology and cybersecurity.
- The Compensation Committee oversees key human capital management matters, risks, strategies, policies and practices.

In 2024 we established an ESG Disclosure Committee to oversee ESG-related public disclosures and review for global consistency and messaging. The committee's membership comprises our chief financial officer, chief legal officer, chief operating officer and chief human resources officer.

Our senior management, including our president and CEO, chief financial officer, chief operating officer, chief legal officer and chief human resources officer regularly update and liaise with the Board on our ESG strategy and initiatives, and support their implementation. An ESG working group composed of representatives from key company functions provides regular updates to these senior executives and works continuously to identify ESG opportunities and integrate them into our wider business plans. Details on our key ESG priorities are provided elsewhere in this report and in our [2024 Proxy Statement](#).



Business ethics and compliance

QuidelOrtho's commitment to ethical behavior is detailed in our [Code of Business Conduct and Ethics](#) (Code of Conduct), which sets guidelines on a range of ethics matters, including conflicts of interest, protection of company assets and confidential information, legal and regulatory compliance, data privacy and others. We have integrated these principles into our business functions and decision-making processes, forming a strong ethical foundation that's essential for achieving long-term success and maintaining the trust of our stakeholders. To further cement our commitment to ethical behavior in our culture, QuidelOrtho employees complete an annual Code of Conduct training and certify their compliance. In addition to our Code of Conduct training, we make focused online trainings available for various aspects of our compliance program, assigned to employees based on applicability to their roles, regions and other criteria. In 2023, we reached a 79% completion rate for full-time employees completing our annual anti-corruption training. Our annual goal for this training includes a 95% completion rate, and we intend to explore pathways for reaching this goal in the years ahead. In 2023, we also established audit objectives for high-risk areas such as distributor interactions.

The third party-managed QuidelOrtho Ethics Hotline serves as a tool for promoting transparency and accountability. Accessible 24/7 [online](#) or by phone (1-855-224-8332 in the U.S., with numbers for other countries listed on the Hotline site), it provides a channel for our employees and other stakeholders to confidentially raise questions or concerns about conduct that potentially contravenes the law, our Code of Conduct or other company policies. We actively promote the hotline and other communication channels to foster a culture of openness, ethical conduct and adherence to our reporting and anti-retaliation policies. Senior management holds quarterly meetings to assess certain investigative matters and confirm our approach. When issues or potential allegations emerge, we swiftly launch investigations and execute corrective measures as necessary.

Compliance program structure, policies and initiatives

Guided by the U.S. Department of Justice Evaluation of Corporate Compliance Programs guidelines and the U.S. Department of Health and Human Services OIG Compliance Program Guidance for Pharmaceutical Manufacturers, our structured compliance program underscores our commitment as a healthcare organization to maintaining high ethical standards in our operations and our dedication to fair competition and responsible conduct.

Our compliance program is managed by a global compliance team and supported by locally focused teams. Within the program, our Global Compliance Committee facilitates cohesive communication of ethics matters at all levels, manages regular program reviews by regional Legal and Compliance team members, and conducts monitoring and auditing to gain insights into our compliance performance and identify potential improvements.

We maintain a framework of policies, programs and systems to uphold high standards of ethical behavior and compliance within the company. These include:

- **Product regulatory compliance:** QuidelOrtho is committed to providing quality products and services that meet or exceed our customers' specifications and expectations and comply with applicable laws and regulations governing product development, manufacturing, labeling and approval. We review all product promotional materials and marketing campaigns to promote compliance with global laws, industry regulations, and high standards of corporate responsibility and ethical conduct. To further mitigate risk, we maintain online training programs and provide locally focused legal support for our business teams.
- **Anti-bribery / anti-corruption policy:** We do not tolerate any form of bribery or corrupt behavior by our employees in the course of doing business. To reinforce our culture of ethics and compliance, employees undergo mandatory training on our anti-bribery policies. Through our ethics hotline, internal and external stakeholders can confidentially report any bribery-related concerns, and we investigate allegations and concerns and take corrective actions as necessary.
- **Third-party due diligence system:** We review and monitor third-party partners to identify and mitigate risks related to compliance, operations, finance, legal, ethics, conflicts of interest, and potential for reputational damage to provide a complete and unbiased evaluation of our business partners.

- **Distributor and other third-party intermediary interactions policy:** Employee interactions with distributors and other third-party intermediaries must have a legitimate intent and business need, follow arrangements that conform to proper company standards, meet documented and clearly stated requirements, and render payment for services based on fair market value. We expect vendors, suppliers and third-party intermediaries to abide by all applicable laws and industry codes and standards and conduct their activities in accordance with our Supplier and Distributor Code of Business Conduct and Ethics.
- **Healthcare professional/organization interaction approval system:** We maintain a system to help assure that our interactions with healthcare professionals and organizations are compliant with applicable legal requirements and industry codes, reducing the risk of conflicts of interest, enhancing transparency and upholding QuidelOrtho's commitment to ethical practices in the healthcare industry.
- **Modern slavery statement, policies and procedures:** Our [Transparency in Supply Chain and Modern Slavery Report](#) enumerates QuidelOrtho's 2023 policies, procedures and actions to mitigate the risk of modern slavery and human trafficking in any part of our business and supply chain. These include risk assessment and due diligence processes, employee trainings, key performance indicators and compliance evaluations.
- **Clawback policy:** In October 2023, QuidelOrtho adopted an amended and restated clawback policy in compliance with SEC and Nasdaq rules, providing for recovery of incentive-based compensation awarded to current or former executive officers if the company is required to restate its financial statements due to material noncompliance with financial reporting requirements under securities laws.

Other compliance-related policies include:

- [Whistleblower Policy](#)
- [Conflicts of Interest Policy](#)
- [Insider Trading Compliance Policy](#)
- [Supplier and Distributor Code of Conduct](#)
- [Global Privacy Policy](#)
- [Privacy Notice](#)

Cybersecurity and data privacy

QuidelOrtho is committed to protecting the privacy, confidentiality and security of information and data that is entrusted to us through our products, services and business operations. We maintain a comprehensive cybersecurity program that continuously monitors security controls across our enterprise, offices and business activities, and proactively evaluates the risk landscape to enhance protection against emerging risks. Key aspects of our program include:

- **Program governance:** Our executive leadership team and Board of Directors regularly review our cybersecurity programs to support compliance, appropriate allocation of capabilities, and investments to secure our intellectual property and IT assets against cybersecurity threats and meet regulatory requirements.
- **Risk management:** Our cybersecurity program leverages industry-standard NIST 800-53 and ISO 27002 risk management frameworks, and includes regular internal assessments and control testing by external parties to demonstrate compliance.
- **Secure product development:** QuidelOrtho integrates cybersecurity into the development of new and updated products, and tests for risks throughout the development life cycle. Security protocols based on the industry-standard OWASP and NIST frameworks are tested and reviewed by third-party assessment teams and reported to executive leadership and the Board.
- **Data protection and customer privacy:** Our Global Data Protection & Privacy program operationalizes our responsibility to protect our customers' data. As a global organization, we comply with applicable data privacy and protection legislation worldwide, including the U.S. Health Insurance Portability and Accountability Act (HIPAA), the United Kingdom's GDPR, the European Union's GDPR, Brazil's LGPD, China's PIPL and various U.S. state-specific regulations, including California's CCPA and CPRA. To facilitate compliance, we have established global and regional privacy teams to understand the nuances of these regulations and their impact on our business. To drive compliance, accountability and awareness of privacy matters throughout the organization, we have implemented a core set of policies and processes. By leveraging privacy automation tools and fostering cross-functional partnerships with our Information Security and Procurement teams, we enable privacy assessments of our vendors and promptly respond to customer and consumer inquiries related to data privacy. We maintain scalable data breach management policies and procedures to address the unauthorized or unintended loss, change or transmission of personal data.
- **Cybersecurity training:** In 2023, we offered three cybersecurity-related trainings to all QuidelOrtho employees and contractors: General Information Security Training (87% completion rate), Information Security Fundamentals (86% completion rate) and Security Facts About Our Products (71% completion rate).

In 2023, our waterless VITROS systems and Vision® Swift immunohematology products received reauthorization by U.S. federal cybersecurity experts that approve their use within any U.S. military hospital or blood bank.

Appendix



About this report

This sustainability report reflects QuidelOrtho Corporation's approach to ESG matters for calendar year 2023, including our progress and evolving strategy as we harmonize our business following the combination of Quidel and Ortho in May 2022. Unless noted otherwise, the data in this report reflects ESG initiatives undertaken within the global operations of QuidelOrtho and our subsidiaries as of December 31, 2023.

At QuidelOrtho, we recognize the importance of transparency and accountability, and we are committed to providing our stakeholders with accurate and reliable information on our ESG performance. The content of this sustainability report was guided by our initial ESG materiality assessment as a combined entity, which we conducted in early 2023. We are preparing this report with reference to the Global Reporting Initiative (GRI) 2021 Standards and in alignment with the Sustainability Accounting Standards Board (SASB) Standard for Healthcare - Medical Equipment & Supplies Sector. For more information, see the [Appendix](#) of this report.

Any comments or questions about this report and QuidelOrtho's ESG performance can be sent to Sustainability@quidelortho.com.



Global Reporting Initiative (GRI) content index

GRI 2: General Disclosures

QuidelOrtho has reported the information cited in this GRI Content Index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards: Foundations 2021.

Disclosure 2-1 Organizational details

Sustainability report: [Our company](#)

Disclosure 2-2 Entities included in the organization's sustainability reporting

Sustainability report: [Our company](#)

Disclosure 2-3 Reporting period, frequency and contact point

Sustainability report: [About this report](#)

Disclosure 2-4 Restatements of information

Restatement of Good Governance material topic to exclude "leadership remuneration" as this is not currently integrated as part of our ESG priorities.

In this year's report, we are restating our 2022 emissions and energy consumption data to reflect the more recent Commercial Buildings Energy Consumption Survey (CBECS) 2018 intensity factors as well as the AR5 report from the Intergovernmental Panel on Climate Change (IPCC). This adjustment resulted in insignificant changes to our data and did not impact our overall GHG performance trends. We are also restating our 2022 waste data to reflect updated data for our Summers Ridge facility. This update resulted in insignificant changes to our 2022 waste data and does not impact our overall waste performance trends.

Disclosure 2-5 External assurance

We do not have any current policies or practices with regard to seeking external assurance for this sustainability report; the data set forth in this sustainability report has not been externally assured.

Disclosure 2-6 Activities, value chain and other business relationships

Sustainability report: [Our company 2023 10-K](#): Business

Disclosure 2-7 Employees

Sustainability report: [Diversity, equity and inclusion](#)

Disclosure 2-8 Workers who are not employees

Sustainability report: [QuidelOrtho at a glance](#)

Disclosure 2-9 Governance structure and composition

Sustainability report: [Board structure and committees 2024 Proxy Statement](#): Board Leadership Structure; Board Meetings, Committees of the Board and Related Matters

Disclosure 2-10 Nomination and selection of the highest governance body

[2024 Proxy Statement](#): Qualifications and Characteristics for Directors; Nominating and Governance Committee

Disclosure 2-11 Chair of the highest governance body

Sustainability report: [Board structure and committees 2024 Proxy Statement](#): Board Leadership Structure

Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts

Sustainability report: [Governance 2024 Proxy Statement](#): Risk Oversight; Audit Committee; Compensation Committee; Nominating and Governance Committee; Science and Technology Committee

Disclosure 2-13 Delegation of responsibility for managing impacts

Sustainability report: [Governance](#)

Disclosure 2-14 Role of the highest governance body in sustainability reporting

Sustainability report: [ESG governance Audit Committee Charter Compensation Committee Charter Nominating and Corporate Governance Committee Charter](#)

Disclosure 2-15 Conflicts of interest

Sustainability Report: [Governance](#)
QuidelOrtho's [Code of Conduct](#)

For more information on cross-board membership, which refers to our directors' other public or private board memberships, see: [2024 Proxy Statement](#): Proposal One - Election of Directors Proposal

For more information on related party transactions, see: [2024 Proxy Statement](#): Review and Approval of Related Party Transactions; Related Party Transactions.

As of the date of this sustainability report, QuidelOrtho does not have a controlling stockholder.

Disclosure 2-16 Communication of critical concerns

No communication of critical concerns arose during the reporting period. [2024 Proxy Statement](#): Risk Oversight

Disclosure 2-17 Collective knowledge of the highest governance body

The Board advances its collective knowledge, skills and experience on ESG and sustainability developments primarily through its direct oversight and management of ESG initiatives at QuidelOrtho. Sustainability report: [Governance](#)

Disclosure 2-18 Evaluation of the performance of the highest governance body

Sustainability report: [Board structure and committees](#)

Disclosure 2-19 Remuneration policies

The Board approved an amended and restated clawback policy in October 2023 that complies with the Nasdaq listing rule 5608, which implements Rule 10D-1 under the Exchange Act.

For more information on this policy, and our remuneration practices, see: [2024 Proxy Statement](#): Compensation Discussion and Analysis

Disclosure 2-20 Process to determine remuneration

[2024 Proxy Statement](#): Compensation Committee; Compensation Discussion and Analysis

QuidelOrtho's stockholders approved, on an advisory basis, the compensation of the company's named executive officers at the 2024 annual meeting of stockholders.

Disclosure 2-21 Annual total compensation ratio

[2024 Proxy Statement](#): CEO Pay Ratio

Disclosure 2-22 Statement on sustainable development strategy

Sustainability report: [A message from our CEO](#)

Disclosure 2-23 Policy commitments

Sustainability report: [Introduction](#), [Products](#), [People](#), [Planet](#), [Governance](#)
QuidelOrtho website pages: <https://ir.quidelortho.com/governance/>
and www.quidelortho.com/global/en/our-company/environmental-social-and-governance: Conflict Minerals Policy; Supplier and Distributor Code of Business Conduct & Ethics

Disclosure 2-24 Embedding policy commitments

Sustainability report: [Supplier engagement and transparency](#)
Sustainability report: [Compliance program structure, policies and initiatives](#)

Disclosure 2-25 Processes to remediate negative impacts

We did not identify any material negative impacts that would require remediation during the reporting period.

Disclosure 2-26 Mechanisms for seeking advice and raising concerns

Sustainability report: [Business ethics and compliance](#)
Sustainability report: [Building a sustainable supply chain](#)
Sustainability report: [Cybersecurity and data privacy](#)

Disclosure 2-27 Compliance with laws and regulations

QuidelOrtho had no material instances of non-compliance during the reporting period. Material non-compliance matters are those that would be deemed by a court, regulatory agency or other governing body to be a violation of law or regulation, or those instances that, upon internal detection by the company, would require and result in the disclosure of such matter to a law enforcement agency or disclosure under the SEC's regulations.

Disclosure 2-28 Membership associations

QuidelOrtho is a member of a number of associations, including AdvaMed, American Association for Clinical Chemistry, American Heart Association, Association for the Advancement of Blood & Biotherapies, Biocom California, Biomedical Excellence for Safer Transfusion, Canadian Society for Transfusion Medicine, Clinical and Laboratory Standards Institute, Healthcare Businesswomen's Association, Infectious Disease Society of America, International Federation of Clinical Chemistry and Laboratory Medicine, International Society for Blood Transfusion, Medtech Association Inc, Medtech Europe, National Minority Supplier Development Council, Sepsis Alliance, Women's Business Enterprise National Council and Urgent Care Association of America.

Disclosure 2-29 Approach to stakeholder engagement

Sustainability report: [Stakeholder engagement](#)

Disclosure 2-30 Collective bargaining agreements

Approximately 15% of our associates globally are covered by a union, collective bargaining agreement or works council, including associates in Austria, Belgium, Brazil, France, Germany, Italy, Spain, Sweden, and the UK. To date, we have experienced no work stoppages and believe that our employee relations are good.

GRI 3: Material Topics**Disclosure 3-1 Process to determine material topics**

Sustainability report: [Our approach to ESG](#)

Disclosure 3-2 List of material topics

Sustainability report: [Material ESG topics](#)

GRI 201: Economic Performance**Disclosure 201-1 Direct economic value generated and distributed**

[2023 10-K/A](#): Financial Statements and Supplementary Data

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

While we recognize that climate change can impact our operations, we have not yet quantified our risks and opportunities related to climate change; we hope to refine an approach and disclose on this matter in the coming years.

Disclosure 201-3 Defined benefit plan obligations and other retirement plans

[2023 10-K/A](#): Note 15. Long-term Employee Benefits

GRI 202: Market Presence**Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage**

Sustainability report: [Employee benefits](#)

GRI 205: Anti-Corruption**Disclosure 205-1 Operations assessed for risks related to corruption**

Sustainability report: [Business ethics and compliance](#)

Disclosure 205-2 Communication and training about anti-corruption policies and procedures

Sustainability report: [Compliance program structure, policies and initiatives](#)

Disclosure 205-3 Confirmed incidents of corruption and actions taken

QuidelOrtho had no material instances of confirmed incidents of corruption during the reporting period. Material non-compliance matters are those that would be deemed by a court, regulatory agency or other governing body to be a violation of law or regulation, or those instances that, upon internal detection by the company, would require and result in the disclosure of such matter to a law enforcement agency or disclosure under the SEC's regulations.

GRI 206: Anti-Competitive Behavior

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

We compete vigorously and ethically while complying with antitrust, monopoly, competition or cartel laws in all countries, states or localities in which the company conducts business. QuidelOrtho had no legal actions during the reporting period for antitrust or anti-competitive behavior.

GRI 207: Tax

Disclosure 207-1 Approach to tax

[QuidelOrtho Tax Strategy](#)

Disclosure 207-2 Tax governance, control, and risk management

[QuidelOrtho Tax Strategy](#)

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

[QuidelOrtho Tax Strategy](#)

GRI 301: Materials

Disclosure 3-3 Management of material topics

Sustainability report: [Products: Impact & Innovation](#) and [Planet: Operational Sustainability](#)

Disclosure 301-1 Materials used by weight or volume

We were unable to measure the total weight of packaging materials used during 2022, but expect to be able to do so in the future.

Sustainability report: [Waste Management](#)

Disclosure 302-2 Recycled input materials used

We were unable to measure the recycled input materials used for manufacturing during 2022, but expect to be able to do so in the future.

GRI 302: Energy

Disclosure 3-3 Management of material topics

Sustainability report: [Climate: Emissions and energy reduction](#)

Disclosure 302-1 Energy consumption within the organization

Sustainability report: [Energy consumption metrics](#)

Disclosure 302-2 Energy consumption outside of the organization

No energy consumption outside of QuidelOrtho operations was accounted for during the reporting period, but we intend to determine an appropriate methodology in the coming years as we look to expand our GHG inventory to include our larger value chain.

Disclosure 302-3 Energy intensity

Sustainability report: [Energy consumption metrics](#)

Disclosure 302-4 Reduction of energy consumption

Though a slight decrease in our overall energy consumption was calculated for the reporting period, this was not resulting from conservation and energy efficiency initiatives. 2022 is considered our baseline year since QuidelOrtho completed the business combination of Quidel and Ortho in 2022.

Disclosure 302-5 Reductions in energy requirements of products and services

No reductions in energy requirements of our products and services were quantified for operations during the reporting period. 2022 is considered our baseline year since QuidelOrtho completed the business combination of Quidel and Ortho in 2022.

GRI 303: Water and Effluents

Disclosure 3-3 Management of material topics

Sustainability report: [Water management](#)

Disclosure 303-1 Interactions with water as a shared resource

Sustainability report: [Water management](#)

Disclosure 303-2 Management of water discharge-related impacts

Sustainability report: [Water management](#)

Disclosure 303-3 Water withdrawal

Sustainability report: [Water metrics](#)

Disclosure 303-4 Water discharge

Sustainability report: [Water metrics](#)

Disclosure 303-5 Water consumption

Sustainability report: [Water metrics](#)

GRI 305: Emissions

Disclosure 3-3 Management of material topics

Sustainability report: [Climate: Energy and emissions reduction](#)

Disclosure 305-1 Direct (Scope 1) GHG emissions

Sustainability report: [GHG inventory approach and results](#)

Disclosure 305-2 Energy indirect (Scope 2) GHG emissions

Sustainability report: [GHG inventory approach and results](#)

Disclosure 305-3 Other indirect (Scope 3) GHG emissions

We did not conduct a Scope 3 GHG emission inventory for our operations during the reporting period, but plan to do so in the coming years.

Disclosure 305-4 GHG emissions intensity

Sustainability report: [GHG inventory approach and results](#)

Disclosure 305-5 Reduction of GHG emissions

Though a slight decrease in our overall emissions was calculated for the reporting period, this was not resulting from reduction initiatives. 2022 is considered our baseline year since QuidelOrtho completed the business combination of Quidel and Ortho in 2022.

Disclosure 305-6 Emissions of ozone-depleting substances (ODS)

Sustainability report: [GHG inventory approach and results](#)

Disclosure 305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions

Sustainability report: [GHG inventory approach and results](#)

GRI 306: Waste

Disclosure 3-3 Management of material topics

Sustainability report: [Waste management](#)

Disclosure 306-1 Waste generation and significant waste-related impacts

Sustainability report: [Waste management](#)

Disclosure 306-2 Management of significant waste-related impacts

Sustainability report: [Waste management](#)

Disclosure 306-3 Waste generated

Sustainability report: [Waste management](#)

Disclosure 306-4 Waste diverted from disposal

Sustainability report: [Waste management](#)

Disclosure 306-5 Waste directed to disposal

Sustainability report: [Waste management](#)

GRI 308: Supplier Environmental Assessment

Disclosure 3-3 Management of material topics

Sustainability report: [Building a sustainable supply chain](#)

Disclosure 308-1 New suppliers that were screened using environmental criteria

Sustainability report: [Building a sustainable supply chain](#)

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

Sustainability report: [Building a sustainable supply chain](#)

GRI 401: Employment

Disclosure 3-3 Management of material topics

Sustainability report: [People: Employee culture and business environment](#)

Disclosure 401-1 New employee hires and employee turnover

Sustainability report: [Onboarding and early-career experience](#)

Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Sustainability report: [Employee benefits](#)

Disclosure 401-3 Parental leave

Sustainability report: [Employee benefits](#)

GRI 403: Occupational Health and Safety

Disclosure 3-3 Management of material topics

Sustainability report: [Health and safety](#)

Disclosure 403-1 Occupational health and safety management system

Sustainability report: [Health and safety](#)

Disclosure 403-2 Hazard identification, risk assessment and incident investigation

Sustainability report: [Health and safety](#)

Disclosure 403-3 Occupational health services

Sustainability report: [Health and safety](#)

Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety

Sustainability report: [Employee engagement in health and safety](#)

Disclosure 403-5 Worker training on occupational health and safety

Sustainability report: [Employee engagement in health and safety](#)

Disclosure 403-6 Promotion of worker health

Sustainability report: [Supporting employee health](#)

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

Sustainability report: [Health and safety](#)

Disclosure 403-8 Workers covered by an occupational health and safety management system

Sustainability report: [Health and safety](#)

Disclosure 403-9 Work-related injuries

Sustainability report: [Workplace health and safety](#)

Disclosure 403-10 Work-related ill health

Sustainability report: [Workplace health and safety](#)

GRI 404: Training and Education

Disclosure 3-3 Management of material topics

Sustainability report: [Learning and development](#)

Disclosure 404-1 Average hours of training per year per employee

Sustainability report: [Learning and development](#)

We are unable to calculate the average hours of training per year per employee by gender or category during the reporting period.

Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs

Sustainability report: [Learning and development](#)

Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews

Sustainability report: [Learning and development](#)

GRI 405: Diversity and Equal Opportunity

Disclosure 3-3 Management of material topics

Sustainability report: [Diversity, equity and inclusion](#)

Disclosure 405-1 Diversity of governance bodies and employees

Sustainability report: [Diversity, equity and inclusion](#)

Sustainability report: [Board diversity](#)

Disclosure 405-2 Ratio of basic salary and remuneration of women to men

We do not have available data for 2023.

GRI 406: Non-Discrimination

Disclosure 3-3 Management of material topics

Sustainability report: [Diversity, equity and inclusion](#)

Disclosure 406-1 Incidents of discrimination and corrective actions taken

[Code of Conduct](#): Reporting Violations of this Code

We received reports of eight incidents of discrimination during the reporting period through the company's ethics hotline. We reviewed each incident reported and took appropriate action.

GRI 407: Freedom of Association and Collective Bargaining

Disclosure 3-3 Management of material topics

QuidelOrtho does not interfere with any worker's participation in a trade union or collective bargaining agreement.

Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

We have no knowledge of operations or parts of our supply chain that were at risk during the reporting period.

GRI 408: Child Labor

Disclosure 3-3 Management of material topics

[2023 Transparency in Supply Chain and Modern Slavery Report](#)

We have no knowledge of any part of our supply chain that was at risk for the use of child labor during the reporting period, but we plan to refine our assessment approach.

Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor

We have no knowledge of operations or parts of our supply chain that were at risk during the reporting period, but we plan to refine our assessment approach.

GRI 409: Forced or Compulsory Labor

Disclosure 3-3 Management of material topics

[2023 Transparency in Supply Chain and Modern Slavery Report](#)

We have no knowledge of any part of our supply chain that was at risk for the use of forced or compulsory labor during the reporting period, but we plan to refine our assessment approach.

Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

We have no knowledge of operations or parts of our supply chain that were at risk during the reporting period, but we plan to refine our assessment approach.

GRI 414: Supplier Social Assessment

Disclosure 3-3 Management of material topics

Sustainability report: [Supplier engagement and transparency](#)

Disclosure 414-1 New suppliers that were screened using social criteria

QuidelOrtho is committed to partnering with and expanding opportunities to diverse suppliers by incorporating them into the process of category reviews and product or service bids.

Six categories of suppliers that QuidelOrtho engages in business with are:

- HUBZone small businesses
- Service-disabled veteran-owned small businesses
- Small businesses
- Small disadvantaged businesses
- Women-owned small businesses
- Veteran-owned small businesses

Additionally, QuidelOrtho is an active member in the Women's Business Enterprise National Council, National Minority Supplier Development Council and National Veterans Small Business Coalition.

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

We do not currently have the procedures in place to monitor negative social impacts in the supply chain.

GRI 416: Customer Health and Safety

Disclosure 3-3 Management of material topics

Recognizing our responsibility as it relates to customer health and safety, we have maintained stringent adherence to Good Manufacturing Practices (GMPs) to help ensure the safety and reliability of our products. Our dedicated Quality and Field Safety teams promptly respond to customer complaints regarding our products. The teams conduct detailed investigations, identify root causes, and implement necessary corrective actions for the continued safe use of our products. With the innovations in our instrumentation systems, we can now proactively monitor issues remotely, with the aim of having quicker resolution of issues and higher uptime for our customers.

In managing our performance, we track the effectiveness of our actions by regularly monitoring field actions and complaint trends. Any significant changes are responded to swiftly.

Sustainability report: [Product safety and quality](#)

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

The health and safety impacts related to all our product and service categories are assessed at each stage of their respective life cycles for improvement.

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

QuidelOrtho and its subsidiaries did not have any incidents of non-compliance concerning the health and safety impact of products and services during the reporting period.

GRI 417: Marketing and Labeling

Disclosure 3-3 Management of material topics

We recognize the potential for positive and negative impacts associated with marketing and labeling on patients, healthcare providers and regulatory bodies. Some of our products and related technology require collecting and processing sensitive personal information, such as medical histories and test results. Consequently, we strictly comply with various local regulations and standards related to privacy and data protection like HIPAA and GDPR.

Our activities involve standardized procedures, content management and revision control so that our products are labeled in compliance with the regulatory requirements of the countries where we market our products. We recognize the potential negative impacts of incorrect labeling and have implemented robust systems to prevent such situations. We identify physical and legal manufacturers clearly on product labeling, along with reference guides and/or instructions for use, to help ensure our products' safe and effective use and disposal. If a product labeling error were to occur, corrective actions would be swiftly initiated in line with our commitment to upholding high standards in customer safety and product integrity.

We understand the importance of positive impacts associated with clear, accurate, evidence-based product information. Our labeling and technical customer-facing documentation support our products' safe and effective use. The information necessary for the product's intended use is provided through text, symbols, color, and diagrams. Our instructions for use and user manuals are easily accessible both electronically and in hard copy, and in some cases, provided onboard our instrumentation platforms for immediate, real-time access by users.

Disclosure 417-1 Requirements for product and service information and labeling

For our products that are regulated as in vitro diagnostics for healthcare professionals, physical and legal manufacturers are clearly identified on the labeling, along with reference guides and/or instructions for use, to help ensure safe use and disposal. We also include safety data sheets that are generated for all substances and mixtures, utilizing globally harmonized system (GHS) pictograms and/or hazard and precautionary statements.

Most of our products are intended to be marketed in the EU where in vitro diagnostics regulations require devices to be designed and manufactured in a manner that reduces as low as reasonably practical the level of risk posed by substances or particles that may be released from the device, including wear debris, degradation products and processing residues. Special attention is given to substances that are carcinogenic or mutagenic or toxic to reproduction and to substances having endocrine disrupting properties for which there is scientific evidence of probable serious effects on human health.

Disclosure 417-2 Incidents of non-compliance concerning product and service information and labeling

QuidelOrtho did not have any incidents of non-compliance concerning product and service information and labeling during the reporting period.

Disclosure 417-3 Incidents of non-compliance concerning marketing communications

QuidelOrtho did not have any incidents of non-compliance concerning marketing communications during the reporting period.

GRI 418: Customer Privacy

Disclosure 3-3 Management of material topics

Sustainability report: [Cybersecurity and data privacy](#)

Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

QuidelOrtho is unaware of any complaints regarding breaches of customer privacy or loss of customer data during the reporting period.

Sustainability Accounting Standards Board (SASB) index

Affordability & Pricing

HC-MS-240a.2 Description of how price information for each product is disclosed to customers or to their agents

We sell products through multiple channels, including direct sales to end customers, distributors and e-commerce channels. For products for which pricing data is public, we promote transparency and accuracy of pricing through electronic quotes and online ordering. In addition, price information for products is disclosed to customers through contracts with such customers.

Product Safety

HC-MS-250a.1 (1) Number of recalls issued, (2) total units recalled

During the reporting period, we had 17 voluntary recalls (1 was Class I, 15 were Class II and 1 was Class III).

HC-MS-250a.2 Products listed in any public medical product safety or adverse event alert database

During the reporting period, there were two Safety Alerts for our products as reported in the FDA's MedWatch Safety Alerts for Human Medical Products database.

HC-MS-250a.3 Number of fatalities associated with products

During the reporting period, there was one fatality related to our products as reported in the FDA Manufacturer and User Facility Device Experience database.

HC-MS-250a.4 Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type

During the reporting period, we had zero Form 483 issued.

Ethical Marketing

HC-MS-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false marketing claims

During the reporting period, we had no monetary losses due to legal proceedings associated with false marketing claims.

HC-MS-270a.2 Description of code of ethics governing promotion of off-label use of products

Pursuant to our [Code of Conduct](#), we are committed to providing quality products and services to our customers in compliance with applicable laws and regulations governing the development, manufacturing, labeling and approval of those products. We design, manufacture and deliver products and services that fit their intended purpose and, as applicable, approved indication, and we endeavor to be aware of, and comply with, regulatory requirements related to the approval, labeling and sales and marketing of our products.

Product Design & Lifecycle Management

HC-MS-410a.1 Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products

New product development cycles include reviews of global regulations related to the product type in development, including review of raw substances and mixtures used for environmental or human health impacts, or regional electrical safety, flame rating, electromagnetic compatibility or product composition laws for analyzers or other electrical products under development. Once marketed, we monitor changing global regulations related to environmental or human health considerations that may impact existing products on the market.

HC-MS-410a.2 Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies

Sustainability report: [Product end-of-life strategies](#)

During the reporting period, a total of 74 VITROS systems were accepted for take-back. This resulted in a reduction of waste and energy, as well as providing access to diagnostics testing to developing regions. Further, we also harvest from returned instruments to reduce waste.

Supply Chain Management

HC-MS-430a.1 Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality

All QuidelOrtho facilities that are legal manufacturers participate in third-party audit programs, including audits to ISO 13485:2016 and MDSAP (United States, Brazil, Japan, Canada and Australia regulations). Additional regulatory inspections include, but are not limited to, Europe IVDD and IVDR audits and KFDA audits.

Where required, other QuidelOrtho facilities also participate in third-party audits, mainly with regulatory agencies and ISO certification bodies (ISO 13485:2016 and/or ISO 9001:2015).

For the reporting period, we disclose the supplier breakdown for each of Quidel and Ortho, and we plan to include metrics for the combined company in the future. For Ortho, 84% of our external manufacturers were subject to third-party audits and 72% of our high- and medium-risk direct material suppliers were subject to third-party audits. For Quidel, 86% of our high-impact suppliers were subject to third-party audits.

HC-MS-430a.2 Description of efforts to maintain traceability within the distribution chain

QuidelOrtho maintains product traceability throughout the distribution chain via a global enterprise resource management system. We require mandatory product and customer data fields to be populated and maintained to facilitate rapid data identification and retrieval concerning shipments to our customers and distributors around the globe. All of our products have a product code (catalog number), and where applicable, a serial number or lot number for traceability throughout the product lifecycle. Certificates of analysis (for assays) and certificates of conformance (for instruments) are available to customers and distributors through our technical support center or online. Our Quality Regulatory and Compliance team, along with the Supply Chain Management and International Logistics teams, coordinate timely market access and delivery to our customers. Our products are sold and marketed globally in accordance with international regulatory and customs compliance requirements.

HC-MS-430a.3 Description of the management of risks associated with the use of critical materials

QuidelOrtho's approach to product lifecycle management considers the risks associated with the use of critical materials in order to comply with environmental and regulatory requirements, as well as to facilitate continuous product supply to our customers. Our approach endeavors to include:

- An assessment of compliance with regulations such as the Restriction of Hazardous Substances Directive, Registration Evaluation Authorization and Restriction of Chemicals, and Substances of Concern in Products
- Supplier diversification and prioritization for continuity of materials procurement, along with continuous assessment of validated substitute materials and/or recovery methods for sustainable product lifecycle
- An established conflict minerals program in accordance with OECD guidelines to annually survey our suppliers concerning their use of conflict minerals
- Product labeling that complies with the Globally Harmonized System of Classification and Labeling of Chemicals to enable our customers to easily recognize any precautions or hazards associated with the use or handling of our products
- Monitoring and reporting of substance or material production and import volumes as required by the countries in which we operate and/or sell our products

Business Ethics

HC-MS-510a.1 Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption

During the reporting period, QuidelOrtho had no material instances of confirmed incidents associated with bribery or corruption. Material instances are those that would be deemed by a court, regulatory agency or other governing body to be a violation of law or regulation, or those instances that, upon internal detection by the company, would require and result in the disclosure of such matter to a law enforcement agency or disclosure under the SEC's regulations.

HC-MS-510a.2 Description of code of ethics governing interactions with healthcare professionals

QuidelOrtho's Healthcare Organizations (HCOs) and Healthcare Professionals (HCPs) Interaction Policy establishes global standards and principles to help ensure that our interactions with HCPs/HCOs and customers are conducted in an appropriate and legal manner. In sum, the policy regarding our interactions with HCPs, HCOs or customers is that:

- We will meet high standards of ethics, integrity and transparency in all interactions with HCPs/HCOs and customers.
- We will comply with all applicable international and local laws and regulations and the Code of Conduct.

All global employees and contractors are required to comply with this policy.

Activity Metric

HC-MS-000.A Number of units sold by product category

QuidelOrtho does not disclose the number of units sold by product category.

Forward-Looking Statements

This sustainability report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. These statements are any statement contained herein that is not strictly historical, including, but not limited to, QuidelOrtho’s commercial, integration and other strategic goals, future financial condition and operating results, and other future plans, objectives, strategies, expectations and intentions. Without limiting the foregoing, the words “may,” “will,” “would,” “should,” “might,” “expect,” “anticipate,” “believe,” “estimate,” “plan,” “intend,” “goal,” “project,” “strategy,” “future,” “continue” or similar words, expressions or the negative of such terms or other comparable terminology are intended to identify forward-looking statements. Such statements are based on the beliefs and expectations of QuidelOrtho’s management as of the date of this report and are subject to significant known and unknown risks and uncertainties. Actual results or outcomes may differ significantly from those set forth or implied in the forward-looking statements. The following factors, among others, could cause actual results to differ from those set forth or implied in the forward-looking statements: fluctuations in demand for QuidelOrtho’s non-respiratory and respiratory products; supply chain, production, logistics, distribution and labor disruptions and challenges; the challenges and costs of integrating, restructuring and achieving anticipated synergies as a result of the business combination of Quidel and Ortho; and other macroeconomic, geopolitical, market, business, competitive and/or regulatory factors affecting the business of QuidelOrtho generally, including those discussed in QuidelOrtho’s Annual Report on Form 10-K for the fiscal year ended December 31, 2023 and subsequent reports filed with the SEC, including under Part I, Item 1A, “Risk Factors” of the Form 10-K. You should not rely on forward-looking statements as predictions of future events because these statements are based on assumptions that may not come true and are speculative by their nature. All forward-looking statements are based on information currently available to QuidelOrtho and speak only as of the date of this report. QuidelOrtho undertakes no obligation to update any of the forward-looking information or time-sensitive information included in this sustainability report, whether as a result of new information, future events, changed expectations or otherwise, except as required by law.



QuidelOrtho develops and manufactures intelligent solutions that are transforming data into understanding and action for more people in more places every day, helping spot trends sooner, respond quicker and chart the course ahead with accuracy and confidence. Together, we are advancing diagnostics to power a healthier future.

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