



QuidelOrtho™

# Advancing diagnostics to power a healthier future

QuidelOrtho Sustainability Report

# About this sustainability report

This sustainability report is the first combined annual sustainability report of QuidelOrtho Corporation (QuidelOrtho), following the business combination of Quidel Corporation (Quidel) and Ortho Clinical Diagnostics Holdings plc (Ortho) on May 27, 2022 (the Combinations). This inaugural report covers calendar year 2022 and reflects our baseline approach to environmental, social and governance (ESG) matters following the Combinations. We plan to leverage the data and findings collected in producing this inaugural report to further develop QuidelOrtho's ESG goals and strategy. Unless otherwise noted, the data in this sustainability report covers the global operations of QuidelOrtho and its subsidiaries and reflects our ESG initiatives as of January 1, 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 first ESG materiality assessment as a combined entity, which we conducted in early 2023. When preparing this report, we also considered recommended disclosures from the 2016 Global Reporting Initiative (GRI) Sustainability Reporting Standards and the Sustainability Accounting Standards Board (SASB) Standard for Healthcare – Medical Equipment & Supplies Sector. See the GRI and SASB indexes starting on page 40 of this sustainability report for more information.

We value and welcome feedback as we work to advance our sustainability initiatives. Please send comments or questions about this sustainability report and our ESG performance to [Sustainability@quidelortho.com](mailto:Sustainability@quidelortho.com).

Documents: [2023 Proxy Statement](#), [2022 Annual Report](#), [Code of Business Conduct and Ethics](#), [Supplier and Distributor Code of Business Conduct and Ethics](#), [Corporate Governance Guidelines](#), [Conflict Minerals Policy](#) and [QuidelOrtho Tax Strategy](#)

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# A message from our CEO Douglas Bryant

In 2022, Quidel Corporation and Ortho Clinical Diagnostics became QuidelOrtho, a leading pure-play diagnostics company focused on improving the quality of life for people all over the world. Our newly combined organization is helping to inform health decisions when and where they are needed most and striving to make lifesaving diagnostics accessible for billions of patients, thereby positively affecting our communities.

At QuidelOrtho, enhancing human health is at the forefront of all we do, and doing so sustainably is a priority for our business. We believe that our targeted sustainability efforts will not only be good for our communities, but also make us a stronger company. Our ESG approach is aligned with our mission and growth goals and regularly reviewed to assess our progress to creating a lasting impact.

We focus on responsibly growing our newly united organization while remaining steadfast to our vision: advancing diagnostics to power a healthier future. United, we are among the world's leading diagnostics companies, with a broad product portfolio and global reach that allow us to help more people than ever before. We create innovative quality products that are fast, effective, trusted, accessible and sustainable to support better outcomes for patients and practitioners. As we launch these breakthroughs, our vision has never been more relevant, and our impact to our patients and the communities we serve has never been clearer.

Dedicated to making a difference in the communities in which we live, work and serve, a few examples of our initiatives include:

- Caring for our employees' well-being and professional growth – empowering them to make a meaningful impact on the lives of those we serve, including our commitment to each other
- Contributing to a variety of community initiatives and philanthropic programs, including Girls in STEM, the San Diego State University Research Foundation, California State University / SDSU Athletics, Ohio Health Race for Reason, National Football League's New York Jets blood

drive sponsorship, National Hockey League's Chicago Blackhawks free COVID-19 testing drive, the University of Arizona, which provides scholarships and supports the BIO5 Institute's KEYS internship program, and supporting the scholarship program of the UCSD Black Alumni Scholarship Fund

- Engineering waterless capability into some of our technology that conserves water and offers our customers a sustainable alternative to water-intensive processes
- Driving waste reduction and enhanced efficiency and streamlining operations through the use of Vitros® XT MicroSlide technology, which has led to a remarkable reduction of up to 50% in slide cartridges
- Focusing on water efficiency has reduced our indirect water use by 5.7% year-over-year
- Recycling over 2,000 metric tons of waste and diverting over 30 metric tons of hazardous waste from landfills
- Replacing outdated HVAC units to help reduce energy usage by 2%
- Monitoring and addressing the rapidly evolving landscape of cybersecurity risks, supply chain disruptions, EHS and regulatory compliance

Together, we are passionately pursuing the unknown to drive a healthier future from home to hospital, lab to clinic, and building a stronger, more resilient company.

Sincerely,



Douglas Bryant  
President and Chief Executive Officer  
QuidelOrtho



## About us

Intelligent diagnostics hold the power to unlock a healthier future.

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

By uniting the power of Quidel Corporation and Ortho Clinical Diagnostics, QuidelOrtho offers industry-leading expertise in immunoassay and molecular testing, clinical chemistry and transfusion medicine, bringing fast, accurate and reliable diagnostics when and where they are needed – from home to hospital, lab to clinic, we are helping patients, clinicians and health officials spot trends sooner, respond quicker and chart the course ahead with greater accuracy and confidence.

Building upon our legacy of groundbreaking innovation, we partner with customers across the healthcare continuum and around the globe focusing on building a new diagnostic frontier, one where insights and solutions know no bounds, expertise seamlessly connects and a more informed path is illuminated for each of us.

QuidelOrtho – A partner you can rely on

**QDEL stock listed on Nasdaq Global Select Market**

See our [2022 Annual Report](#) for more financial information

### QuidelOrtho at a glance for fiscal year 2022

# 13

year average customer relationship<sup>1</sup>

# 330

number of products offered

# 130+

countries and territories around the world

# ~7,000

employees worldwide

# ~4,200

employees in the U.S.

# ~2,800

employees outside the U.S.

# ~\$200

million research and development investment

# \$3.3

billion net revenue

# \$4.1

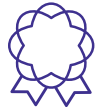
billion supplemental combined revenue<sup>2</sup>

1. Includes Transfusion Medicine and Labs customers only. 2. Supplemental combined revenue gives effect to the Combinations as if Quidel and Ortho had been combined for the applicable period.

# Extensive commercial footprint drives global reach



# Awards



## No. 1 in Customer Satisfaction 7 Years in a Row

2015-2022

IMV ServiceTrak Awards



## Best Healthcare Solutions

2022

CN-Healthcare Media and China Medical Innovation Alliance (CMIA)



## Best Life Science Project

2022

San Diego Business Journal



## Great Place to Work

2022

Great Place to Work Institute, India



## Finalists for Edison Award

2022

Edison Awards



## Prestigious Award

2022

2022 China Medical Equipment Industry Data Research



## OSHA Voluntary Protection Program Star Site (Raritan, NJ and Rochester, NY)

2022 (Raritan, NJ), 2019 (Rochester, NY)

Occupational Safety and Health Administration (OSHA)



## Bronze 2022 Stevie Award for Sales and Customer Service Department of the Year

2022

Stevie Awards



## Best Healthcare Brand

2022

Economic Times in India



## No. 1 Service Prize & Outstanding Award in Corporate Social Responsibility

2022

Medical Devices STAT Lab Product Line



## Excellence in North County Economic Development Award

2022

San Diego North Economic Development Council



## China Philanthropy Award

2022

Philanthropy Festival



## 2022 Preferred Medical Treatment Solution

2022

China Medical Innovation Alliance



## HONOUR Award of China Social Responsibility Conference

2022

China Social Responsibility Conference



## Top Employer in China

2022

Top Employers Institute

# A purpose-driven organization

At QuidelOrtho, our culture is evolving, putting employees first while harnessing the power of our purpose-driven organization. We are dedicated to fostering an environment that supports the happiness, inspiration and engagement of our team members. By focusing on our employees' well-being and professional growth, we empower them to make a meaningful impact on the lives of those we serve, including our commitment to each other.

## Enhanced sustainability reporting

In advancing sustainability we have increased transparency, provided greater disclosure and aligned with best-practice reporting standards. We have expanded our sustainability reporting to include a wider range of indicators, offering a more detailed view of our sustainability efforts and performance.

## Improving patient outcomes

Our commitment to patient care compels us to expand access to diagnostic testing. We continually strive to expand our product portfolio and optimize our operational processes, recognizing and offering solutions to global healthcare needs. Our patient-focused approach allows us to deliver exceptional diagnostic solutions, empowering individuals and healthcare professionals alike to make informed health decisions.

## Innovative and inclusive culture

Following the Combinations, we have been integrating Quidel and Ortho to form a united and growth-oriented culture that values engagement and inspiration. We nurture a dynamic work environment that promotes curiosity, innovation and professional growth to drive positive change and enable all employees to make meaningful contributions.

## Environmental responsibility

We value sustainable growth and establishing eco-friendly supply chains, adopting responsible packaging methods and implementing cutting-edge production and operational techniques to reduce our environmental impact.



# Our approach to ESG





# Introduction and commitment to ESG

We are driven by a sense of purpose. We innovate to deliver a better future for our stakeholders and our company. Throughout 2022 and 2023, we have been working to build and align the foundation of our ESG strategy, to build a sustainable business model that helps us grow and be a stronger company. Our focus has been on developing a strategy that reflects the unique value that QuidelOrtho brings to the industry and our potential for positive impact.

## Determining priority impacts and engaging with stakeholders

Following the Combinations, we took an important first step toward developing our ESG strategy. Through an independent third party, we conducted a materiality assessment, aiming to identify key topics that are most significant to our stakeholders and our business. We reviewed industry trends, benchmarked peers and industry leaders, and considered best practice standards. As we continue to grow and identify shifts in market trends, we will periodically reassess our priority ESG topics. This approach will allow us to effectively track and manage our sustainability impacts on our communities, but also to improve and grow our business.

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 ensure that our products, services and operations effectively meet the needs of our patients, while also addressing the expectations of our employees, investors and other stakeholders.

## 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, access to care, and healthcare advancement
Good governance	The configuration and composition of our governance body, the collective knowledge of our governance bodies, leadership remuneration, and our 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, market transformation, and efforts towards digitalization



## ESG strategy

We are driven by a purpose to improve the quality of life for people all over the world by enabling more informed health decisions when and where they need them 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 sustainable to support better outcomes for patients and practitioners.

Our goal is to align our corporate actions in the areas of environmental sustainability, social responsibility, ethics, diversity and inclusion, corporate governance, and supply chain ecosystem responsibility to have a positive impact on our communities and for all our stakeholders in ways that provide value to our stockholders.

This inaugural sustainability report reflects our ESG initiatives following the Combinations and establishes our baseline data with respect to water usage, waste management and energy emissions. We intend to further develop QuidelOrtho's ESG goals and strategy based on such data and the other ESG initiatives described in this report.

# Products: Impact and innovation

At QuidelOrtho, we emphasize innovation and quality, and are committed to providing superior diagnostic testing platforms and menus across our product lines. Our focus on product excellence helps us excel in customer satisfaction, boost revenue pull-through and promote sustainable practices. We believe in the transformative power of our products to shape the future of healthcare and improve patient outcomes.





## Product innovation

With a rich legacy of research and innovation, we continuously drive the development of novel diagnostic solutions that have the potential to significantly improve patient outcomes.

We strive to create cutting-edge products that meet the needs of our customers worldwide and adapt to the evolving healthcare landscape.

Our innovation strategy is grounded in a customer-centric, global perspective. We seek growth investments with a positive return on investment while endeavoring to reduce our environmental impact. We integrate customer feedback into actionable improvements, with the goal of keeping our solutions attuned to the real-world needs of healthcare providers.

Strategic investments in R&D allow us to expand our diagnostic testing platforms and foster improved healthcare access. Near-term, mid-term and long-term strategies are aimed at fulfilling unique market needs, increasing healthcare accessibility and revolutionizing the delivery of healthcare.

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In the near-term, we have planned product launches and investments in informatics, automation and meeting localization requirements in countries where “made local” is emphasized, all of which are expected to enhance efficiency and address the unique needs across diverse markets.

Our mid-term strategy focuses on developing lower-cost platforms for emerging markets and introducing additional immunoassay products. These innovations are expected to further increase healthcare accessibility in underserved communities, breaking down barriers to quality care.

In the long-term, we are committed to advancements in dry-slide technology, launching additional immunoassay products and developing modular solutions. These long-term goals have the potential to revolutionize the delivery of healthcare by making diagnostic tools more accessible across various settings, benefiting a wider range of people.

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Our recent innovations increase access to testing and have the potential to positively impact healthcare and patient outcomes. Examples include:

- **Vitros Systems** - Integrate intelligent solutions with patient-focused design for improved lab efficiency and quality patient care
- **Savanna® Technology** - Brings central lab PCR performance to point-of-care (POC) settings with fast results and flexible testing options
- **Next-generation Vitros Serology Technology** - Provides commercial lab quality testing even in areas without reliable water sources
- **Intellitect® Technology** - Enables real-time process monitoring and reporting for accuracy and precision
- **QuickVue®** - Low cost lateral flow immunoassays designed for use in lower throughput, lower resource clinics and at-home testing

# Product environmental stewardship

At QuidelOrtho, we support product environmental stewardship, integrating sustainability into our design and innovation processes whenever possible, as well as focusing on recycling and waste reduction. We have developed technology solutions that are portable and uniquely require no water, exemplifying our commitment to sustainable product design.

Our Vitros waterless dry-slide technology has revolutionized laboratory and hospital settings by eliminating the need for in-lab upstream water purification and the cleaning, filtering and disposing of contaminated water. This not only provides a flexible solution but also addresses the challenges associated with expensive and difficult water management. By reducing water consumption, our technology promotes sustainable practices and environmental responsibility.

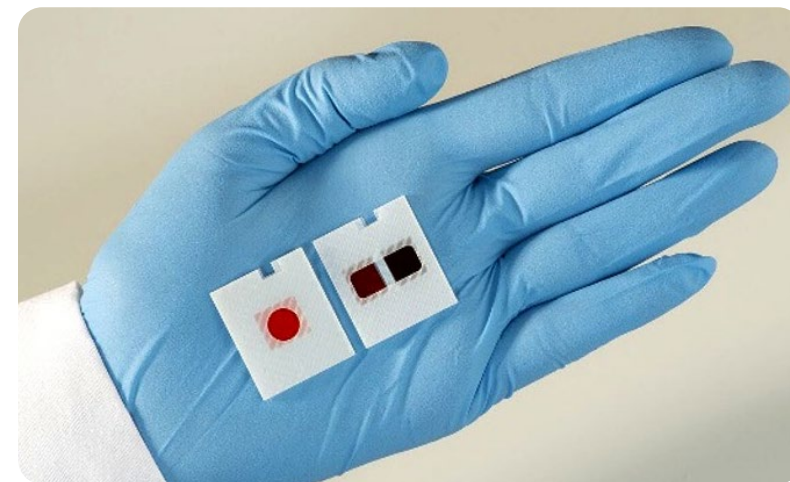
In addition to sustainable product design, QuidelOrtho focuses on enhancements to recycling and waste diversion efforts, particularly at product end-of-life. We have implemented refurbishment and takeback programs to help ensure the proper disposal of plastic components, boosting the recyclability of our products and reducing waste.

Our R&D team is not only exploring but also actively integrating recyclable packaging materials. This goes beyond typical recycling initiatives. We are focusing on materials that are not only recyclable but also lighter in weight. Lighter packaging reduces the overall weight of shipments, leading to decreased fuel consumption during transportation, thus making the process more sustainable.

Furthermore, we are in the process of advancing our packaging and shipping procedures as part of our 2023 objectives. We aim to leverage cutting-edge design techniques and materials to decrease the volume of packaging used, reducing waste generation at the source.

## Example: Vitros XT MicroSlide technology – driving waste reduction and enhanced efficiency

One remarkable example of our dedication to waste reduction and enhanced product efficiency is our Vitros XT MicroSlide technology. It enables two clinical chemistry tests to be performed simultaneously, as much as doubling system throughput for paired requested tests. Through the implementation of this technology in our Vitros systems, we have achieved significant improvements in system throughput and precision. The use of Vitros XT MicroSlide technology has led to a remarkable reduction of up to 50% in slide cartridges, streamlining operations and enhancing resource utilization.



### Designing for longevity and resource efficiency

Our Ortho Vision® and Vitros analyzers are meticulously designed for longevity, boasting a service life ranging from 10 to 30 years. These instruments provide high reliability and user-repairability, resulting in reduced downtime and optimized energy use. We have incorporated dry-slide technology and low-power components to achieve water and energy savings, and optimized sleep and hibernation modes to further enhance efficiency when the instrument is not in use. Additionally, our modular approach and shared parts across equipment models reduce complexity in the electronics supply chain, promoting resource efficiency.

## End-of-life strategies

### Improving resource recovery and reducing electronic waste

#### Commitment to responsible disposal

At QuidelOrtho, we take a proactive approach to end-of-life equipment management. Through our comprehensive end-of-life process, we actively recertify and refurbish equipment for reuse by different customers. We also engage in part reuse and requalification to support refurbishment builds and provide spare parts, primarily in emerging markets. For materials that cannot be reused, we provide detailed Waste from Electrical and Electronic Equipment (WEEE) treatment instructions to our selected recyclers, facilitating proper extraction of nonrenewable resources such as gold, silver, palladium and copper. By implementing these strategies, we reduce electronic waste and improve resource recovery.

#### Waste-not supply chain solutions

In 2022, we encountered semiconductor shortages, posing significant challenges to our supply chain. However, these challenges provided an opportunity to reinforce our dedication to environmental stewardship. To mitigate the impact on electronic waste generation, we launched a program to test, requalify and reuse specific integrated circuit boards. This proactive initiative showcases our commitment to reducing electronic waste and identifying innovative, sustainable solutions, even in the face of supply chain disruptions.

## Product affordability and accessibility

QuidelOrtho recognizes that democratizing healthcare plays a vital role in improving patient outcomes and advancing global healthcare. By improving the accessibility and affordability of our diagnostic solutions, we strive for a healthier world. We recognize that the democratization of healthcare is essential for advancing equitable access, particularly in underserved communities. The onset of the COVID-19 pandemic accelerated the demand, acceptance and adoption of POC diagnostic solutions, further underscoring the need for accessible and affordable healthcare. Our progress toward democratizing healthcare consists of the following initiatives:

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- **Low-cost platforms:** We invest in the development of affordable diagnostic platforms and recertification and refurbishing, empowering underserved communities and emerging markets to improve overall health outcomes.
  - **Cost transparency:** We maintain transparency in product pricing across various sales channels through electronic quotes and online ordering systems.
  - **Affordable and versatile POC instruments:** We harness our expertise in POC diagnostics to design affordable and versatile instruments, enabling the expansion of testing to diverse settings. We also review the instrument manufacturing costs of our in-market instruments as technology advances. One example is the Sofia® 2 Instrument, which reduced instrument cost by 50% versus our first-generation Sofia instrument.
  - **Waterless technology:** Our Vitros systems offer testing solutions where a reliable water source is not available, allowing lifesaving diagnostic services to be accessible during emergencies and in places without a reliable water source.
  - **Expanded menu offerings:** We seize opportunities to leverage our current and future platforms to broaden our diagnostic solutions and cater to a wider range of healthcare needs.
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We are committed to expanding access to healthcare and improving patient outcomes worldwide and will continue to foster equitable access to diagnostic solutions to contribute to a healthier global community.



## Product safety and quality

### Quality management and manufacturing excellence

QuidelOrtho has developed an integrated Quality Management System (QMS) that encompasses our commitment to manufacturing quality, operational excellence, customer engagement and continuous improvement initiatives. To establish a more globally consistent QMS across the company, we have defined and implemented a shared Quality Manual and Quality Policy Statement, objectives and management review processes. We also maintain ISO 13485 certification, an international standard for medical device QMSs. This certification signifies our dedication to producing safe and effective devices across all stages of production, from design and development to distribution and customer feedback.

Our QMS is built on stringent testing and validation of materials, helping to ensure we embed quality into our products from the outset. Through this meticulous focus on quality control, we maintain a high level of confidence in our product performance, providing our customers with safe and reliable diagnostic solutions.

In addition, our QMS incorporates continuous improvement systems, including the monitoring of product performance, regular audits, inspections and management reviews. In our pursuit of operational excellence, our QMS supports us to achieve our quality metrics and key performance indicators. Through transparency and responsiveness within this system, we foster continuous improvement in our processes while upholding high standards of safety and quality.

As part of our customer engagement strategy, we actively monitor the performance of our products and solicit feedback from our customers. Our customer hotlines are open to address concerns, provide guidance and facilitate the optimal use of our diagnostic solutions. This engagement enables us to deliver better support and continuously enhance our offerings.

Regular inspections and audits at our manufacturing sites further enhance the safety, efficacy and reliability of our products. By tracking complaint rates and nonconformances and timely reporting nonconformance disposition requests, we demonstrate our ongoing commitment to improving product safety and quality. We employ a hybrid approach to auditing, incorporating electronic and paper-based inspections for enhanced efficiency.

This comprehensive approach fosters an efficient QMS that enables us to deliver high-quality and reliable healthcare solutions.

# Building a sustainable supply chain

## Supplier engagement and transparency

Our commitment to sustainability is exemplified by our focus on responsible sourcing and resource efficiency in our manufacturing processes. Notably, our conflict minerals compliance program includes a due diligence process designed to conform with The Organisation of Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This program aligns our supply chain practices with our dedication to sustainability, as detailed in our Conflict Minerals Policy Statement.

We also have implemented supplier management processes that support responsible and sustainable sourcing. Our supplier management process includes a Supplier and Distributor Code of Business Conduct and Ethics, which establishes our ethical standards and requirements that are applicable to our suppliers and distributors, such as compliance with laws and a prohibition on forced and child labor.

Currently, we require our suppliers to adhere to the principles in our Code of Business Conduct and Ethics (Code of Conduct). While we screen suppliers for environmental or social criteria in limited jurisdictions, we are exploring opportunities to build out this capability across the organization in the coming years.

## Sustainability in distribution and logistics

Our commitment to sustainability extends to our distribution and logistics operations. We are consolidating distribution centers into fewer, larger third-party logistics centers, and leveraging our own distribution capacity in San Diego, CA, and Memphis, TN. These initiatives are designed to enhance efficiency and reduce environmental impact.

Moreover, we are shifting our intercompany freight for products with longer shelf lives to ocean freight in an effort to reduce carbon emissions. We initiated this change for the Latin American region, where we now ship over 80% of our volume via ocean freight, compared to only 25% last year.

Finally, we have implemented a program with a major U.S. customer to use recyclable plastic pallets for product transportation. This program reinforces our commitment to promote sustainable practices within our manufacturing processes.

## Supply chain resiliency

To address the evolving complexities of the global supply chain, we take proactive measures to improve our responsiveness to demand fluctuations and become a more resilient supply chain. We are investing in additional capacity and maintaining higher raw material stocks, which equip us to preemptively address the potential risks associated with supply chain disruptions. This initiative is the result of our partnerships with certain suppliers who share our dedication to resilience and efficiency. Furthermore, we are actively diversifying our supply base, thereby reducing reliance on a number of our single-source suppliers in an effort to mitigate potential supply bottlenecks. This strategy not only helps maintain our production levels even in the face of unforeseen circumstances, but also bolsters our ability to meet customer demands effectively. Creating redundancy in our global supply chain forms a key part of our approach to business continuity. We routinely evaluate our supply chain for potential gaps and implement steps aimed at creating seamless operations. Our strategic consideration of regional product demand plays a crucial role in our resilience strategy. We stock certain products in the regions with the highest demand for those items, limiting excessive transportation and helping to lower our carbon emissions.



On the environmental front, balancing capacity and raw material reserves aids us in reducing our impact. For example, rather than escalating production of certain products in response to immediate increased demand, which could result in high energy consumption and waste generation, we endeavor to balance production throughout the year. This leads to more efficient use of resources and lower emissions. Within our distribution operations, we are investing in automation capabilities. This strategic move is designed to improve the accuracy and timeliness of customer shipments, allowing our products to reach those who need them promptly and correctly. Additionally, as we prepare for each launch of our refreshed Vitros devices, we plan to advance automation in our production processes. By doing so, we expect to reduce human error, enhance productivity and streamline the production process, resulting in fewer delays and better service for our customers. This comprehensive approach to managing our supply chain promotes our resilience while concurrently lessening our environmental footprint.

Fortifying our supply chain is a strategic objective that we consider critical to achieving operational excellence. We intend to leverage our unique focus as one of the world's largest pure-play in vitro diagnostics providers and our experienced team, robust balance sheet and strong cash flow to establish a resilient supply chain and gain a competitive edge.

## Continuous improvement initiatives

QuidelOrtho is focused on continuously improving sustainability efforts throughout our supply chain. Our future objectives include further packaging waste reductions, enhanced supply chain traceability, conducting supplier sustainability assessments and optimizing our supply chain based on customer demand.



# People: Employee culture and business environment

At QuidelOrtho, we focus on building an inclusive culture that encourages all employees to contribute their diverse perspectives and ideas to fuel innovation and make us stronger. We expect all employees to model our core behaviors and to be open, seek to understand, prioritize what matters and collaborate to create a culture that allows all employees to contribute at the highest level possible.



# Learning and development

Our employees are critical to our success and upholding our reputation as a leader in the diagnostics industry. Our Employee Value Proposition is centered around fostering a work environment that promotes happiness, encourages personal responsibility and recognizes the value of diverse perspectives. Our commitment to employee growth is demonstrated through our focus on internal career advancement and investment in learning and development programs. By emphasizing talent retention, experiential growth and development, we equip our employees with the necessary skills and knowledge to excel in their roles as well as empower them to directly contribute to the company's growth and innovation.

Our employee performance management philosophy is designed to enhance our commitment to employees first and foster a growth mindset. Employees are encouraged to focus on a few things that matter most and to seek regular feedback to enable real-time performance adjustments. In our fast-paced environment, we encourage continuous, transparent conversations from multiple sources, such as managers, peers and project teams, that are a part of the day-to-day rhythm of work. In our employee happiness survey that we conducted in the fourth quarter of 2022, approximately 70% of our employees reported receiving useful and timely feedback on their performance.

To align and cascade strategic priorities, reinforce the importance of core behaviors and enable employees to achieve their best, we offer goal management to all team members. This process assists employees to plan and prioritize their most significant objectives throughout the year, align performance expectations with their manager and establish a foundation for transparent feedback, performance and development conversations, leading to professional growth and career advancement. We encourage employees to establish goals that they can work toward by using on-the-job learning and skill development opportunities.

QuidelOrtho is focused on providing a wide range of career development opportunities. Our training and mentorship programs are designed to support employees at all stages of their careers, fostering continuous improvement and professional advancement. In 2022, employees across our organization had an average of approximately 17 hours of training.

Even after an employee leaves QuidelOrtho, we strive to continue to support their career development. For eligible former employees, we provide comprehensive outplacement assistance through a third-party vendor. This career transition program includes support such as resume building, networking strategy, as well as access to a live coach for additional support.



# Diversity, equity and inclusion (DE&I)

Our approach to DE&I is centered around creating an environment where employees can bring their whole selves to work and be supported and celebrated for their unique perspectives, experiences and contributions. We are dedicated to fostering a culture that embraces diversity and promotes equity and inclusion across our organization.

Our commitment starts at the very root: hiring. Our approach facilitates a diverse mix of talents, experiences and perspectives, enriching our workforce and fostering innovative solutions to address ESG and other opportunities.

To further nurture this diversity, we have several employee resource groups (ERGs), including the QuidelOrtho Women's Leadership Network, African American Leadership Committee and Veteran's Group. 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.

Recognizing the importance of continuous learning in the cultivation of an inclusive environment, we offer a range of DE&I training programs. These cover critical topics like unconscious bias, inclusive leadership and cultural competence. The aim is to empower employees with the knowledge and skills they need to contribute positively to a culture of inclusivity, further aligning our workforce with our broader ESG goals.

Employee performance measurement is a key part of our DE&I strategy. We utilize a learning platform to monitor employee engagement with and progress in DE&I-related courses. The data collected from the platform allows us to evaluate the success of our training efforts, identify areas for improvement and determine where further investment is required.

## Global diversity by job type, gender and region

Job type and region	Male	Female	Not declared/blank	Total
<b>Total permanent employees</b>	<b>4,030</b>	<b>2,843</b>	<b>52</b>	<b>6,925</b>
Greater China	276	196	3	475
EMEA	712	555	19	1,286
JPAC*	457	126	0	583
LATAM	182	157	20	359
NA	2,403	1,809	10	4,222
<b>Total temporary employees</b>	<b>30</b>	<b>32</b>	<b>4</b>	<b>66</b>
Greater China	0	0	0	0
EMEA	14	16	2	32
JPAC*	13	14	1	28
LATAM	2	2	1	5
NA	1	0	0	1
<b>Non-guaranteed hours employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Full-time employees</b>	<b>4,042</b>	<b>2,810</b>	<b>55</b>	<b>6,907</b>
Greater China	275	195	3	473
EMEA	723	521	21	1,265
JPAC*	470	138	1	609
LATAM	184	159	20	363
NA	2,390	1,797	10	4,197
<b>Part-time employees</b>	<b>18</b>	<b>65</b>	<b>1</b>	<b>84</b>
Greater China	1	1	0	2
EMEA	3	50	0	53
JPAC*	0	2	0	2
LATAM	0	0	1	1
NA	14	12	0	26
<b>Grand total</b>	<b>4,060</b>	<b>2,875</b>	<b>56</b>	<b>6,991</b>

\*Includes Japan and Asia Pacific, excluding Greater China.

# Employee well-being

At QuidelOrtho, we recognize that employee well-being is an integral part of our organization’s success. Our approach to well-being is holistic, focusing on the physical, mental and emotional aspects of our employees’ lives.

## Employee benefits

We are committed to providing fair compensation and benefits for all employees. We demonstrate our commitment to fair compensation by paying above minimum wage at all U.S. locations. Our comprehensive compensation and benefits packages include a mix of competitive base salary, cash-based variable incentive compensation (when applicable), equity awards (when applicable) and other employee benefits.

Some of our key employee benefits include eligibility for health insurance, vacation time (when applicable), sick time, a retirement plan with an employer match, an employee assistance program, life insurance and short and long-term disability coverage. We also offer a variety of voluntary benefits that allow employees to select the options that meet their needs, which vary by country and may include flexible spending accounts, hospital care, accident insurance, prepaid legal reimbursement, unique services for parents and nursing mothers, and a wellness program. These benefits are designed to offer employees a menu of options so that each employee can select benefits most meaningful to their personal situation. We consider our employee benefits to be an important component of the total rewards package for our employees.

## GRI 401-3: U.S. parental leave

	Males	Females
Full-time employees who took parental leave in 2022	26	22
Full-time employees who took parental leave and were still with QuidelOrtho at the end of 2022	26	22



### Wellness and employee engagement

QuidelOrtho provides a variety of wellness programs, including on-site gyms, fitness classes and participation in community events that promote healthy living. Our commitment to employee wellness extends beyond physical wellness. By leveraging technology and enabling flexible work arrangements, we empower our employees to maintain a healthy work-life balance, enhancing their overall satisfaction and well-being. We also offer the employee assistance program globally to provide counseling and support to help foster an environment of understanding, empathy and emotional well-being.

Engagement is a key marker of a healthy and productive workforce. To assess and improve employee engagement, we conduct frequent employee surveys. These engagement tools allow us to identify areas of concern, celebrate accomplishments and continuously refine our strategies to better cater to our employees’ needs. In September 2022, we invited all employees to participate in a confidential, global survey to gather feedback and gain insights on key cultural and engagement factors. Nearly 75% of global employees (4,744 employees) participated in the survey and results show very positive sentiment around engagement and workplace experience. Respondents indicated a strong alignment to our strategic priorities and find meaning and purpose in their work. As a result, employees are willing to put in extra effort to enable QuidelOrtho’s success. We believe we are stronger together and will advance actions that support happy, inspired and engaged team members. Periodic pulse surveys with employees are being conducted throughout 2023 to measure progress and focus on continuous improvement.

### GRI 401-1: Number of new employee hires and employee voluntary turnover rate in 2022

New hires in 2022	Number of hires (out of 1,477 new hires in 2022)
<b>By region</b>	
ASPAC	65
EMEA	245
Greater China	127
LATAM	55
NA	985
<b>By gender</b>	
Male	820
Female	612
Not declared	45
<b>By age group</b>	
30 and under	511
31-50	731
Over 50	196
Not indicated	39
<b>Voluntary turnover rate in 2022</b>	<b>Percentage of turnover</b>
	11%

75%

Employee Engagement Survey participation

70%

overall favorability

Areas of strength: Intent to stay, engagement, connectedness, and career experience

Opportunities for strengthening: Involvement in and understanding the rationale of key decisions

## Philanthropic programs and initiatives

To enhance employee well-being and foster a sense of engagement, QuidelOrtho undertakes a comprehensive approach to philanthropic programs and initiatives. Our philanthropy work, guided by the QuidelOrtho Community Action Review and Endowment Squad (QCARES) committee, includes transforming a company day into a volunteer day, which not only boosts team spirit but also contributes to the communities we serve. Further supporting our employees' volunteer efforts, when an employee volunteers a minimum of 20 hours at an organization within a calendar year, we donate \$100 to that organization. Additionally, when full-time, regular employees make charitable donations of up to \$250 annually, the company will match their donation, effectively doubling the impact of their philanthropic endeavors. Our general QCARES fund also allows us to donate up to \$2,000 to an organization proposed by an employee. These funds supplement our extensive work in supporting local initiatives and responding to a wide range of community needs. We are also committed to expanding equitable access to healthcare. As part of this commitment, we have partnered with several major organizations to donate COVID-19 testing products to communities across the nation. This effort promotes increased testing within these communities, helping to prevent the further spread of COVID-19.

We understand the vital role we play in both providing solutions to healthcare providers as well as building connections in the communities where we operate. The following are some of the organizations we support and with whom we partner:

- **Girls in STEM** builds learning experiences and opportunities for underrepresented communities through innovative and accessible projects
- **San Diego State University 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
- **National Football League's New York Jets** sponsors blood drive events to bring awareness to the importance of recurring blood donation
- **National Football League's Los Angeles Rams** partners with local organizations that support service members, veterans, and their families to bring COVID-19 test kits to communities in need as the Official At-Home COVID-19 Partner
- **National Hockey League's Chicago Blackhawks** provides free COVID-19 testing kits to kids in underserved communities as part of the First Skate program; This program brings hockey to community centers and other places where kids can play in safe, structured environments
- **University of Arizona** provides scholarships to health sciences students and supports the BIO5 Institute's KEYS Internship program
- **American Heart Association** collaborates on programs like Doctor, It's Been Too Long, Go Red for Women, STEM Goes Red and the Heart Walk to bring global awareness to the impact of heart disease while connecting with under-resourced communities to improve the quality of life for everyone

Our philanthropic efforts merge our commitment to our employees and communities — they play a significant role in reinforcing our culture and values, while contributing to the overall well-being of the communities we serve.

# Employee health and safety

Our employees' health and safety are essential to our organization's success and we are steadfast in our commitment to promoting a culture of health, safety and accountability throughout our organization. We are continuously improving our health and safety programs to promote a safe work environment for all employees and manage regulatory compliance and risk. We have implemented several initiatives focused on proactive safety reporting and employee engagement, including the development and dissemination of an Employee Health & Safety Policy.

## Certifications and standards

QuidelOrtho takes pride in adhering to high standards for environmental management and occupational health and safety. Our manufacturing sites in Raritan, NJ, Rochester, NY, Pompano Beach, FL, and Pencoed, Wales are certified to the ISO14001, Environmental Management Systems standard. In addition, our manufacturing sites in Pompano Beach, FL, and Pencoed, Wales, are certified to the ISO45001, Occupational Health & Safety Management Systems standard, while the Raritan, NJ, and Rochester, NY, sites are OSHA Voluntary Protection Program Star sites. These third-party certifications are environmental, health and safety (EHS) management systems for the control of environmental hazards, environmental impacts and workplace occupational health and safety hazards.

These manufacturing sites, identified as our highest risk sites, have implemented comprehensive EHS programs. These programs document and govern the evaluation of risk, management of work-related hazards, facilitation of worker safety and protection, management of work-related incidents, and continuous enhancement of EHS management systems.

Moreover, these programs implement the hierarchy of controls (e.g., elimination, substitution, engineering controls, administrative controls and personal protective equipment (PPE)) to reduce risk. They also involve conducting facility risk assessments and internal and external audits to quantify the risk associated with specific tasks. This data helps us determine the proper safety controls for proactive mitigation of significantly negative health and safety impacts and to enhance employee and workplace safety.

Although approximately 48% of QuidelOrtho's total workforce (employees and contractors) work in non-manufacturing/commercial offices or work-from-home locations and are not covered by a recognized third-party occupational health and safety management system, our established EHS programs cover this workforce and document and govern processes for assessing risk, managing work-related hazards, facilitating worker safety and protection and managing work-related incidents, as well as continuously improving such EHS programs. Of the remaining 52% of QuidelOrtho's total workforce who work in manufacturing and distribution facilities, our occupational health and safety management systems cover 62% of employees and contractors at these sites. These systems have been internally audited as well as externally audited by an independent third party.

## Revolutionizing workplace health and safety

We acknowledge the importance of protecting our people from inherent risks associated with their work, and we have implemented rigorous EHS programs and procedures. We regularly conduct job-specific risk assessments to accurately determine what hazards our employees and contractors might encounter. Common hazards within our operations include material handling, moving parts and equipment, ergonomics (e.g., repetitive motion injuries/illnesses/over-exertion), motor vehicles, hazardous chemicals, biohazardous agents, and slips, trips and falls.

In our continuous pursuit to reduce these risks, we have developed a comprehensive series of risk mitigation strategies. These strategies are deployed in order of preference: 1) implement engineering controls to remove or control the hazards; 2) substitute with a less hazardous material or process; 3) properly train staff on safety protocols; 4) implement PPE requirements; 5) launch a continuous improvement program that reevaluates opportunities to control the risk; 6) promote employee collaboration in hazard identification; 7) implement capital improvements to mitigate exposure; 8) seek management support for alternative solutions; and 9) utilize a loss control management and trend analysis to monitor the effectiveness of our risk mitigation strategies.



To further our commitment to workplace health and safety, we have introduced a significant innovation to simplify safety reporting: a pilot program employing QR code technology at three manufacturing sites. This innovative program streamlines the reporting process and encourages employees to proactively report safety concerns, fostering a safer and more secure work environment. Worker incidents are diligently recorded, investigated in line with our injury and illness procedures, and then tracked, analyzed and reported to management. Workers, including supervisors, are included in the injury and incident review process to comprehend the root cause and implement necessary corrective actions. In 2022, EHS metrics were communicated monthly through local safety committees and department-specific meetings, reinforcing our culture of transparency and collaboration with our global leadership team.

In 2022, there were no fatalities at our facilities as a result of work-related injury or work-related injuries of high-consequence. Across our employees and controlled workers, we experienced 68 recordable work-related injuries, with a rolling average of 1.37 across 9,915,117 hours worked. The main two categories of injuries were ergonomic (39%) and contact injuries (34%). These data points were calculated with a rate base of 200,000 hours worked with 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.

### GRI 403-9: Work-related injuries

	Number	Rate
<b>All employees</b>		
Fatalities as a result of a work-related injury	0	0
Recordable work injuries	68	1.37
<b>All controlled workers</b>		
Fatalities as a result of a work-related injury	0	0
Recordable work injuries	Included in employee numbers above	Included in employee numbers above

In 2022, we did not experience any fatalities due to work-related ill health or any cases of recordable work-related ill health. We compiled this data using incident tracking logs, workers compensation loss runs, annual OSHA 300 logs, and our health services database.

### GRI 403-10: Work-related ill health

	Number
<b>All employees</b>	
Fatalities, work-related ill health	0
Cases of recordable work-related ill health	0
<b>All controlled workers</b>	
Fatalities, work-related ill health	0
Cases of recordable work-related ill health	0

To properly identify and control health risks our workers may be exposed to, we seek to regularly conduct risk assessments across our operations. We have found through this process that the main hazards that may cause or contribute to ill health across our workforce include hazardous chemicals, biological materials, and public health crises (e.g., COVID-19 or influenza). We follow the risk mitigation strategies described above to control or eliminate these hazards.

#### Employee engagement in health and safety

We believe that a strong safety culture starts with employee engagement and education. Our workers are involved in EHS committees, the development of job hazard analyses, risk assessments and site inspections. EHS metrics are also communicated to workers, supervisors, managers and the global leadership team so that they are educated and aware. By involving our employees in the development and implementation of our EHS programs, we foster a sense of ownership and accountability throughout the organization.

Alongside engagement, we educate our employees on EHS topics through various training programs. QuidelOrtho offers extensive occupational health and safety training via a learning management system, covering topics such as EHS general awareness, ergonomics, PPE and emergency procedures, among others. Employees and contractors also undergo job-specific training such as machine safety and electrical safety, using a blend of the learning management system, instructor-led sessions and supervisor-guided training.

**Promotion of worker health**

In accordance with our core belief that our employees' health and safety are essential to our organization's success, we have an occupational health department that provides valuable services to all employees and contractors. These services include medical surveillance management for OSHA and department required exams; workplace injury/illness management; medical accommodations and restrictions; return to work evaluations; business travel consultations; work fitness for duty evaluations; and vendor credentialing. The occupational health department is an internal function within QuidelOrtho and available to employees and contractors virtually or via phone. All personal medical information is strictly confidential.

# Continuous improvement initiatives

As we continue to grow and evolve, QuidelOrtho remains committed to fostering a diverse and inclusive leadership team and building a talent pipeline. We believe that our success lies in our ability to empower individuals from all backgrounds and walks of life.

**Strengthening employee resource groups (ERGs)**

To support our diverse workforce, we plan to strengthen our ERGs by tailoring them to local contexts and cultures, which will make them more relevant and effective in addressing the unique challenges faced by our employees in different regions.

**Enhancing recruitment strategies**

We intend to enhance our recruitment strategies by building stronger partnerships with diversity-affiliated organizations. We believe this will enable us to tap into a broader pool of talent and to attract and retain the best and brightest from all backgrounds.

**Focus on DE&I education and leadership development**

To further our commitment to DE&I, we plan to broaden the scope of our education initiatives to include additional learning opportunities and DE&I leadership development. By doing so, we aim to foster a culture of continuous learning and personal growth for all employees at all levels of the organization.

**Globalizing our EHS management systems**

We are working to globalize our EHS management systems. Key focus areas include implementing global training requirements and selecting a learning management system that integrates and leverages existing content. This will enable us to have consistent and effective EHS practices across our locations.

# Planet: Operational sustainability

At QuidelOrtho, we are committed to protecting the environment and the long-term well-being of the communities in which we operate. We understand the importance of monitoring and reducing our impacts on the planet, including pollution, waste generation, energy and GHG emissions, depletion of nonrenewable resources and water consumption.

Our focus is on implementing efficiencies in our global facilities, supply chain and product manufacturing processes to mitigate risks, reduce costs and identify and reduce environmental impacts. Through continuous improvement in our operations, we strive to lessen our environmental footprint, transparently report our progress and contribute to a more sustainable future.





## Waterless technology

In a world increasingly confronting water scarcity and drought, we understand the significance of responsible water use. We have therefore made a commitment to embed water-saving measures throughout our operations, product lines and global facilities.

We have developed innovative, waterless technologies that not only enhance diagnostic quality and reduce waste but also conserve water. For instance, our waterless dry-slide technology is revolutionizing lab environments by offering a sustainable alternative to water-intensive processes. This technology’s applications are far-reaching, providing invaluable solutions in regions grappling with water scarcity during humanitarian crises.

For more information on our products’ environmental stewardship and sustainable practices, please refer to the “Product environmental stewardship” section of this report.

## Water metrics

	Amount in megaliters (ML)
Total water withdrawal	452.31
Total water discharge	385.88
Total water consumption	66.43

We calculated our 2022 baseline inventory by aggregating water invoices across our sites. For water withdrawals, we collected data for all of our manufacturing sites, which represent our largest withdrawals of water. For other sites, such as offices, where we did not collect primary data, estimations were made to approximate the water withdrawals at those sites. For water consumption, we subtracted water discharge from water withdrawals at each site. Withdrawal and discharge data was a mix of actual data and estimations.

## Water in operations

We are focused on reducing water consumption across our operations, especially as we amplify our manufacturing capacity. Understanding water as a pivotal resource for the environment, the communities we operate in, and our operational sustainability, we have integrated water-saving measures at various steps of our R&D and manufacturing processes, from design to production. In doing so, we strike a balance between our business needs and conserving this essential resource for future generations.

At facilities like McKellar, Rutherford, and Summers Ridge, CA, we have instituted advanced water management strategies. We predominantly use reclaimed water for landscaping irrigation and, at our Summers Ridge location, as the primary source for cooling towers. This approach diminishes our reliance on freshwater and aligns with our sustainability goals. Equally vital is our attention to water discharge; we adhere stringently to effluent discharge standards and continuously evaluate our practices to mitigate environmental repercussions.

A testament to our commitment to responsible and sustainable water usage is the maintenance of ISO 14001 certification at almost all of our manufacturing locations. This framework facilitates our diligent management of water usage and discharge, and periodic reporting and audits to help ensure adherence. Our 2022 organization-wide water inventory further illuminated our water impacts, prompting us to consider a water risk assessment to delineate our impacts better and set actionable goals.

### Site-specific strategies: Customized initiatives for water management

- We understand that each of our sites has unique needs and circumstances, which is why we employ a tailored strategy for water conservation. For example, in Raritan, NJ, the implementation of infrastructure upgrades, such as cooling towers, leak detection of underground sprinkler piping, reverse osmosis water systems and new absorption and centrifugal chillers, has achieved significant water reductions.
- In Memphis, TN, we are in the early stages of establishing a comprehensive water use baseline that will guide future conservation initiatives.
- In Pencoed, Wales, our dedication to energy efficiency has contributed to our water management strategy by reducing indirect water use by 5.7% year-over-year.<sup>1</sup> This reduction has been achieved despite an increase in headcount of approximately 30%<sup>1</sup> and an increase of total production output of 2.7%.<sup>1</sup> We achieved this reduction through focus on and awareness of water conservation best practices, such as regularly checking infrastructure for leaks, focusing on reducing waste in areas of substantial water consumption and enhancing process efficiency.
- In Pompano Beach, FL, we are building off of established water reduction goals, creating a new water use baseline for a new warehouse/administrative building, and identifying water conservation opportunities.
- In Rochester, NY, we are exploring alternative pump cooling solutions to optimize water consumption, including the trial of non-water-cooled compressed air pumping systems. It is projected that these solutions could save over 19 million gallons of water and \$123,000 in water and electrical expenses annually compared to the current water sealed pumps.
- In California, we continue to transition landscaping designs to utilize more zero-scape and drought-tolerant succulents and plants to reduce the impact of water usage and loss during irrigation, allowing us to design more efficient and focused irrigation systems.

This diverse yet cohesive approach across our sites exemplifies our dedication to water conservation and fostering a more sustainable future.



<sup>1</sup> All comparisons are against the 2021 calendar year.

# Waste management – packaging and waste

Hazardous waste generated from our operations is a significant concern to us. To tackle this, our operations and R&D teams collaborate closely, focusing on waste reduction and responsible management of hazardous materials. We prioritize recycling, reuse, recovery, and waste-to-energy processes over conventional disposal techniques, promoting an eco-friendly approach that aligns with the broader goals of resource conservation and circular economy.

To assess the effectiveness of our waste management strategies and monitor our waste performance, we will be taking an annual inventory of our waste. While specific waste-related goals are still being developed, the insights from this inventory will guide our future waste management endeavors.

Our waste management strategies also extend to the life cycle of our products. To learn more about our initiatives to reduce waste through the product lifecycle, please see the “Product environmental stewardship” section of this report.



## Site-specific strategies: Customized initiatives for waste management

Our waste management approach focuses on various strategies, including waste segregation, recycling and innovative disposal methods. To reduce waste at our sites, we have implemented recycling programs, initiated organics diversion programs, collaborated with vendors to adopt more sustainable methods of disposal (e.g., waste-to-energy instead of incineration for hazardous and medical materials), segregated hazardous waste by type, promoted the reuse of wooden pallets, established reuse programs for select products (such as ink cartridges) and upgraded visual inspection systems to reduce product rejections and manufacturing scrap.

At our site in Raritan, NJ, we are improving waste segregation methods in response to increased production and construction waste. Similarly, our Memphis, TN, site has focused on avoiding unnecessary waste classification and is evaluating the business case for a cardboard bailer to enhance recycling rates. The Pompano Beach, FL, site is adopting plans to segregate overclassified waste while maintaining a robust recycling program.

Our Pencoed, Wales, site is enhancing the segregation of recyclable materials and adhering to a zero-waste-to-landfill policy. Meanwhile, the Rochester, NY, site has successfully increased recycling rates for non-hazardous waste despite its expanding operations. Furthermore, it is noteworthy that the segregation of hazardous waste at the Rochester, NY, site has enabled us to return substances like acetone back to the chemical supplier.

## Waste generation metrics

	Hazardous amount (metric tons)	Non-hazardous amount (metric tons)	Total amount (metric tons)
Total weight of waste generated and breakdown by composition	456	4,908	5,366
Contextual information needed to understand data	1,008,286 pounds noted from primary waste data, including hazardous and medical waste; global facilities are not assumed to produce hazardous waste	10,820,842 pounds noted from primary waste data as well as estimates for global facilities	245

Data is largely compiled from waste hauler invoices that record volumes of relevant waste streams. Reasonable assumptions were applied where primary data was unavailable.

## Waste diversion metrics

Total weight of waste diverted and breakdown by	Hazardous amount (metric tons)	Non-hazardous amount (metric tons)	Medical amount (metric tons)	Total amount (metric tons)
Preparation for reuse	34	114	0	145
Recycling	9	2,205	0	2,214
Other recovery options	0	0	0	0
<b>Total composition</b>	<b>43</b>	<b>2,346</b>	<b>0</b>	<b>2,389</b>
On-site	0	0	0	0
Off-site	43	2,346	0	2,389

## Waste diversion metrics

Total weight of hazardous waste diverted and breakdown by	Hazardous amount (metric tons)
Incineration (with energy recovery)	51
Incineration (without energy recovery)	245
Landfilling	30
Other disposal operations	87
<b>Total composition</b>	<b>414</b>
Of total - on-site	0
Of total - off-site	414

Total weight of non-hazardous waste diverted and breakdown by	Non-hazardous amount (metric tons)
Preparation for reuse	421
Recycling	103
Other recovery options	2,037
Other disposal operations	2
<b>Total composition</b>	<b>2,562</b>
Of total - on-site	0
Of total - off-site	2,562

All waste disclosed was directed to disposal off-site. Data is largely compiled from waste hauler invoices that record volumes of relevant waste streams. Hazardous waste includes medical waste.

# Climate – emissions and energy

At QuidelOrtho, we are acutely aware of the implications of our energy-intensive processes, from molding to facility operations, on both the environment and our business operations. As a premier healthcare diagnostics provider, these processes not only demand significant energy but also contribute to GHG emissions, a concern further exacerbated by the transportation of raw materials, production and transportation of finished goods in our supply chain, and downstream energy use associated with our products. Recognizing these challenges and their potential negative impacts—ranging from environmental degradation to transitional costs due to changing regulatory landscapes—we are dedicated to mitigating climate change by actively reducing GHG emissions and enhancing energy efficiency.

Our commitment is embedded in our operational policies. We have devised strategies that comprise site-specific goals, energy conservation programs, and investments in green technologies. Notable steps in this journey include the adoption of sub-metering at locations like our Rutherford, CA, site, the rollout of energy-efficient equipment, and rigorous energy usage monitoring to rectify inefficiencies. Further, we have embraced solar energy at one of our California facilities, supporting our intent to increase reliance on renewable sources.

In 2022, we conducted a comprehensive company-wide energy and GHG emissions assessment. This inaugural GHG inventory has provided more direct visibility into our emissions profile, unveiling our energy consumption patterns and will serve as our baseline to establish future emissions reduction goals. We plan to annually evaluate our GHG emissions to stay abreast of our performance.

Key investments in sustainable technology continue to reduce our environmental footprint. A primary example is the 1.6 megawatt solar array at our Pencoed, Wales, facility, which will generate clean, renewable energy. We expect the solar array to be fully operational by year-end. We also normalize energy use against production volumes/indexes and strive to keep energy consumption neutral or lower even when adding manufacturing capacity to our facilities by investing in energy efficient technologies and/or renewable energy sources.

Across our sites the focus is on sustainable energy use, waste management and proactive strategies to reduce our environmental footprint.

## Site-specific highlight

The Raritan, NJ, site has pursued a multi-year strategy for infrastructure investment aimed at reducing GHG emissions, water loss and energy consumption.

Actions taken include:

- Two new steam absorption chillers are being installed for enhanced energy efficiency in cooling
- All outdated HVAC units containing R-22 refrigerant are being replaced to reduce GHG emissions and drive energy efficiency
- A new energy-efficient boiler is being introduced to decrease fuel and energy consumption
- A new centrifugal chiller is being installed to reduce water and energy consumption

Environmental goals include:

- Reduce total HVAC units containing R22 refrigerant at the site by 80%
- Reduce energy usage at the site by 2% through operational efficiencies and investment in facility infrastructure
- Reduce water usage at the site by 2% through investment in facility infrastructure



# Greenhouse Gas (GHG) inventory approach and results

QuidelOrtho recently conducted a comprehensive GHG inventory for 2022 that quantified our carbon footprint as a combined entity. This GHG inventory provides us with a baseline to set our future reduction targets and strategies.

The emission factors and Global Warming Potential used in this GHG inventory were sourced from authoritative entities like the Association of Issuing Bodies, U.S. EPA Emission Factors Hub, and the International Energy Agency, among others. For consolidation, QuidelOrtho employed the operational control approach, including owned/leased spaces and vehicle emissions. For purposes of complete coverage, we estimated data for locations with unavailable information.

Our GHG inventory calculations were based on the internationally recognized Greenhouse Gas Protocol. This approach provides a standardized and widely accepted methodology, generating results that are both accurate and comparable.

While our current GHG inventory does not include scope 3 emissions, which are emissions from all indirect sources not owned or directly controlled by QuidelOrtho but related to our activities, we intend to conduct an inventory of our scope 3 emissions in the coming years. This will provide an even more comprehensive view of our carbon footprint.

It is important to note that our GHG inventory for 2022 has not been verified by a third party. However, all operations under our operational control were included, and we believe our GHG inventory is as complete and accurate as possible given current data and tools. Future plans include third-party verification to provide external assurance of our calculations and reporting.

## Emissions metrics

GHG emissions by type	Base year amount (2022) (Tons CO <sub>2</sub> e)
<b>Scope 1 GHG emissions</b>	
Direct (scope 1) emissions	26,371 (gases included: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs)
Biogenic emissions	4.34
<b>Scope 2 GHG emissions</b>	
Gross location-based indirect (scope 2) GHG emissions	27,420 (gases included: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs)
Gross market-based indirect (scope 2) GHG emissions	28,869 (gases included: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs)

## GHG emissions intensity

Types of GHG emissions included	Energy intensity ratio for organization (t CO <sub>2</sub> e/million \$ revenue)
Scope 1	8.1
Scope 2 (location-based)	8.4
Scope 2 (market-based)	8.8

## Emissions of ozone-depleting substances (ODS)

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

## Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>) and other significant air emissions

Significant air emissions by type	
NO <sub>x</sub>	We have not identified any significant NO <sub>x</sub> air emissions for our sites
SO <sub>x</sub>	We have not identified any significant SO <sub>x</sub> air emissions for our sites
Persistent organic pollutants (POP)	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
Hazardous air pollutants (HAP)	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
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

## Energy Consumption Metrics

Fuel consumption by type	Amount in gigajoules (GJ)
Total fuel consumption from nonrenewables (by type)	528,260
Fuel type: Natural gas	410,948
Fuel type: Petrol (average biofuel blend)	100,566
Fuel type: Diesel (average biofuel blend)	10,320
Fuel type: Bioethanol	249
Fuel type: Compressed natural gas	2,331
Fuel type: Fuel oil	1,017
Fuel type: Diesel (100% mineral diesel)	2,830
Fuel consumption from renewables (by type)	Our Rutherford, CA, site is equipped with nearly 300 solar panels; altogether, the array is estimated to have a potential annual output of approximately 208 MWh; currently, we are unable to measure the actual output, but hope to do so in the coming years. Our Raritan, NJ, site generated 2,172 MWh of renewable power from its solar array.
Energy consumption by type	Amount in GJ
Electricity consumption	337,338
Heating consumption	n/a
Cooling consumption	29,199
Steam consumption	n/a
Total consumption	
Energy consumption totals	Amount in GJ
Within the organization	894,796
Outside the organization	Energy consumption outside of QuidelOrtho operations was not accounted for in 2022, 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
Energy intensity metrics	
Energy intensity ratio for the organization	76.10 MWh/Million \$ in revenue
Denominator	\$3,266 million (2022 annual revenue)
Types of energy included	All energy accounted for in GRI 302-1-894,796 GJ
Use of energy within, outside or both	Use of energy within QuidelOr-tho operations

# Continuous improvement initiatives

## Short-term goals: Energy efficiency, recycling and water management

QuidelOrtho's short-term aspiration is to embed sustainability in our core operations. To achieve this, we plan to implement energy-efficient systems, infrastructure improvements that conserve water and eco-friendly alternatives that support waste reductions. Additionally, we intend to actively promote recycling and harness advanced technologies to efficiently manage energy demand.

## Aspirational goals: Renewable energy, sustainable products and water conservation

Our long-term ambition is to expand renewable energy usage. We plan to refine our waste management practices by implementing improved segregation strategies, and we aim to adopt more sustainable packaging. A key focus for us will be to improve the circular economy and lifecycle of our product line through the use of recycling and reuse strategies.

# Governance: Business fundamentals

The fundamental ethos of QuidelOrtho is rooted in creating an organization that emphasizes ethical conduct, robust governance and inclusivity. At the heart of our business lies a commitment to operate with integrity, adhere to stringent ethical standards, and cultivate a diverse and inclusive organizational culture. We believe that these principles make a meaningful difference to our stakeholders and the broader society and drive our long-term success.



# Governance

We recognize the value of strong corporate governance aligned with industry best practices and regulatory standards. Our governance structure adheres to the requirements of the Securities and Exchange Commission (SEC) and Nasdaq, which provide the basis of our governance framework and our commitment to responsible governance practices.

## Board structure and composition

At QuidelOrtho, our Corporate Governance Guidelines allow flexibility in determining whether the roles of Board Chair and CEO are combined or separate. When these roles are combined or if the Chair is not independent, our Board will elect a Lead Independent Director. Historically, we favored separation of the Chair and CEO roles with Dr. Buechler holding the Chair position from 2015 until May 2022. Following the Combinations, the Board temporarily appointed Mr. Bryant as Chair and CEO to facilitate an effective combination and integration of our two companies and designated Dr. Buechler as the Lead Independent Director. In December 2022, the Board again separated the roles of Chair and CEO and appointed Dr. Buechler to serve as the non-executive Chair. We believe this structure bolsters the Board's oversight of and independence from our management, allowing both our Chair and CEO to focus on our success.

The Board, guided by Dr. Buechler, is adept at aligning our business strategy with our mission and goals and industry best practices. The Board is supported by four standing committees:

- **Audit Committee:** assists the Board in overseeing our accounting and financial reporting processes, the audits of our financial statements and our compliance with legal and regulatory requirements

- **Compensation Committee:** assists the Board in overseeing our overall compensation structure, approach to talent attraction, development and retention, and key human capital management matters
- **Nominating and Corporate Governance Committee:** assists the Board in identifying qualified individuals to become Board members, recommends to the Board the composition of the Board, its committees and the committee chairs, monitors and assesses the effectiveness of the Board and leads the Board in shaping and monitoring our corporate governance, environmental and social policies
- **Science and Technology Committee:** assists the Board in overseeing innovation, new product development and R&D activities

Annually, every director of the Board evaluates the performance of the Board and its committees (as applicable), focusing on strengths, weaknesses and improvement areas. The full Board then introspects, thinking about its overall efficacy and that of its standing committees, determining areas of potential enhancement.

For more detailed information on Board structure and composition, including committee responsibilities, refer to QuidelOrtho's [Corporate Governance Guidelines](#) and the respective sections in our [2023 Proxy Statement](#).

## Board diversity

We recognize the importance of diversity in our governance structure and we have taken proactive measures to promote diversity in experience and views throughout the organization. We believe that diverse leadership leads to better decision-making and innovation. In evaluating the suitability of individual Board members, we consider a range of factors such as experience, strategic thinking, industry knowledge, leadership qualities, adherence to principles of corporate governance and other factors, many of which promote diversity of views and experience. In addition to focusing on diversity in skills and experience, we also consider diversity in personal backgrounds, including gender, race, ethnic and national background, geography, age and sexual orientation. Our Nominating and Corporate Governance Committee actively includes women and minorities in the candidate pool during the search process for each new director (and instructs any search firm that the committee engages to do so). With this approach we aim to create a Board that can effectively represent stockholder interests through sound and independent judgment. Refer to QuidelOrtho's [Corporate Governance Guidelines](#) for additional information.

Board Diversity Matrix (as of September 1, 2023)	% of Board members (out of 11)
Identify as female	27%
Identify as male	55%
Identify as having a racial/ethnic background other than white	18%
Identify as being white	55%

### Board risk oversight

The Board provides oversight and guidance to our management team concerning the assessment and management of risk. We believe risk can arise in every decision and action taken at QuidelOrtho, whether strategic or operational, so we seek to include risk management principles in all of our management processes and in the responsibilities of our employees at every level. Our senior executives provide the Board and its committees with regular updates about the company's strategies and objectives and the inherent risks identified within them at Board and committee meetings and in regular reports.

The Board approves the company's high-level operating objectives, goals, strategies, and policies to set the tone and direction for appropriate risk taking within the business. The Board and its committees then emphasize this tone and direction in their oversight of management's implementation of these operating objectives, goals, strategies, and policies. The Board has delegated oversight of matters involving certain specific areas of risk exposure to each of its four standing committees.

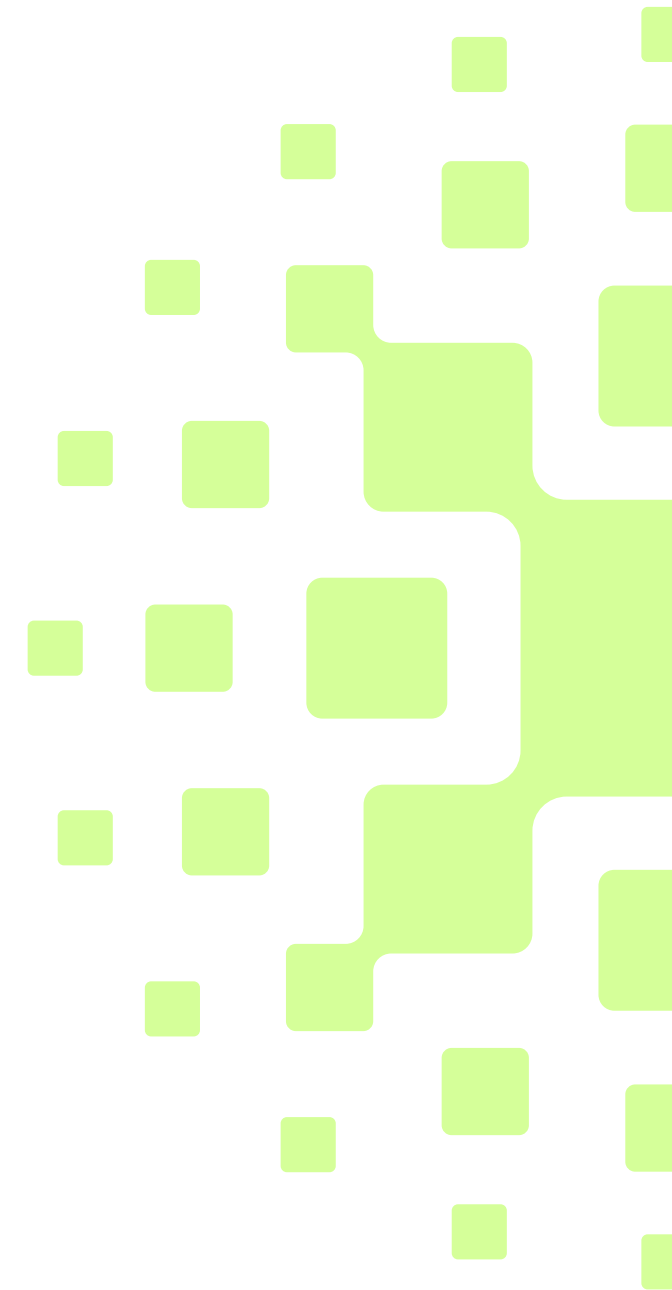
For more detailed information on risk oversight, refer to the respective section in our [2023 Proxy Statement](#).

### ESG governance

QuidelOrtho is committed to acting responsibly and sustainably and to making a positive impact on the environment and on society, supported by strong ESG governance. 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 ecosystem responsibility in ways that provide value to our stockholders, consistent with our business objectives.

The Board oversees these activities – with the Nominating and Corporate Governance Committee overseeing and reviewing the overall adequacy of our sustainability and ESG strategies, initiatives and policies; the Audit Committee overseeing ESG disclosure matters; and the Compensation Committee overseeing human capital management matters. Our senior management, including the chief executive officer and president, chief financial officer, general counsel, and chief administrative officer, regularly update and liaise with the Board on our ESG strategy and initiatives. They also support the implementation of such ESG strategy and initiatives. We also have an ESG working group that keeps these senior executives informed. This group is composed of representatives from key company functions, and they continuously 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 [2023 Proxy Statement](#).



# Business ethics and compliance

We recognize the importance of ethical behavior, encapsulated in our [Code of Business Conduct and Ethics](#) (Code of Conduct), in achieving our long-term success and maintaining the trust of our stakeholders. We have integrated these ethical principles into our business functions and decision-making processes, forming a strong foundation for our organization. The Code of Conduct, which serves as the foundation for our commitment to ethics and compliance, sets guidelines on lobbying, government relations, political contributions, and supplier relationships. To help ensure that our operations and interactions align with high standards of corporate responsibility and ethical conduct, all promotional materials and marketing campaigns are reviewed to help ensure compliance with relevant global laws and industry regulations, including anti-competition laws. Moreover, we maintain online training programs and provide locally focused legal support for our business teams, which aid in risk mitigation. To further embed our commitment to ethical behavior within our corporate culture, employees at QuidelOrtho are required to undergo annual training on the Code of Conduct and certify their compliance.

## Compliance program and initiatives

Guided by the Department of Justice Guidelines on the Evaluation of Corporate Compliance Programs and the U.S. Department of Health and Human Services Office of Inspector General's 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. Acknowledging the potential harm to our stakeholders, the broader healthcare industry, and our market position that may be caused by non-adherence to global laws and regulations in areas such as anti-corruption, anti-bribery and anti-competition, we have infused our commitment to ethical business practices within our Code of Conduct.

Managed by compliance personnel in certain regions and supported by locally focused legal teams, our compliance program incorporates:

- Third-party due diligence system
- Healthcare professional/organization interaction approval system
- Robust online training programs for managing potential and actual impacts of ethical concern
- Regular reviews of promotional materials and marketing campaigns to help ensure compliance with relevant global laws and industry regulations, including anti-competition laws
- Third party-managed ethics hotline

Our ethics hotline serves as a tool for promoting transparency and accountability. It provides a channel to confidentially communicate and raise questions or concerns about conduct that may be inconsistent with the law, our Code of Conduct or other company policies, whether through phone or internet. This resource, accessible both internally and externally, allows employees and other stakeholders to voice concerns anonymously, where permissible by law. We actively promote its usage and other channels of communication to foster a culture of openness, ethical conduct, and adherence to our reporting and anti-retaliation policies.

When issues or potential allegations emerge, we swiftly launch investigations and execute necessary corrective measures. Quarterly meetings with senior management are held to assess certain investigative matters and confirm our approach. We understand the paramount importance of monitoring and routinely reporting on these matters. We emphasize the value of encouraging employees to report concerns without fear of retaliation.

Our Global Compliance Committee facilitates regular reviews of our compliance program across our regional Legal & Compliance team members and cohesive communication at all levels. As part of our dedication to ongoing advancement of our approach to compliance and ethical behavior, we will continue to promote active engagement with our ethics hotline and training to third-party intermediaries and distributors. We also plan to continue to focus on auditing and monitoring to unveil insights into our compliance performance and identify areas for further enhancement. We believe continuing to focus on ethics and compliance in our business decisions positions us for enduring success and stakeholder trust.



### Additional policies: Reinforcing ethical standards

In addition to our Code of Conduct, we have established the following policies to further uphold high standards of ethical behavior and compliance:

- Anti-Bribery/Anti-Corruption Policy:
  - We do not tolerate any form of bribery or corrupt behavior in the course of our business.
  - Employees undergo mandatory training on our anti-bribery policies, instilling a culture of ethics and compliance throughout the organization.
  - Our management mechanism includes investigations of potential allegations and concerns related to bribery. Corrective actions are enforced wherever necessary.
  - To maintain transparency, we have instituted a hotline, overseen by an independent third party, permitting both internal and external stakeholders to report any bribery-related concerns.
- Distributor and Other Third-Party Intermediary Interactions Policy:
  - Interactions with distributors and other third-party intermediaries must have a legitimate intent and business need with arrangements that conform to proper company standards, requirements that are documented and clearly stated, and payments for services rendered 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.

Positive outcomes of our global compliance program, as supported by our Code of Conduct, foster stakeholder trust, bolster customer loyalty, and aid in attracting and retaining top-tier talent.

We utilize tools like the Global Compliance Committee and our ethics hotline to assess the effectiveness of our anti-corruption actions, with set goals such as a 95% completion rate for online anti-corruption training and annual audit objectives for high-risk areas like distributor interactions.

In addition to the policies listed above, we have a variety of compliance and privacy-related policies, including:

- [Whistleblower policy](#)
- Conflict of Interest Policy
- Insider Trading Compliance Policy
- [Supplier and Distributor Code of Business Conduct and Ethics](#)
- Global Privacy Policy

### Cybersecurity and data privacy

QuidelOrtho's Information Security team is actively focused on monitoring and addressing the rapidly evolving landscape of cybersecurity risks. Recently, we took significant measures to enhance security for our customers by upgrading one of our main transfusion products to the latest operating system and incorporating advanced security, detection and response capabilities, effectively fortifying a potential entry point into our customers' networks.

We are proud to share that our waterless Vitros systems successfully underwent an intense review by U.S. federal cybersecurity experts and we ultimately achieved an

authorization to operate. This crucial security clearance designation enables us to operate within any U.S. military hospital or blood bank, signifying our commitment to robust security standards. In addition to continuously monitoring security controls across our business activities, enterprise and offices, we are proactively evaluating additional risks and implementing measures to enhance the protection of our intellectual property and IT assets.

As a global organization, we take compliance with privacy legislations seriously, including the United Kingdom's GDPR, European Union's GDPR, Brazil's LGPD, China's PIPL, as well as the various state-specific regulations such as 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. 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.

# GRI/SASB indices





# Global Reporting Initiative (GRI) content index

## GRI 2: General Disclosures 2021

### Disclosure 2-1 Organizational details

Sustainability report, page 4 (“About us”)

### Disclosure 2-2 Entities included in the organization’s sustainability reporting

Sustainability report, page 4 (“About us”)

### Disclosure 2-3 Reporting period, frequency and contact point

Sustainability report, page 2 (“About this sustainability report”)

### Disclosure 2-4 Restatements of information

QuidelOrtho has not made any restatements of information from any previous reporting period as this is our inaugural sustainability report

### Disclosure 2-5 External assurance

Currently, we do not have any policies or current 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, page 4 (“About us”)  
QuidelOrtho 2022 10-K, pages 5-25 (“Business”)

### Disclosure 2-7 Employees

Sustainability report, page 21 (“Diversity, equity and inclusion”)

### Disclosure 2-8 Workers who are not employees

Sustainability report, page 4 (“QuidelOrtho at a glance”)

### Disclosure 2-9 Governance structure and composition

Sustainability report, page 37 (“Board structure and composition”)  
QuidelOrtho 2023 Proxy Statement, page 10 (“Board Leadership Structure”) and page 11 (“Board Meetings, Committees of the Board and Related Matters”)

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

QuidelOrtho 2023 Proxy Statement, pages 12-13 (“Qualifications and Characteristics for Directors”) and pages 17-18 (“Nominating and Governance Committee”)

### Disclosure 2-11 Chair of the highest governance body

Sustainability report, page 37 (“Board structure and composition”)  
QuidelOrtho 2023 Proxy Statement, page 10 (“Board Leadership Structure”)

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

Sustainability report, page 36 (“Governance”)  
QuidelOrtho 2023 Proxy Statement, page 10 (“Risk Oversight”)  
QuidelOrtho 2023 Proxy Statement, page 14 (“Audit Committee”)  
QuidelOrtho 2023 Proxy Statement, page 17 (“Compensation Committee”)  
QuidelOrtho 2023 Proxy Statement, pages 17-18 (“Nominating and Governance Committee”)  
QuidelOrtho 2023 Proxy Statement, page 18 (“Science and Technology Committee”)

### Disclosure 2-13 Delegation of responsibility for managing impacts

Sustainability report, page 36 (“Governance”)

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

Sustainability report, page 38 (“ESG governance”)  
Audit Committee Charter, Nominating and Corporate Governance Committee Charter and Compensation Committee Charter, each available

### Disclosure 2-15 Conflicts of interest

QuidelOrtho’s Code of Conduct sets forth the company’s policies and procedures regarding actual or potential conflicts of interests. Under the Code of Conduct, employees, officers and directors are prohibited from engaging in any activity or having a personal interest that presents a “conflict of interest.” Individuals (other than directors or executive officers) who suspect a situation that could give rise to a conflict of interest must report it in writing to the individual’s supervisor or the company’s General Counsel. Directors or executive officers must report potential or actual conflicts of interest to the Board. The company’s General Counsel or the Board, as applicable, retain the authority to prohibit any employee or director from engaging in any transaction or situation that amounts to a conflict of interest. The company also maintains a 24/7 ethics hotline where potential or actual violations of the Code of Conduct can be reported on an anonymous basis. All transactions that would give rise to a conflict of interest involving a director, executive officer or principal financial officer must be approved by the Board.

As of the date of this sustainability report, QuidelOrtho does not have a controlling stockholder. QuidelOrtho reports cross-board membership, which refers to our directors’ other public or private board memberships, in our Proxy Statement. See QuidelOrtho 2023 Proxy Statement, pages 4-9 (“Proposal 1 - Election of Directors Proposal”). For more information on related party transactions, see QuidelOrtho 2023 Proxy Statement, pages 15-16 (“Review and Approval of Related Party Transactions” and “Related Party Transactions”).

### Disclosure 2-16 Communication of critical concerns

No communication of critical concerns arose during 2022. See QuidelOrtho 2023 Proxy Statement, page 10 (“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 as indicated in GRI 2-13.

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

Sustainability report, page 37 (“Board structure and composition”)

**Disclosure 2-19 Remuneration policies**

QuidelOrtho 2023 Proxy Statement, pages 26-38 (“Executive Compensation—Compensation Discussion & Analysis”)

**Disclosure 2-20 Process to determine remuneration**

QuidelOrtho 2023 Proxy Statement, page 17 (“Compensation Committee”) and pages 26-55 (“Executive Compensation—Compensation Discussion & Analysis”).

QuidelOrtho’s stockholders approved, on an advisory basis, the compensation of the company’s named executive officers at the 2023 annual meeting of stockholders.

**Disclosure 2-21 Annual total compensation ratio**

In 2022, the estimated ratio of the annual total compensation of our CEO to the median of the annual total compensation of all other employees was approximately 169:1. For more information, see QuidelOrtho 2023 Proxy Statement, page 50 (“CEO Pay Ratio”).

**Disclosure 2-22 Statement on sustainable development strategy**

Sustainability report, page 3 (“Message from our CEO”)

**Disclosure 2-23 Policy commitments**

Sustainability report, page 17 (“Supplier engagement and transparency”)  
Sustainability report, page 39 (“Compliance program and initiatives”)

Our Code of Conduct prohibits human trafficking. It also sets forth the company’s commitment to providing opportunity and fair treatment to all individuals on the basis of merit, without discrimination based on race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status or other characteristics prohibited by law.

Our Code of Conduct was approved by the Board. Our Conflict Minerals Policy Statement was approved by our Executive Vice President and Chief Operating Officer.

**Disclosure 2-24 Embedding policy commitments**

Sustainability report, page 17 (“Supplier engagement and transparency”)

Sustainability report, page 39 (“Compliance program and initiatives”) QuidelOrtho works to embed each of our policy commitments for responsible business conduct throughout our business activities and relationships.

Our Legal & Compliance department is responsible for compliance training on the following policy commitments:

- Code of Conduct, Global Privacy Policy, Insider Trading Compliance Policy, Conflicts of Interest, Antitrust and Competition Law and Anti-Bribery and Corruption
- Due diligence process and vetting of third-party intermediaries and healthcare professionals – systems of controls for reviewing and approving for compliance
- Our People & Culture department is responsible for compliance training on workplace harassment.

**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**

Under our Code of Conduct, all employees and directors have a duty to report any known or suspected violation of the Code of Conduct, including violations of the laws, rules, regulations or policies that apply to the company. Individuals can report such conduct to an immediate supervisor, the company’s Legal & Compliance department, or via QuidelOrtho’s ethics hotline. See sustainability report, page 39 (“Business ethics and compliance”) for more information on the ethics hotline.

In addition, the company has a policy for complaints regarding accounting, internal accounting controls or auditing matters.

Under our Conflict Minerals Policy Statement, inquiries can be submitted to [conflictminerals@quidelortho.com](mailto:conflictminerals@quidelortho.com).

Data privacy concerns can be submitted to [privacy&security@quidelortho.com](mailto:privacy&security@quidelortho.com).

**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, MyGreenLab, 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**

QuidelOrtho 2023 Proxy Statement, page 19 (“Investor 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 U.K. 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, page 9 (“Our approach to ESG”)

**Disclosure 3-2 List of material topics**

Sustainability report, page 9 (“Our approach to ESG”)

## GRI 201: Economic Performance

### Disclosure 3-3 Management of material topics

QuidelOrtho is committed to prudently managing our business and delivering improved financial results while operating within a highly competitive business environment. We aim to achieve this by retaining and growing our customer base, delivering an expanding suite of products and services that meet our customers' needs and expectations, and maintaining a commitment to R&D. Our long-term growth and profitability depend on our ability to innovate and adapt.

We actively seek strategic opportunities to expand our product lines and services, production capabilities, technologies and geographic footprint, while addressing other business challenges and opportunities. Further, see QuidelOrtho 2022 10-K, pages 26-52 ("Item 1A. Risk Factors") for details on the principal risks that could materially and adversely affect our business, financial condition or results of operation.

In terms of positive impacts, our economic performance has the potential to drive value creation for our stockholders, stimulate economic growth and foster innovation in the broader healthcare sector. We enhance these positive impacts by continually investing in our products and services, emphasizing innovation and adapting to the evolving needs of our customers and the market. Monitoring the effectiveness of our actions through quarterly and annual financial reporting, among other mechanisms, is an integral part of our approach to managing our economic performance. We value the perspectives of our stakeholders, and we consider their inputs when making decisions.

For more information, please refer to our 2022 Annual Report.

### Disclosure 201-1 Direct economic value generated and distributed

QuidelOrtho 2022 10-K, pages 75-79 ("Consolidated Financial Statements")

### 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

QuidelOrtho 2022 10-K, pages 107-112 ("Note 15. Long-term Employee Benefits")

## GRI 202: Market Presence

### Disclosure 3-3 Management of material topics

Our mission is to develop and manufacture intelligent diagnostic solutions that contribute to a healthier future for everyone. We strive to establish a positive presence in the market through our commitment to customer-centric decision-making and behavior. This approach governs our product development and informs our commercial execution. Our financial strength enables us to reinvest in and bolster our competitive strengths and strategic capabilities. These strengths and capabilities, in turn, benefit from our global footprint, spanning more than 130 countries, allowing us to be a leader in profitable and high-growth market segments. Our superior customer experience, brand loyalty, R&D capabilities, operational scale and dedicated leadership team are critical aspects of maintaining our market presence that we believe will drive our future growth. These aspects are backed by our talented people and loyal customers.

The in vitro diagnostics market is incredibly competitive, and our failure to compete effectively could negatively impact our business. We manage competition by maintaining our customer-centric strategy, reinvesting in our competitive strengths, and leveraging our strategic capabilities. We continually reinvest our generated cash into the company, which enables us to reinforce our competitive strengths and strategic capabilities.

For more information, please refer to our 2022 Annual Report.

### Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage

See sustainability report, page 22 ("Employee benefits")

## GRI 205: Anti-Corruption

### Disclosure 3-3 Management of material topics

QuidelOrtho acknowledges the inherent risks and ethical obligations of conducting business in a highly regulated industry. Our business activities, spanning from direct operations to supply chain partnerships, have potential impacts on the economy, the environment and people. We also recognize that our operations may influence human rights, particularly regarding fair labor practices and fostering an environment free of corruption and unethical business conduct. Our global policies on anti-corruption and anti-bribery outline our commitment to a corruption-free business environment. All employees must adhere to these policies regardless of their role or location. Our approach to managing corruption is firmly rooted in these policies, which also encapsulate our commitment to business ethics and compliance.

Our engagement with this material topic is focused on both the prevention of negative impacts and the enhancement of positive impacts.

See sustainability report, page 39 ("Business ethics and compliance") for more details on our anti-corruption and anti-bribery initiatives.

### Disclosure 205-1 Operations assessed for risks related to corruption

Sustainability report, page 39 ("Business ethics and compliance")

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

Sustainability report, page 40 ("Additional policies: Reinforcing ethical standards")

### 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 3-3 Management of material topics

As a healthcare organization, QuidelOrtho is fully committed to fair competition and responsible conduct in all its business operations. We acknowledge that any failure on our part to adhere to anti-competition laws can cause harm to us, our stakeholders and the broader healthcare industry, impacting our credibility and position in the market.

See sustainability report, page 39 (“Business ethics and compliance”) for more details on our compliance program and initiatives.

### 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 in 2022 for antitrust or anti-competitive behavior.

## GRI 207: Tax

### Disclosure 3-3 Management of material topics

For information on our approach to managing this topic, please see our QuidelOrtho Tax Strategy, which was prepared to respond to regulatory requests in the UK but represents our overall approach to this topic.

### Disclosure 207-1 Approach to tax

See the QuidelOrtho Tax Strategy,

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

See the QuidelOrtho Tax Strategy,

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

See the QuidelOrtho Tax Strategy,

## GRI 301: Materials

### Disclosure 3-3 Management of material topics

We are committed to identifying responsible ways to package our products and are seeking new means for increasing the recyclable content in our products while not impacting the quality or safety of our products.

### 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

### 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, page 33 (“Climate – emissions and energy”)

### Disclosure 302-1 Energy consumption within the organization

Sustainability report, page 35 (“Energy consumption metrics”)

### Disclosure 302-2 Energy consumption outside of the organization

No energy consumption outside of QuidelOrtho operations was accounted for in 2022, 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, page 35 (“Energy consumption metrics”)

### Disclosure 302-4 Reduction of energy consumption

No reduction in energy consumption was quantified for 2022 operations. 2022 is considered our new 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 2022 operations. 2022 is considered our new baseline year since QuidelOrtho completed the business combination of Quidel and Ortho in 2022.

## GRI 303: Water

### Disclosure 3-3 Management of material topics

Sustainability report, page 29 (“Water in operations”)

### Disclosure 303-1 Interactions with water as a shared resource

Sustainability report, page 29 (“Water in operations”)

### Disclosure 303-2 Management of water discharge-related impacts

Sustainability report, page 29 (“Water in operations”)

### Disclosure 303-3 Water withdrawal

Sustainability report, page 29 (“Water metrics”)

### Disclosure 303-4 Water discharge

Sustainability report, page 29 (“Water metrics”)

### Disclosure 303-5 Water consumption

Sustainability report, page 29 (“Water metrics”)

## GRI 305: Emissions

### Disclosure 3-3 Management of material topics

Sustainability report, page 33 (“Climate – emissions and energy”)

### Disclosure 305-1 Direct (Scope 1) GHG emissions

Sustainability report, page 34 (“Emissions metrics”)

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

Sustainability report, page 34 (“Emissions metrics”)

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

We did not conduct a Scope 3 GHG inventory for our 2022 operations, but plan to do so in the coming years

**Disclosure 305-4 GHG emissions intensity**

Sustainability report, page 34 (“Emissions metrics”)

**Disclosure 305-5 Reduction of GHG emissions**

No reductions in emissions resulting from reduction initiatives were calculated for 2022. QuidelOrtho completed the business combination of Quidel and Ortho in 2022 and thus, 2022 Scope 1 and Scope 2 GHG emissions calculations will serve as the baseline from which we will measure future reduction initiatives.

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

Sustainability report, page 34 (“Emissions metrics”)

**Disclosure 305-7 Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>) and other significant air emissions**

Sustainability report, page 34 (“Emissions metrics”)

**GRI 306: Waste****Disclosure 3-3 Management of material topics**

Sustainability report, page 31 (“Waste management – packaging and waste”)

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

Sustainability report, page 31 (“Waste management – packaging and waste”)

**Disclosure 306-2 Management of significant waste-related impacts**

Sustainability report, page 31 (“Management of waste-related impacts”)

**Disclosure 306-3 Waste generated**

Sustainability report, page 31 (“Waste generation metrics”)

**Disclosure 306-4 Waste diverted from disposal**

Sustainability report, page 31 (“Waste generation metrics”)

**Disclosure 306-5 Waste directed to disposal**

Sustainability report, page 32 (“Waste directed to disposal metrics”)

**GRI 308: Supplier Environmental Assessment****Disclosure 3-3 Management of material topics**

Sustainability report, page 17  
 (“Supplier engagement and transparency”)

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

Sustainability report, page 17  
 (“Supplier engagement and transparency”)

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

Sustainability report, page 17  
 (“Supplier engagement and transparency”)

**GRI 401: Employment****Disclosure 3-3 Management of material topics**

We understand the significant impact that our employment practices have on our people and the economy. With operations that provide employment opportunities for a diverse range of individuals across various socio-economic groups, we recognize our role in promoting employment security, a healthy work-life balance, competitive compensation, freedom of association and employee representation. Our commitment to these practices could have both potential positive and negative impacts on our employees and their human rights, and we are committed to managing these effectively.

We have implemented several policies and actions to manage these impacts. Foremost among these is the maintenance of our multiple Affirmative Action Plans, which are reviewed and drafted annually to measure our progress toward our stated goals related to hiring, recruitment and pay decisions. This initiative allows us to proactively address potential negative impacts on our workforce by creating

a clear roadmap for fair employment practices. Furthermore, as of 2022, our People & Culture team regularly provides turnover data to our business and functional leaders, which allows us to spot potential trends early and enact appropriate action plans to mitigate retention risks and turnover. Our commitment to fostering a positive work environment is also evident in our outreach efforts. In 2022, we initiated collaborations to promote inclusivity and diversity in our workforce, such as partnering with Disability Solutions to host certain job postings and sponsoring various events to create community awareness for the company as a disability-friendly employer.

We have implemented systems to track the effectiveness of these actions. Our People & Culture team produces monthly reports to track our progress and assess our strategies’ effectiveness. Our Affirmative Action Plans complement these systems and serve as a formal metric for evaluating our progress in hiring, recruitment and pay decisions. So far, our efforts in managing employment practices have shown promising results. We are evaluating our Total Rewards Programs globally and using market data as a reference point to improve our employment practices continually. We have learned valuable lessons from our experiences, such as the importance of continually evaluating our employee experience. Accordingly, we have begun deploying new people-related technologies to further enhance our operational policies and procedures.

Engagement with our stakeholders is central to our approach to managing our employment practices. Their feedback and input have informed our actions and measures and our assessment of their effectiveness. Our commitment to transparent and regular communication allows our stakeholders to have a voice in shaping our strategies and actions.

**Disclosure 401-1 New employee hires and employee turnover**

Sustainability report, page 22 (“Wellness and employee engagement”)

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

Sustainability report, page 21 (“Employee benefits”)

**Disclosure 401-3 Parental leave**

Sustainability report, page 21 (“Employee benefits”)

## GRI 403: Occupational Health and Safety

### Disclosure 3-3 Management of material topics

Sustainability report, page 25 (“Employee health and safety”)

Maintaining high occupational health and safety (OHS) standards is crucial to protect our employees and stakeholders from potential harm and to uphold our ethical commitments. We take a comprehensive approach that involves complying with all applicable OHS standards, along with voluntary compliance with enhanced standards at our highest risk sites. We adequately train all of our employees so that they are prepared to conduct their work safely.

We track the effectiveness of our actions through several metrics, such as total recordable injury rates, days away, lost time, and restricted time. However, recognizing that these metrics can sometimes be reactive, we are exploring more proactive ways to monitor and improve our performance in managing OHS. Our ultimate goal is to foster an environment free from occupational hazards and injuries. Our engagement with employees has been instrumental in guiding our actions and measuring their effectiveness. We value the input of our employees and encourage their active participation in managing this crucial topic. One way we encourage employee engagement is by having joint management-worker health and safety committees, which are established at various organizational levels.

### Disclosure 403-1 Occupational health and safety management system

Sustainability report, page 25 (“Employee health and safety”)

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

Sustainability report, page 25 (“Certifications and standards”)

### Disclosure 403-3 Occupational health services

Sustainability report, page 25 (“Certifications and standards”)

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

Sustainability report, page 26 (“Employee engagement in health and safety”)

### Disclosure 403-5 Worker training on occupational health and safety

Sustainability report, page 26 (“Employee engagement in health and safety”)

QuidelOrtho provides a baseline of OHS training to all employees, regardless of position, to facilitate a standard level of knowledge. Additional trainings are required for workers depending on their job type and responsibility. Trainings may be provided through our learning management system, through a classroom setting with an instructor, or other hybrid approaches. All trainings are conducted by competent and qualified trainers, either internal or external, and are free for employees.

### Disclosure 403-6 Promotion of worker health

Sustainability report, page 27 (“Promotion of worker health”)

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

QuidelOrtho conducts health and safety risk assessments to identify and proactively mitigate significantly negative OHS impacts through a hierarchy of safety controls.

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

Sustainability report, page 17 (“Employee health and safety”)

### Disclosure 403-9 Work-related injuries

In 2022, there were no fatalities as a result of work-related injury or work-related injuries of high-consequence. Across our employees and controlled workers, we experienced 68 recordable work-related injuries, with a rolling average of 1.37 across 9,915,117 hours worked. The main two categories of injuries were ergonomic (39%) and contact injuries (34%). These data points were calculated with a rate base of 200,000 hours worked with 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.

See sustainability report, page 17 (“Employee health and safety”) for more related data metrics.

### Disclosure 403-10 Work-related ill health

Sustainability report, page 17 (“Employee health and safety”)

In 2022, we did not experience any fatalities due to work-related ill health or any cases of recordable work-related ill health. We compiled this data using incident tracking logs, workers compensation loss runs, annual OSHA 300 logs, and our health services database. No employees or controlled workers were excluded from this data.

See sustainability report, page 17 (“Employee health and safety”) for more related data metrics.

## GRI 404: Training and Education

### Disclosure 3-3 Management of material topics

Sustainability report, page 20 (“Learning and development”)

At QuidelOrtho, our commitment to training and education encompasses many initiatives designed to develop and empower our workforce. The positive impacts of our training programs extend beyond individual skill development, contributing to a culture of continuous learning, productivity and overall employee satisfaction. Our commitment to training and education is enshrined in several policies and procedures across our organization. All employees undergo comprehensive training relevant to their roles before beginning work with QuidelOrtho, leveraging a decentralized learning management system that caters to regional and functional needs. In addition, we have launched the QuidelOrtho Way, designed to foster a culture of curiosity, boldness, integrity and happiness.

To track the effectiveness of our training and education initiatives, we leverage a combination of processes, including regular employee surveys, system reporting and audits to validate adherence to our standard procedures. We are developing manager dashboards to facilitate quantitative analysis and data insights related to our training and education programs. While our current practices are foundational, in 2022 we have progressed in standardizing, developing and implementing our training programs across our combined organization. We acknowledge the need to create capacity in organizational design, scope of responsibilities, and span of control, which has influenced our approach to building a culture of learning.

Stakeholder engagement is also crucial in informing our actions and evaluating their effectiveness. We incorporate employee feedback and conduct stakeholder interviews to inform our priorities. External stakeholder feedback is especially influential in our efforts to create a more inclusive learning environment. However, we recognize a gap in understanding the impacts of our training and education programs on external stakeholders, such as customers and local communities. We are working with our Commercial team to better understand and address this gap.

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

Sustainability report, page 20 (“Learning and development”)

We are unable to calculate the average hours of training per year per employee by gender or category for 2022, but plan to be able to do so in the future.

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

Sustainability report, page 20 (“Learning and development”)

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

Sustainability report, page 20 (“Learning and development”)

### GRI 405: Diversity and Equal Opportunity

#### Disclosure 3-3 Management of material topics

At QuidelOrtho, we are acutely aware of the positive and negative impacts our approach to diversity and equal opportunity can have on our people and business relationships. We are committed to fostering a diverse and inclusive work environment, a commitment supported by our Equal Employment Opportunity (EEO) policy, which is signed by our CEO. Our commitment to a more equitable workplace goes beyond policies, extending into our everyday actions to manage diversity and equal opportunity.

We monitor and analyze our employee demographics, including gender, race, ethnicity, and veteran and disability status, annually. This analysis allows us to reduce the risk of disparate impacts in employee movements, such as new hires, terminations, promotions, and transfers. Compensation analysis is a significant part of this review. 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. We also take proactive steps to reduce bias in our application processes and provide career paths for individuals without four-year college degrees. These actions aim to prevent potential negative impacts and manage actual positive impacts.

Conversely, we leverage the positive impacts of diversity and equal opportunity by encouraging affinity groups within the organization where diversity is celebrated. For example, in 2022, we formed the QuidelOrtho Women’s Leadership Network (QWLN), a global women-led organization amplifying the mentoring, empowerment, achievement and visibility of women. The QWLN has launched 16 worldwide chapters representing employees from various regions within North America, Latin America, Asia Pacific, Europe, the Middle East and Africa.

The effectiveness of our actions in managing diversity and equal opportunity is tracked through our annual audits. As we continue to integrate Quidel and Ortho into a single HRIS system, we plan to increase the frequency of these audits. Indicators such as the gender of employees per EEO category and the basic salary of men and women for each EEO category serve as our key performance markers. Our progress so far has been positive, as evidenced by our successful management of demographic goals. We have also launched the “QuidelOrtho Way” to define our strategy and approach to employee experience relative to diversity, equity and inclusion.

While we acknowledge our accomplishments, we recognize opportunities for further growth and improvement. Every internal review or audit is a chance to glean insights and lessons to help us refine our processes, policies and procedures for a more positive work environment. Our approach is informed by external stakeholders as well. We have partnered with outside consultants for demographic analysis and advice on best practices for outreach. Feedback from these stakeholders aids us in gauging the effectiveness of our diversity and equal opportunity efforts and inspires continuous improvement.

#### Disclosure 405-1 Diversity of governance bodies and employees

Sustainability report, page 21 (“Diversity, equity and inclusion”)  
Sustainability report, page 37 (“Board diversity”)

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

We do not have reliable data for 2022, but expect to calculate this ratio in the future.

### GRI 406: Non-discrimination

#### Disclosure 3-3 Management of material topics

Sustainability report, page 21 (“Diversity, equity and inclusion”)

We strive to eliminate workplace discrimination through strict policies, proactive procedures, and the provision of resources such as our ethics hotline. We also understand the positive impact that non-discrimination can have on our workplace culture, productivity and overall success.

At QuidelOrtho, our DE&I strategy also facilitates our non-discrimination objectives. For example, under our compensation and benefits policies, employees are paid equitably based on their skills, experience and qualifications, regardless of gender, race or other characteristics. We provide opportunities for career advancement and professional development accordingly, with access to training, mentorship programs and other resources. We promptly make policy or procedural changes when needed. Additionally, to address any actual incidents of workplace discrimination, we work diligently with our legal partners and the employee relations lead. We also strive to continuously improve our procedures and policies to make QuidelOrtho a positive working environment for all employees.

To track the effectiveness of our actions, we use processes such as regular reporting through our ethics hotline and tracking by the employee relations lead.

Our approach to non-discrimination has been influenced significantly by engagement with our stakeholders. We provide avenues for external stakeholder feedback, such as our ethics hotline and customer surveys. This engagement has informed our actions to manage non-discrimination and has played a vital role in assessing the effectiveness of these actions. We also work closely with legal counsel on best practices and process improvements so that our actions and strategy align with established standards.

#### Disclosure 406-1 Incidents of discrimination and corrective actions taken

Code of Conduct, page 2 (“Reporting Violations of this Code”)

In 2022, we received reports of two incidents of discrimination 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 and is not aware of any part of our supply chain where this was an issue in 2022.

#### 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 2022, but we plan to continue to refine our assessment approach.

### GRI 408: Child Labor

#### Disclosure 3-3 Management of material topics

We have no knowledge of any part of our supply chain that was at risk for the use of child labor during 2022, 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 2022, but we plan to continue to refine our assessment approach.

### GRI 409: Forced or Compulsory Labor

#### Disclosure 3-3 Management of material topics

We have no knowledge of any part of our supply chain that was at risk for the use of forced or compulsory labor in 2022, 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 in 2022, but we plan to refine our assessment approach.

### GRI 414: Supplier Social Assessment

#### Disclosure 3-3 Management of material topics

Sustainability report, page 17 (“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:

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

By identifying and promoting diverse suppliers, QuidelOrtho is able to deliver world-class products and services that enable healthcare providers to better treat their patients. Additionally, QuidelOrtho is an active member in the Women’s Business Enterprise National Council and National Minority Supplier Development Council.

#### 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 the weight of 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, resulting in quicker resolution of issues, higher uptime for our customers, and less environmental impact due to reduced field engineer visits.

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. Our main priority is patient health and safety and we consistently strive for the continued safe use of our products and the overall well-being of our patients. We have learned valuable lessons about the importance of customer feedback as an essential data source for continuous improvement initiatives. These insights are incorporated into our operational policies and procedures, aiding us in designing and developing new products and services and improving existing products.

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

The health and safety impacts related to all of 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 in 2022.



## 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. Certain 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 practicable 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 to 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 in 2022.

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

QuidelOrtho did not have any incidents of non-compliance concerning marketing communications in 2022.

## GRI 418: Customer Privacy

### Disclosure 3-3 Management of material topics

We recognize the importance of maintaining the privacy of our customers' data and take appropriate measures to protect it through our Global Data Protection & Privacy program. This program includes data breach management policies and procedures to address the handling of breaches that involve unauthorized or unintended loss, change or transmission of personal data. These policies and procedures are scalable to respond to the rapidly changing regulatory environment across the globe.

### 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 in 2022.

# Sustainability Accounting Standards Board (SASB) index

**HC-MS-240a.1. Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index**

QuidelOrtho sells products through multiple channels, including direct sales to end customers, distributors and e-commerce channels. For products for which pricing data is public, QuidelOrtho promotes transparency and accuracy of pricing through electronic quotes and online ordering.

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

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

**HC-MS-250a.1. Number of recalls issued total units recalled**

In 2022, our organization had 10 voluntary recalls, of which seven were Class II and three were Class III.

**HC-MS-250a.2. List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database**

There were no Safety Alerts for QuidelOrtho products in 2022.

**HC-MS-250a.3. Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database**

There were no fatalities related to QuidelOrtho products in 2022 as reported in the FDA Manufacturer and User Facility Device Experience database.

**HC-MS-250a.4. Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type**

In 2022, we had one Form 483 issued for one of our facilities related to a routine GMP compliance inspection performed by inspectors from the Office of Regulatory Affairs and the Office of Biological Products Operations.

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

QuidelOrtho had no monetary losses in 2022 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 its Code of Conduct, QuidelOrtho is committed to providing quality products and services to its customers in compliance with applicable laws and regulations governing the development, manufacturing, labeling and approving of those products. We design, manufacture and deliver products and services that fit their intended purpose and, as applicable, approved indication, and we take care to be aware of, and comply with, regulatory requirements related to the approval, labeling and sales and marketing of our products.

**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**

Fifty-four large-sized laboratory instruments were fully refurbished, and an additional 364 analyzers were partially refurbished and upgraded in 2022. 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.

**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). Additionally, other regulatory inspections include, but are not limited to, Europe IVDD and IVDR audits, and KFSA audits.

Where required, other QuidelOrtho facilities also participate in third-party audits, mainly with regulatory agencies and ISO certification bodies (ISO13485:2016 and/or ISO9001:2015).

For 2022, we are able to 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, approximately 62% of our external manufacturers were subject to third-party audits and approximately 40% of our high and medium-risk direct material suppliers were subject to third-party audits. For Quidel, 84% 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. QuidelOrtho requires 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 QuidelOrtho 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.

QuidelOrtho's Quality Regulatory and Compliance team, along with Supply Chain Management and International Logistics teams, coordinate timely market access and delivery to our customers. QuidelOrtho 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 takes into account 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 includes:

- 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 development
- 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
- Continuous 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

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

QuidelOrtho had no material instances of confirmed incidents associated with bribery or corruption in 2022. 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**

Ortho'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 representatives of the company, including contractors, distributors and third-party intermediaries, are required to comply with this policy.

#### **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 include any statement contained herein that is not strictly historical, including, but not limited to, QuidelOrtho’s commercial, integration, transformation and other strategic goals, future financial and operating results, and 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 today 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: the challenges and costs of integrating, restructuring and achieving anticipated synergies as a result of the Combinations of Quidel and Ortho; supply chain, production, logistics, distribution and labor disruptions and challenges; and other macroeconomic, geopolitical, market, business, competitive and/or regulatory factors affecting the business of QuidelOrtho generally, including those discussed under Part I, Item 1A, “Risk Factors” of QuidelOrtho’s Annual Report on Form 10-K for the fiscal year ended January 1, 2023 and subsequent reports filed with the SEC. 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 hereof. 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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