Advancing with purpose, focusing on the future

QuidelOrtho 2024 Sustainability Report

QuidelOrtho™

Table of contents

About

3 A letter from our President and Chief Executive Officer

4 Our company

Our approach to sustainability

10 Sustainability strategy

10 Operationalizing our sustainability commitment

11 Material sustainability topics

12 Stakeholder engagement

Products: Impact and innovation

14 Product innovation

15 Product environmental stewardship

16 Product accessibility

17 Product safety and quality

18 Product recovery, reuse and recycling

19 Building a sustainable supply chain

People: Employee culture and workplace environment

21 Building a mission-driven culture

22 Employee engagement

23 Employee rewards and recognition

24 Employee onboarding

24 Early-career experience

25 Learning and development

26 Inclusion and belonging

27 Employee well-being

28 Health and safety

30 Philanthropic programs and initiatives

Planet: Operational sustainability

32 Our approach to sustainable operations

33 Water management

34 Waste management

36 Climate: Energy and emissions reduction

37 Greenhouse Gas (GHG) inventory approach and results

Governance: Business fundamentals

41 Governance

41 Board structure and committees

42 Board risk oversight

42 Sustainability governance

43 Business ethics and compliance

45 Cybersecurity and data privacy

Appendix

47 About this report

48 Global Reporting Initiative (GRI) content index

54 Sustainability Accounting Standards Board (SASB) index

A letter from our President and Chief Executive Officer

Reflecting on progress and purpose

When I reflect on the past year, I am inspired by how far we've come – not only in advancing our business, but in strengthening our shared sense of purpose. Since bringing together the strengths of Quidel Corporation and Ortho Clinical Diagnostics in 2022, we have been intentional about building our organization into something greater than the sum of its parts, underscoring our commitment to improving patient outcomes across every care setting and every step of the healthcare journey.

That mission continues to guide everything we do. It shapes how we innovate, how we serve our customers and how we operate: with integrity, transparency and accountability. At its core, sustainability is about impact – creating value today while preserving the ability of future generations to thrive. It is both a responsibility and an opportunity, helping us build resilience in a world that depends on reliable, accessible and equitable healthcare.

Turning values into action

I am proud to share QuidelOrtho's 2024 Sustainability Report, which highlights our sustainability priorities and the progress we've made over the past year. This report reflects how we are translating our values into meaningful action, from advancing innovation and operational excellence to fostering a culture of inclusion and responsibility.

Our product portfolio continues to be a source of strength and differentiation. By supporting both centralized and decentralized testing environments, we are able to meet patients where they are – from hospitals and reference labs to physicians' offices. Few companies in our industry have this breadth of reach, and it is this scope that enables us to make a lasting impact on global health every day.

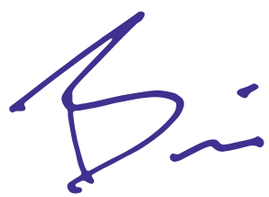
Advancing our sustainability priorities

Throughout 2024, we made positive strides across key sustainability dimensions. We expanded the use of waterless technology solutions that conserve resources and provide more sustainable alternatives to traditional, water-intensive processes. We reduced waste and improved efficiency through our VITROS™ XT MicroSlide Technology, which decreases slide cartridge use by up to 50%.

We also enhanced laboratory performance and accessibility through workflow solutions that help our customers lower costs and deliver faster, more accurate diagnostics worldwide. Meanwhile, our environmental, health and safety (EHS) programs continued to improve in 2024, with our global "good catch/near miss" program surpassing our goal of 3,000 hazard reports, spurring investigations and remediation efforts, as needed. In parallel, we strengthened our preparedness by proactively addressing cybersecurity risks, supply chain resilience, and evolving regulatory standards.

Our team's shared commitment to innovation and responsibility drives the progress reflected throughout this report. Together, we are building a stronger, more resilient company, one that delivers value to our stockholders and other stakeholders while contributing to a healthier, more sustainable world.

As we look to the future, our sustainability priorities remain clear. We will continue to operate with integrity, invest in our people and innovate with purpose. Sustainable success is not defined solely by what we achieve but by how we achieve it, and I am confident that our path forward will continue to deliver lasting impacts for patients, communities and the planet we share.



Brian Blaser
President and Chief Executive Officer
QuidelOrtho Corporation

"At its core, sustainability is about impact – creating value today while protecting the ability of future generations to thrive."

Our company

Advancing the power of diagnostics for a healthier future for all

With expertise spanning clinical chemistry, immunoassay, immunohematology and molecular testing, QuidelOrtho Corporation (QuidelOrtho) (Nasdaq: QDEL) is a leading global provider of diagnostic solutions, delivering fast, accurate and reliable results that help improve patient outcomes – from point of care to lab, clinic to hospital. Building on a legacy of innovation, QuidelOrtho works with healthcare providers to advance diagnostics that connect insights with solutions, defining a clearer path for informed decisions and better care.

QuidelOrtho – A partner you can rely on

QuidelOrtho at a glance*

14
year average customer relationship

550
assays offered

140+
countries and territories around the world

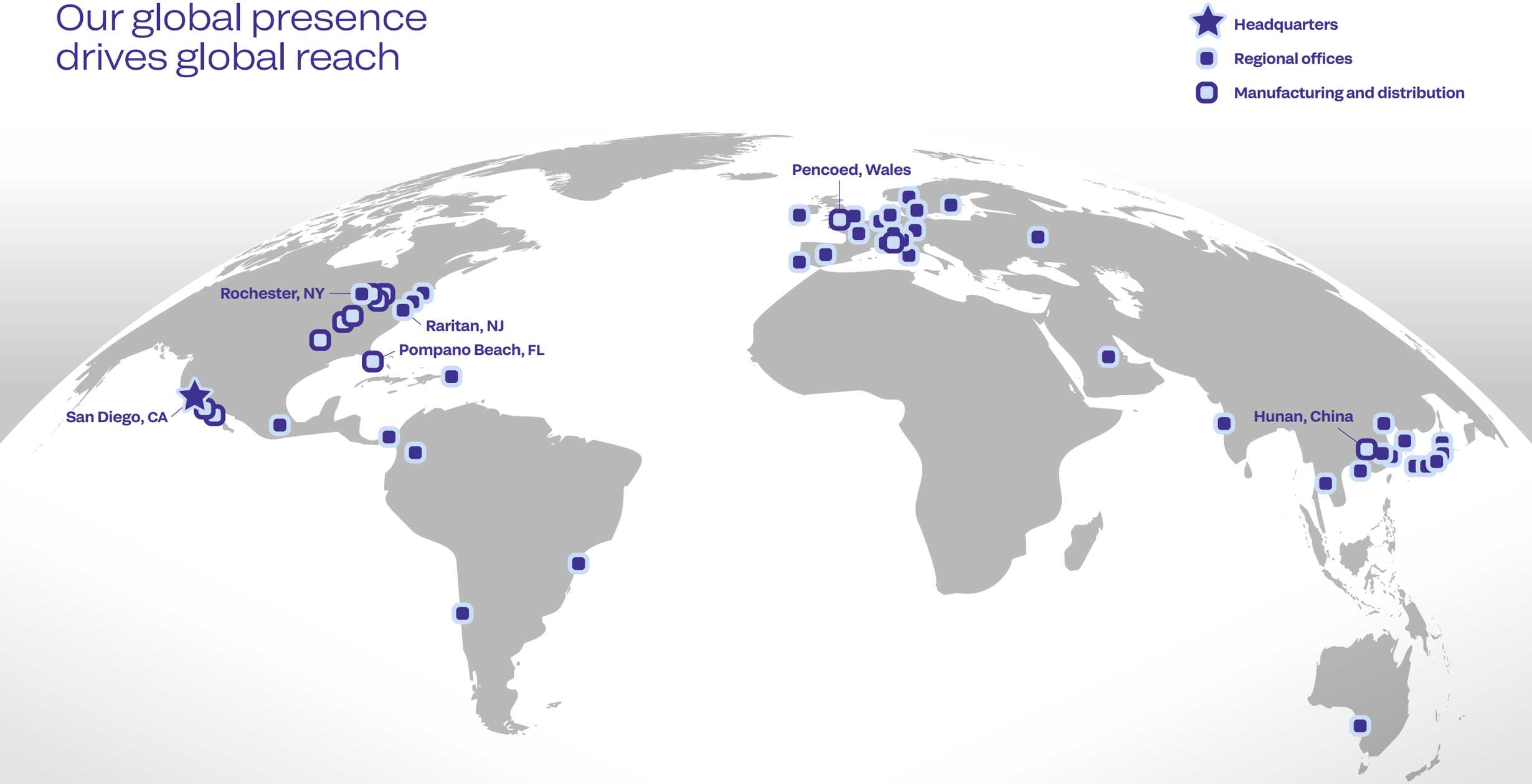
~6,600
employees worldwide, with more than 50% in the U.S.

~$220
million research and development (R&D) investment, representing approximately 8% of total revenue

$2.78
billion net revenue

* At-a-glance data is for the 2024 reporting period

Our global presence drives global reach



2024 Awards

#1 Service Prize (3rd consecutive year)
Medical Devices STAT Lab Product Line
China Medical Devices Industrial Data Release Conference and China Medical Industry Development Forum

2023 China Medical Devices Excellence Gold Award (3rd consecutive year)
Medical Devices STAT Lab Product Line
China Medical Devices Industrial Data Release Conference and China Medical Industry Development Forum

Leadership Award
Best Overall Internet Site: Pharmaceutical or Medical Equipment Manufacturer
eHealthcare

#1 Overall Customer Satisfaction:
Integrated Systems and Automated Chemistry
IMV ServiceTrak Awards

#1 Overall System Performance:
Integrated Systems
IMV ServiceTrak Awards

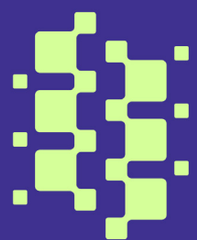
#1 Phone/Remote Support Performance:
Integrated Systems and Automated Chemistry
IMV ServiceTrak Awards

 # 1 Overall Field Engineer Performance:
Integrated Systems and Automated Chemistry
IMV ServiceTrak Awards

Our business units

Across the healthcare continuum and throughout the patient-care journey, our products help clinicians and health officials spot trends sooner, respond quicker, and chart the course ahead with confidence. We generate our revenue primarily in our Labs, Immunohematology (transfusion medicine), Point of Care and Molecular Diagnostics business units.

Labs



To meet the changing needs of diverse populations, we empower labs, doctors, health networks and governments with the insights and technologies that enable more informed decision-making and coordinated community care.

Immuno-hematology

As the global leader in immunohematology, we connect and activate a world of serological expertise and data to defuse risk, improve matches, and facilitate safe transfusions.

Point of care

Delivering on-demand testing and actionable results, whenever and wherever they're needed.

Molecular diagnostics

We use the building blocks of life to develop platforms that aid in rapid treatment delivery, from rural clinics to big-city health systems.

Purpose is at our core

At QuidelOrtho, in driving value, we demonstrate commitment to our people, our customers, our communities and the environment through our actions as a responsible company.

QuidelOrtho culture

With a passion to serve and drive to succeed, we are united in our mission, deeply committed to each other and accountable to customers, patients and communities who trust in us every day. We nurture a dynamic work environment that promotes curiosity and professional growth, and we encourage all employees to contribute their diverse perspectives and ideas to foster innovation. We challenge ourselves continuously to do more and be better – delivering outstanding service and building life-changing technologies for a healthier future.

Improving patient outcomes

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

Commitment to our communities

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

Environmental responsibility

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

Our approach to sustainability

QuidelOrtho is driven by a sense of purpose, innovating to power a healthier future for all. Throughout 2024, we continued our efforts to promote environmental stewardship, advance employee development and engagement, foster an inclusive culture, and operate with integrity and respect for our values, stakeholders and communities.

Sustainability strategy

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

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

Operationalizing our sustainability commitment

To put our sustainability strategy into action, we focus on six cornerstone approaches that we believe drive sustainability and create long-term value for our company and stakeholders:

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

In addition, we recognize the vital role that stakeholder communication and engagement play in shaping our organization's success. Our stakeholder engagement process helps us align our operations, products and services with the needs and expectations of our customers, stockholders, employees and other stakeholders.

Material sustainability topics

In 2022, we engaged an independent third party to conduct a sustainability materiality assessment based on stakeholder input, industry trends, best practice standards, and benchmarking against peers and industry leaders. The assessment produced a list of priority topics most critical to our company, business and stakeholders, giving us a firm foundation for developing our sustainability strategy, mitigating sustainability risks and pursuing beneficial sustainability-related opportunities.

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

Material topics covered in this report

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

* The "good governance" material topic excludes leadership remuneration, as this is not currently integrated as part of our sustainability priorities.

Stakeholder engagement

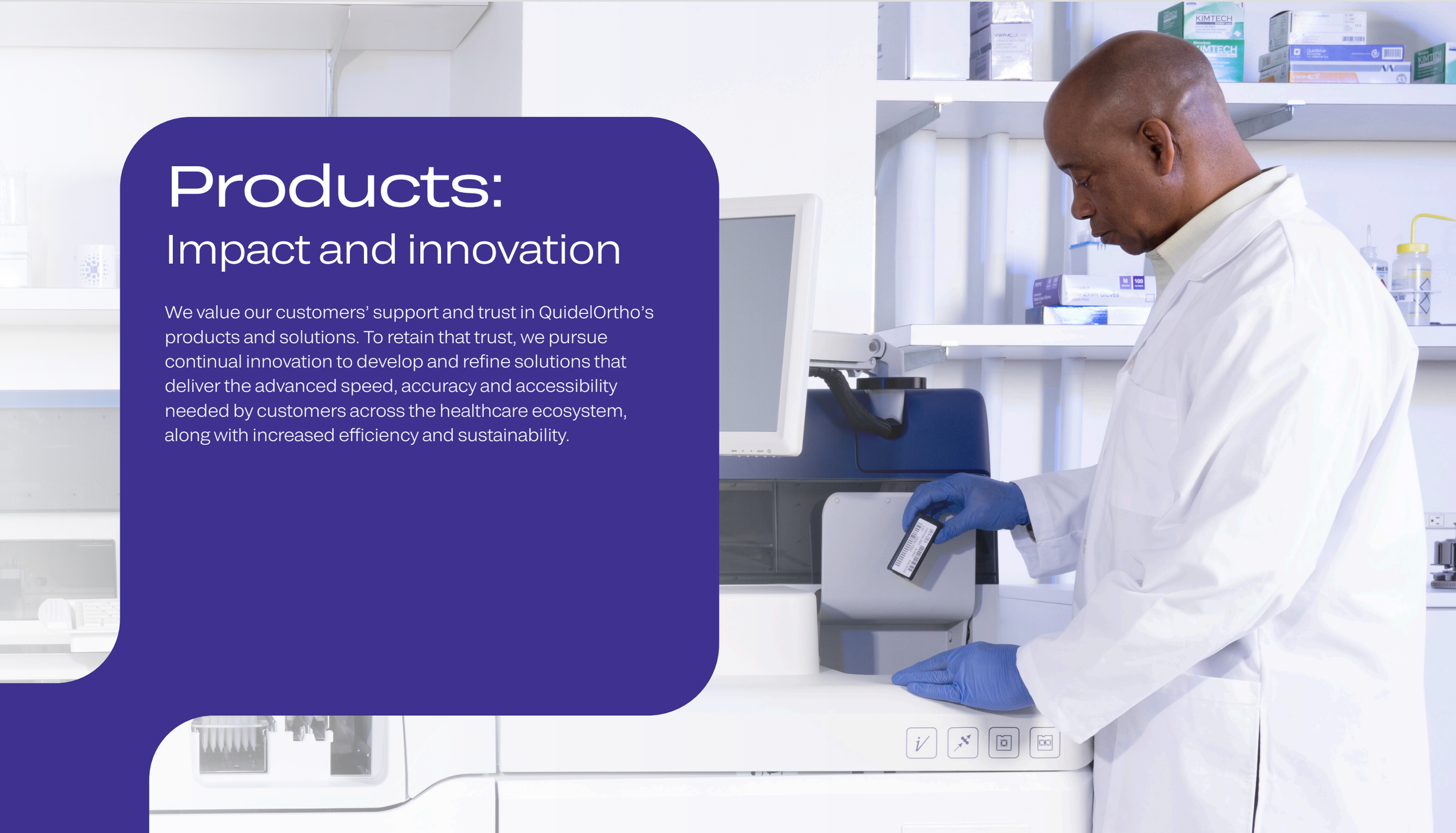
We engage with our key stakeholders on a regular basis to help identify sustainability topics that are important to them and to our company. These interactions and insights help inform our evolving sustainability approach and strategy.

Stakeholder group	Engagement
Board of Directors (Board) and leadership	Our Board and leadership are active in overseeing and managing the company's sustainability strategies and initiatives. Our Board applies its collective knowledge, skills and experience to these matters through direct oversight and management. Leadership regularly updates and liaises with the Board on sustainability matters and supports implementation of the company's sustainability efforts.
Stockholders	We engage with stockholders regularly throughout the year on key sustainability topics including climate change, human capital management, and sustainability governance and oversight.
Employees	Our employees have the opportunity to participate in many of our sustainability programs and initiatives, including philanthropic engagement and career development.
Customers	Customer inquiries regularly include requests for information on how we approach sustainability topics such as human capital management, supply chain management, risk and privacy. We include information on specific sustainability approaches and programs in our responses and presentations when appropriate.
Communities	We regularly engage with the communities we serve through local and philanthropic efforts. We aim to work collaboratively with our communities and partners to develop programs and strategies that achieve positive impact.

Products:

Impact and innovation

We value our customers' support and trust in QuidelOrtho's products and solutions. To retain that trust, we pursue continual innovation to develop and refine solutions that deliver the advanced speed, accuracy and accessibility needed by customers across the healthcare ecosystem, along with increased efficiency and sustainability.



Product innovation

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

Ongoing strategic investments enable progress toward that goal. In 2024, we invested approximately $220 million in R&D, representing approximately 8% of our total annual revenue. These investments support our efforts to expand our diagnostic testing platforms and address unmet needs in both new and existing market segments.

Our R&D investment strategy focuses on both existing products and new product development. Leveraging our growing installed instrument base in both laboratories and point-of-care settings, we offer new testing products and improvements to current products – including, in 2024, our VITROS Syphilis Assay, ARK™ Fentanyl II Assay and THYRETAIN™ Turbo TSI Stimulating Reporter BioAssay. Additional investments focus on developing solutions to drive laboratory automation and efficiency and improve software and hardware performance.

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

- **VITROS Systems:** Integrate intelligent solutions with patient-focused design for improved lab efficiency and quality patient care.
- **SOFIA™ 2 Analyzer:** Small bench-top analyzers take rapid testing to a new level using proven lateral-flow technology and advanced fluorescence chemistry.
- **QUIDEL™ TRIAGE™ System:** Provides a comprehensive test menu to deliver the diagnostic answers needed for rapid, cost-effective treatment decision-making.
- **INTELLICHECK™ Technology:** Enables real-time process monitoring and reporting on VITROS Alnalyzers for accuracy and precision.
- **QUICKVUE™ Tests:** Deliver low-cost lateral flow immunoassays designed for use in lower-throughput, lower-resource clinics and for at-home testing.

Additionally, we help customers accelerate patient care delivery through our VALUMETRIX™ Consulting Cervices, which use a Lean-powered methodology designed to identify, reduce and eliminate non-value tasks and maximize lab performance.

Product environmental stewardship

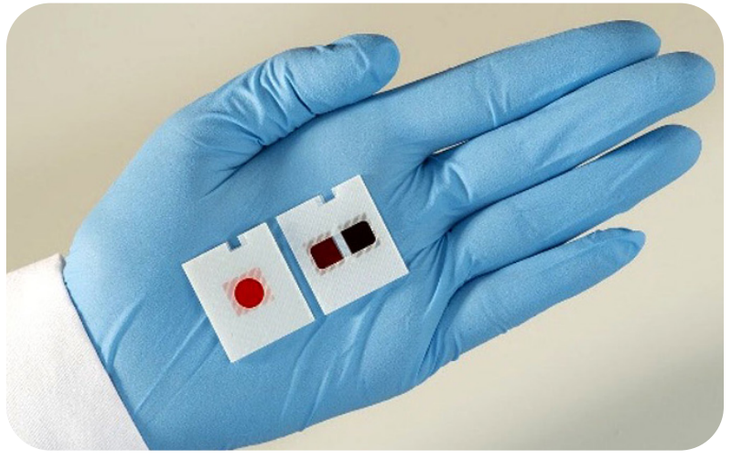
At QuidelOrtho, we strive to integrate sustainability into our product development and design processes, aiming to create products that deliver on-demand diagnostics where and when they're needed, while achieving reduced environmental impact.

Water savings by design

Our VITROS waterless dry-slide technology has revolutionized laboratory and hospital settings by eliminating the need for in-lab upstream water purification and downstream cleaning, filtering and disposal of contaminated water. In addition to delivering faster test turnaround times and enabling greater testing capacity, the technology also enables water savings and addresses the costs and challenges associated with water management. In 2024, worldwide use of VITROS Systems saved more than approximately 200 million gallons of water versus comparable water-based systems.

Operational efficiency via materials efficiency

Our VITROS XT MicroSlide Technology enables two clinical chemistry tests to be performed simultaneously on one slide from a single small blood sample – delivering precise results while improving lab productivity and turnaround time, simplifying inventory management, optimizing lab storage space, and reducing materials use and waste by up to 50%. In 2024, we saw a 32% increase in the use of paired VITROS XT slides, which eliminated the need for approximately 20 million single slides and their associated packaging and shipping impacts.



Durable, efficient products and systems

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

Reducing inputs to minimize waste

Our assays are designed to work with small sample sizes, enabling diagnostics when obtaining the typical sample volume is difficult (e.g., with elderly and pediatric patients) and reducing the volume of waste generated by our equipment.

Circular economy innovation

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

Sustainable packaging innovation

Our sustainable design efforts extend to our products' packaging, focusing on reducing the volume of packaging used, incorporating more recyclable content, and shifting to lighter materials to reduce shipment weight and save on fuel consumption during transportation. In November 2024, we introduced a redesigned QUICKVUE COVID-19 Kit with a reduced overall packaging size and a paperboard slot replacing the original plastic tray. Through these changes, we used approximately 30,000 fewer pounds of cardboard and 45,000 fewer pounds of plastic in 2024. Another initiative replaced polystyrene foam shipping coolers with fully curbside-recyclable paper-based insulation for 15% to 20% of domestic shipments from both our U.S. distribution centers.

Product accessibility

Because access to healthcare plays a vital role in improving patient outcomes, we work diligently to make our diagnostic solutions accessible to communities around the world. To serve emerging markets and empower communities with unmet clinical needs, we focus on providing:

- **Cost-effective platforms:** We are committed to expanding access by developing affordable diagnostic platforms and offering rigorously recertified, high-quality refurbished products that lower costs and help remove barriers to care.
- **Affordable and versatile point-of-care solutions:** Delivering on-demand testing and actionable results, whenever and wherever they're needed. Through our SOFIA Platform, QUIDEL TRIAGE System, and QUICKVUE Rapid Lateral-Flow Tests, we deliver versatility, speed, ease of use and lab-quality results that put patients on the fast track to treatment.
- **Waterless technology:** Our VITROS Systems decouple testing solutions from the need for pure water, allowing the provision of lifesaving diagnostic services during emergencies and in places that lack a reliable water supply.

Our intended path forward is purpose driven: investing in emerging technologies and introducing next-generation instruments to meet our customers' evolving needs in both developed and emerging markets.

Product safety and quality

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

Key elements of our QMS include:

- **Quality control:** Embedded quality operations teams and regular inspections at our manufacturing sites foster continuous improvement and support the safety, efficacy and reliability of our products. We track manufacturing nonconformances and take corrective actions in a timely manner. All diagnostic assays and equipment products are developed and validated under comprehensive design-control and stage-gate processes before regulatory registration and launch. Any changes to on-market products are subject to rigorous change-management and design-change processes prior to releasing a revised bill of materials.
- **Customer engagement:** To better support our customers and continuously enhance our offerings, we solicit and track customer feedback related to product performance. Our global services organization and customer hotlines address concerns, provide guidance and facilitate the optimal use of our diagnostic solutions.
- **Continuous improvement:** To help drive continuous improvement in our QMS and overall product quality, we monitor product performance in the field, conduct regular management reviews and maintain an inspection readiness program that complements our internal audit program.

Our QMS is certified to the international ISO 13485 standard, confirming our dedication to safety and quality across all production stages, from design and development to distribution and performance monitoring. Our Quality Policy Statement reinforces our company-wide commitment to quality, and our Quality Manual details our standardized QMS processes and procedures.

Verified compliance

All QuidelOrtho manufacturing sites participate in third-party audit programs. Our manufacturing facilities and regional facilities are also subject to periodic regulatory inspections to assess compliance with country-specific rules, good manufacturing practices and QMS standards.

We maintained ISO certifications globally, including a new ISO 13485 certification for our Ortho Biotech subsidiary in China.

Product recovery, reuse and recycling

We take a proactive, comprehensive approach to extending our equipment's usable life and planning sustainable end-of-life disposition. Throughout 2024, we operated our recertification and refurbishment center in Rochester, NY, where we take back decommissioned equipment from our customers and distributors, conduct thorough cleaning and inspection, replace parts as needed, and recertify the units for resale and reuse. In parallel, we run a part harvesting program that requalifies usable components to support refurbishment builds and provide spare parts. When materials can no longer be reused, we work with local partners for materials recycling. This program improves access to diagnostic technologies, reduces e-waste and transport impacts, and advances the circular economy through resource recovery.

Building a sustainable supply chain

Supplier engagement and transparency

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

We have adopted a Code of Business Conduct and Ethics (Code of Conduct) and a Supplier and Distributor Code of Business Conduct and Ethics (Supplier and Distributor Code of Conduct) that establish our expectations regarding compliance with applicable laws, regulations and ethical standards.

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

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

Supply chain resiliency and sustainability

To maintain a seamless, resilient supply operation, we continually evaluate our supply chain and monitor risks in the global ecosystem. To mitigate supply chain disruption risks to our manufacturing operations, we invest in additional capacity and maintain higher raw material stocks. To help us maintain production levels and meet customer demand despite potential supply bottlenecks, we've diversified our supply base to reduce reliance on single-source suppliers.

In our procurement operations, we've been evolving to an in-region sourcing model, with a goal of working with suppliers close to our manufacturing operations and customers to save both cost and emissions impacts associated with more globalized shipping models.

Sustainability in distribution and logistics

Our sustainability commitment guides the continuing evolution of our distribution and logistics strategy. Over the past year, we have been advancing this journey by working to streamline our network, consolidate operations into a larger third-party logistics center in Pedricktown, NJ, and fully leverage the capabilities of the facilities we operate in San Diego, CA, and Memphis, TN. These efforts will continue through 2026.

Strategically positioned near our Rochester and Raritan manufacturing sites, the Pedricktown facility plays a pivotal role in reducing transportation distances and associated emissions. A cornerstone of this initiative is the transition from air to ground transportation for shipments to 15 northeastern states, which we expect will reduce carbon emissions associated with these shipments by approximately 80%.

For international shipments, subject to customer service requirements, product integrity considerations and other requirements, we are transitioning air freight to ocean freight, for major affiliates across Europe, Asia and Latin America – including India and Brazil, where our affiliates now transport 75% of their key product shipments via ocean freight. We are also working to transition 50% of volume from Europe and China to ocean freight, reinforcing our commitment to reducing carbon emissions and building a more sustainable global supply chain.

People:

Employee culture and workplace environment

We embrace a culture fueled by our 80-year legacy of diagnostic innovation while continuously challenging ourselves to stay focused on our unified strategy and advance a healthier future for all. Our nearly 6,600 team members are passionate about and committed to service, maintaining an environment where diverse ideas are valued, and thriving together to deliver results quickly and efficiently.

We support our team members by helping them advance their professional and personal goals, build meaningful connections and give back to their communities.

Building a mission-driven culture

In 2024, we continued our work of building a more efficient, agile organization that raises the performance of diagnostic testing to drive better patient outcomes across the healthcare continuum. In the first quarter of 2025, we introduced our new employee value proposition, which reflects our aspiration and commitment to creating a rewarding experience that aligns with our core values, mission and organizational goals.

Our employee value proposition

Advancing diagnostics to power a healthier future starts with you.

With passion to serve and drive to succeed, we are united in our mission, deeply committed to each other, and accountable to the customers, patients and communities who put their trust in us every day.

Our employees are critical to QuidelOrtho's success. With operations across more than 130 countries, we aim to foster a culture that encourages all our people to contribute at the highest possible level, supporting our mission and delivering exceptional products, services and experiences to those who rely on us.

During 2024, our Human Resources (HR) team launched "Project THRIVE" to strengthen HR practices, establish a cycle of continuous improvement and collaborative engagement, reward employee merit and achievement, and improve QuidelOrtho's ability to attract and retain talent. Aligned with our business strategy, which determines our human capital and talent needs, the project unites six key components:

1. **Employee value proposition:** Captures what makes QuidelOrtho an employer of choice for current and future team members.
2. **Talent strategy:** Defines the workforce that best fits our strategic and cultural vision.
3. **Talent principles:** Lay out the behaviors that are woven into our talent programs and practices to reinforce our desired culture.
4. **Voice of the customer survey:** Measures the value and effectiveness of HR services to our employees and informs adjustment of resourcing and prioritization.
5. **HR roadmaps:** Helps departments and teams move toward functional expertise and maturity.
6. **Strategic talent imperatives:** Designs "Big Bet" projects to move the needle on culture and performance.

While our value proposition is mission-driven, we strive to achieve it by supporting our team members to enhance their individual growth and development, gain new skills and knowledge to excel in their current roles, and evolve their careers for professional and personal fulfillment – all in a work environment that prioritizes well-being, inclusiveness and personal responsibility.

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

Employee engagement

At every job level, we aim to foster a growth mindset, encouraging our employees to prioritize what matters most and to seek regular feedback that enables real-time performance adjustments.

In our fast-paced environment, we urge all our employees, teams and managers to engage in continuous, transparent conversations as part of their day-to-day work.

In 2024, we further developed and disseminated a new iteration of our core employee behaviors, which serve as the foundation for our culture and establish how we work together – from how we share ideas and make decisions to the ways we attract and encourage talent and serve our customers and communities.

Across QuidelOrtho, a team of advocates focuses on bringing our core behaviors to life, engaging with employees via workshops, storytelling, executive fireside chats and other workstreams – inspiring us to innovate together as an aligned, mission-driven company.

OUR CORE BEHAVIORS

Thrive together

Imagine. Create. Transform.

When we feel energized and empowered to perform meaningful work that aligns with our values and goals, we enhance our individual and organizational performance. When we work together with intention, learning from each challenge and growing stronger as a team, we feel connected to our mission and each other. We turn vision into reality, building solutions that drive meaningful impact for the patients we serve, propelling us toward a better future.

Make it happen

Prioritize. Execute. Achieve.

We will win together by collaborating effectively to deliver results quickly and efficiently, ensuring alignment with our mission and collective success. It is essential that we all stay focused on our unified strategy by prioritizing what matters most and overcoming challenges together. We embrace the learning and continuous improvement that come from every endeavor, strengthening our capacity to achieve excellence.

Commit to service

Colleagues. Customers. Community.

We are passionate about service. We prioritize time, energy and resources to help others, internally and externally, by cultivating a service mindset, fostering relationships built on trust and communication, and finding ways to achieve collective success.

Embrace inclusion

Be open. Be authentic. Be you.

It's up to each one of us to maintain an environment where diverse ideas are valued, and everyone feels a sense of belonging and is inspired to do their best work. We want you to thrive by bringing your authentic self to work and sharing your perspectives, ideas and experiences for the benefit of our teams, customers and communities.

To align and cascade our company-wide strategic priorities, reinforce the importance of our core behaviors, enable employees to achieve their best and refine our pay-for-performance culture, QuidelOrtho's performance management program includes goal management for all team members.

This process helps employees:

- Plan and prioritize their objectives throughout the year
- Work with their manager to align performance expectations
- Establish a foundation for transparent conversations focused on feedback, performance and development
- Identify on-the-job learning and skill development opportunities to help them meet their goals and grow their career

To spark greater employee engagement and encourage feedback throughout the organization, we also conduct talent engagement roundtables, schedule regular skip-level meetings, and conduct frequent confidential surveys that help us assess employee engagement and motivation, identify areas of concern and continuously refine our strategies for meeting employee needs.

In 2024, we began the process of transitioning to our new employee Thrive survey, an adaptive and focused feedback model that fosters a culture of continuous improvement and collaborative engagement. Directed at all full- and part-time employees (including contract employees), the Thrive survey is designed to be completed in less than 15 minutes and includes a mix of quantitative and qualitative questions focused on employee sentiment toward QuidelOrtho's culture and connection to the company's strategy. The quarterly Thrive survey launched in April 2025, with the first survey achieving an 80% participation rate.

Employee rewards and recognition

In late 2024 and early 2025, we redesigned our performance management process to help our team members stay focused and aligned with company, department and team priorities. As part of our new pay-for-performance approach, each employee begins the year by working with their manager to define clear, measurable goals. As the year progresses, the manager regularly reviews the employee's progress toward these goals and facilitates ongoing check-ins, feedback and coaching as appropriate. This annual cadence culminates in a structured year-end review and performance rating that directly impacts annual merit increases and bonuses.

Throughout the year, QuidelOrtho employees can also give each other less formal feedback through Workday's Ovation! functionality, celebrating accomplishments in modeling core behaviors, improving processes, supporting our customers, or advancing our innovation and business goals. Employees can nominate their teammates in any of four categories:

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

Nominations are reviewed by the nominee's manager and HR, with Cheers winners receiving a certificate and entry into a quarterly raffle for additional prizes.

Employee onboarding

From day one, we're committed to creating an inspiring and engaging culture where all our employees can thrive, whether they come to QuidelOrtho at early or mid-career. During every new QuidelOrtho employee's first 90 days, our onboarding program provides a seamless, self-directed digital journey that familiarizes them with new-hire resources and provides company and product information to accelerate their learning, productivity, performance and engagement. Surveys at the 30- and 60-day milestones help us gather actionable insights to continue improving the onboarding experience.

A comprehensive managers' guide helps our managers maintain global consistency in onboarding new team members, outlining the onboarding process, timelines and key responsibilities, including interactive checklists for pre-hire engagement, technology setup, team and stakeholder introductions, and processes for onboarding internal hires.

2024 new employee hires and employee voluntary turnover rate

New Hires in 2024	**Number of Hires (out of 646) in 2024**
By region	
North America	304
Europe, Middle East, Africa and Latin America	202
Asia-Pacific	140
By gender	
Male	387
Female	230
Not declared/blank	29
By age group	
Under 30	189
30–50	356
Over 50	75
Not indicated	26
Voluntary turnover rate in 2024	**Percentage of turnover**
	9.6%

Early-career experience

To develop a pipeline of new talent, we offer several internship and development programs:

- **QuidelOrtho summer and year-round internships:** Helps current undergraduate and graduate students gain valuable hands-on experience in their chosen fields, enhancing their resumes while they build essential skills such as teamwork, communication and networking. In 2024, our summer internship program included 64 participants supporting QuidelOrtho's global commercial, operations, communications, IT, legal and finance functions.
- **Finance Leadership Development Program:** Supports our finance and accounting functions' talent pipeline by providing hands-on training and ongoing mentoring and coaching, helping new graduates develop critical business, leadership and technical skills. Participants complete two one-year rotations, which may be split among our U.S. office locations.
- **Sales Development Program:** Trains a bench of talent to grow our U.S. account management team, both through new hiring and by training up internal talent to promote from within. Participants solidify their presentation and selling skills and learn QuidelOrtho's product value proposition while supporting trade shows, road shows, and other marketing and sales programs.
- **Field Engineer Associate Program:** Provides participants with two years of training, mentorship and hands-on experience in the field engineer career track.
- **Field Application Associate Program:** Provides in-depth, on-the-job training as well as learning and development experiences in QuidelOrtho's clinical lab, immunohematology, molecular and other business units.
- **EMEA Apprenticeship Program:** Three- to four-year programs in our Europe, Middle East and Africa operations combine hands-on functional work experience with academic learning, with participants following a structured training plan leading to technical certifications, credentials or a degree.
- **Department of Defense (DoD) SkillBridge Program**: In 2024, QuidelOrtho became an industry partner in this program, which helps service members who are transitioning back to the civilian workforce gain experience through training, apprenticeships or internships. Each SkillBridge intern works full-time at QuidelOrtho for up to six months while continuing to receive military compensation and benefits.

Learning and development

QuidelOrtho employees are empowered to take ownership of their professional growth through a mix of role-relevant trainings, elective courses, on-the-job learning, and a range of career development and mentorship programs that support their professional advancement at all career stages. By staying curious and seeking new challenges, our team members model our continuous improvement mindset, becoming more adaptable, resourceful and mission-driven to help build a healthier future for all.

Our learning and development platform, Grow at QuidelOrtho, provides both required role-relevant training (including safety and compliance) and elective courses, including online learning paths via LinkedIn Learning. With a library of over 20,000 courses, LinkedIn Learning covers everything from technical education to personal skills, communication and strategic thinking, all accessible in both desktop and mobile formats so our team members can learn when, where and how they like. Short-form “Nano Learning” courses deliver quick, actionable knowledge and skills to train for immediate needs, while more in-depth coursework is designed to support our QuidelOrtho core behaviors and stimulate the employee’s lifetime learning journey. During 2024, QuidelOrtho employees completed more than 68,290 LinkedIn Learning videos and 2,930 courses.

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

Inclusion and belonging

Our employees are one of our most important assets and they set the foundation for our ability to achieve our strategic objectives, drive operational execution, deliver strong financial performance, advance innovation, and maintain our quality and compliance programs. The success and growth of our business depend in large part on our ability to attract, retain, develop and motivate a diverse population of talented and high-performing employees at all levels of our organization. We strive to provide a positive work environment for all employees, consultants, contingent workers, vendors, and customers. One of the ways we accomplish this is by embracing a variety of diverse experiences and perspectives and being inclusive team players. In addition, we review company programs, policies, procedures, and activities with inclusion in mind. We are dedicated to fostering a culture that supports diverse talents, experiences and perspectives and an environment of mutual respect, equity and collaboration that helps drive our business. As a global organization, our unique perspectives, diverse experiences and collective strengths drive creative solutions, breakthrough innovation, and highly productive teams.

We are committed to maintaining an environment of equal employment opportunities for all job applicants and members of our team. We achieve this commitment through our hiring and employment practices, including internal and external posting of job openings, hiring, training, and promoting employees based on merit. We prohibit discrimination that is unlawful by federal, state or local law and are steadfast in taking action to provide equal employment opportunity in accordance with all applicable federal, state and local laws. This commitment is supported by our Equal Employment Opportunity and Affirmative Action Policy Statement, which is signed by our CEO.

To further advance inclusion and belonging in our culture, QuidelOrtho supports the efforts of three employee resource groups (ERGs): the QuidelOrtho Women's Leadership Network, African American Leadership Committee, and QuidelOrtho Veterans Service and Outreach Committee. These ERGs function as supportive communities and collaborative platforms where all employees are welcome and can share experiences, learn from each other, and work collectively to advance our inclusive work environment.

Employee well-being

As QuidelOrtho's success relies on the well-being of our team, we follow our core values by supporting our employees' physical, mental, emotional and financial wellness.

Employee benefits

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

Wellness offerings

QuidelOrtho's wellness offerings – including on-site fitness facilities, a comprehensive well-being platform and engagement in community initiatives that promote healthy living – demonstrate our commitment to our Make It Happen and Commit to Service core values. We utilize technology to support flexible work arrangements and foster a healthy work-life balance, thereby enhancing employee satisfaction and overall well-being. Through our global employee assistance program, we cultivate an environment grounded in empathy and emotional support, reflecting our dedication to our values of *Embrace Inclusion* and *Thrive Together*.

Health and safety

To protect our employees and communities, QuidelOrtho promotes a culture of health, safety and accountability company-wide. Our Environmental, Health and Safety Policy commits us to managing regulatory compliance and risk, mitigating workplace environmental hazards and impacts, and continuously improving our health and safety programs and management systems to create a safe work environment for all.

EHS programs, certifications and standards

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

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

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

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

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

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

These ISO- and OSHA-certified systems cover 57% of employees and contractors at our manufacturing and distribution sites, while the remaining manufacturing-site employees (as well as employees at non-manufacturing/distribution sites) are covered by our EHS systems, which assess work-related risks and hazards, facilitate safety and protection, manage work-related incidents, and document and govern EHS processes. These EHS systems have been audited internally and by an independent third party.

In total, 54% of the QuidelOrtho team works at our manufacturing/distribution locations, with the remaining 46% spread across other work environments, including work-from-home.

Workplace safety

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

- Engineering controls to remove or manage the hazards
- Substitution with less hazardous materials or processes
- Thorough staff training on safety protocols
- Requirements for personal protective equipment (PPE)
- Continuous reevaluation of risk-control opportunities
- Culture of employee collaboration in hazard identification
- Capital improvements to mitigate exposure
- Solicitation of management support for alternative solutions
- Loss control management and trend analysis to monitor the effectiveness of our risk mitigation strategies
- Collaborating with our continuous improvement team to drive hazard identification, reporting and problem solving throughout all levels of the organization

As part of our global Safety Reporting Made Easy and QuidelOrtho Improvement Culture initiatives, we utilize QR code technology to enable more proactive, in-the-moment "good catch," "safety observation" and "near miss" hazard reporting to reduce safety incidents and injuries. Following a hazard report, incidents are recorded, investigated, analyzed, and reported to management. Workers and supervisors are included in the review process so that the root cause of the injury/incident is understood, and corrective actions are implemented. Across our operations, local safety committees and individual departments hold regular meetings to communicate and review health and safety metrics and actions. Through our culture of transparency and collaboration between our sites and our global leadership team, escalations are raised for executive review and notifications, and announcements are passed back down to the site level.

Company-wide, our manufacturing and distribution sites received 3,536 "good catch/near miss" hazard reports in 2024, which surpassed the company's annual goal by more than 500 and helped spur investigation and mitigation efforts.

In 2024, our injury rate rose by 19% year-over-year, bringing our total recordable injury rate to 0.92, still significantly below the Bureau of Labor statistics industry average of 1.9. Across our global organization, we recorded 42 injuries from 9,171,825 total man hours worked* and zero work-related fatalities. The most common reported injuries resulted from slip/trip/fall (16.3%), contact with sharp objects (15.7%) and pushing/pulling/lifting over-exertion (15%), of which 33% resulted in strain injury. These data points were calculated with a rate base of 200,000 hours worked, using data from incident tracking logs, workers' compensation loss runs, annual OSHA 300 logs and our occupational health services database. No employees or controlled workers were excluded from these calculations.

Employee engagement on health and safety

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

To support engagement and education, we offer extensive health and safety training via our Grow at QuidelOrtho learning and development platform, covering general safety awareness, ergonomics, PPE, emergency procedures and other related topics. Employees and contractors also receive job-specific training in areas such as machine safety and electrical safety, using a blend of on-demand learning, instructor-led sessions and supervisor-guided training. In 2024, our California facilities complied with the California Labor Code's new Section 6401.9 requirements by creating a workplace violence prevention program with mandatory employee training.

Supporting employee health

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

* "Total man hours" reflect our U.S. and Pencoed (UK) operations only.

Philanthropic programs and initiatives

In the same way we strive for continuous improvement in our diagnostic products and solutions; we also seek to amplify our positive community impact year after year. Operating under the banner of G.I.V.E. by QuidelOrtho (Gift, Impact, Volunteer, Empower), our employee-led charitable giving programs and activities in the U.S. focus on:

- **Matching gifts:** We match employees' charitable contributions to qualifying non-profit organizations up to $200 per employee annually.
- **Volunteer incentive program:** We donate an additional $100 to any qualifying organization at which an employee has volunteered 20 hours or more in a calendar year.
- **General grant fund:** Employees may nominate a qualifying organization for a possible company donation of up to $2,000.
- **Community partnerships and philanthropic programs:** We contribute to our communities via research partnerships, blood drive sponsorships, intern and scholarship programs, and supporting STEM education programs.

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

Philanthropic partnerships

Each year, QuidelOrtho partners with educational, research and charitable organizations to deliver needed support and services at the community level.

Since 2022, we have been a proud corporate supporter of the American Heart Association (AHA), which brings global awareness to the impact of heart disease while connecting with under-resourced communities to improve quality of life. In 2022, we launched a three-year, $750,000 commitment to AHA, supporting initiatives designed to drive equitable health impact, urge regular medical care, drive heart-health awareness for women, promote STEM education, and raise awareness through an annual nationwide Heart Walk. In 2024, the final year of our commitment, our contributions directly supported AHA efforts in San Diego (San Diego Heart & Stroke Walk, Go Red for Women, and STEM Goes Red) and Arizona (STEM Goes Red and the Go Red for Women Luncheon), as well as the National Heart Challenge and the "Nation of Lifesavers" media campaign, which encourages Americans to learn CPR to provide help when cardiac emergencies strike. In the coming years, we plan to have individual QuidelOrtho facilities continue to support AHA Heart Walks.

Other philanthropic partner organizations and efforts in 2024 included:

- **San Diego State University (SDSU) Research Foundation:** Helps individuals pursue research projects that foster scientific learning and discovery
- **California State University/SDSU Athletics:** Promotes the availability of low-cost diagnostic testing services in the greater San Diego area
- **Ohio Health Race for Reason:** Supports charities, non-profit organizations and student organizations in southeastern Ohio
- **University of Arizona:** Provides scholarships to health sciences students and supports the BIO5 Institute's KEYS Internship program

Planet:

Operational sustainability

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

Our approach to sustainable operations

To satisfy both our own commitments and our customers' expectations for sustainability performance, we continue to monitor our energy, waste and water-use performance.

In 2024, our corporate-level teams worked with our individual facilities to achieve site-specific goals based on each facility's infrastructure, impacts, and potential for improvement. At our San Diego facilities, we leveraged third-party energy management platforms to help identify and administer energy efficiency and reduction projects, while our Carlsbad facility began a significant expansion of its on-site solar installation.

Four of our seven manufacturing sites are certified to the ISO 14001 standard, which facilitates diligent management of energy consumption, water usage and waste generation, including establishment of realistic and achievable objectives and targets (with associated performance indicators) and action plans for their achievement. For one of our manufacturing and distribution sites that is not currently ISO certified, we have completed a third-party gap assessment to gauge deviations from the standard, a process that will inform improvement efforts toward possible future certification. We plan to complete third-party gap assessments for our remaining sites that are not currently ISO certified. Broad standardization under these certifications can help us set energy and waste reduction strategies, goals and targets across our global footprint.

Water management

QuidelOrtho approaches the challenge of water conservation holistically, seeking to reduce consumption in both our operations and our products. From promoting water efficiency in R&D and manufacturing, to creating our fully waterless VITROS product systems (see sidebar "QuidelOrtho waterless technologies"), to using recycled wastewater for landscape irrigation at certain facilities, we strive to protect water resources, contribute to community water security, and promote resilience in our operations and for our customers.

In 2024, our Raritan manufacturing plant decreased its water use for the second consecutive year, shaving an additional 11.9% after an 8% reduction in 2022–23. This represents a total savings of five million gallons from the 2022 baseline, in both consumption and wastewater discharge.

We take a site-specific approach to water management, with strategies varying based on a facility's specific water factors (consumption rates, discharge and wastewater rates, and other environmental determinants) as quantified in our company-wide 2023 water inventory and ongoing monitoring.

Water conservation methods used at various sites include installation of reverse-osmosis water systems, leak detection in underground sprinkler piping, use of reclaimed water in cooling towers, installation of more efficient absorption and centrifugal chillers, and other infrastructure upgrades. In 2024, we initiated a project to switch from water-cooled pumps to oil-cooled rotary-screw pumps at our site in Rochester, NY, to reduce both water and electricity consumption. Phase one was completed in 2025, with phase two planned for 2026.

At our California sites, we continue transitioning to landscaping designs that utilize drought-tolerant, water-efficient plants. To reduce our freshwater withdrawals from public utilities, we use reclaimed water for landscape irrigation at all our San Diego sites and for building cooling systems at our Summers Ridge campus. At our campus in Rochester, NY, we use filtered lake water to support a number of production and facility processes.

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

Water metrics

	2024 amount in megaliters (ML)	2023 amount in megaliters (ML)	2022 amount in megaliters (ML)
Total water withdrawal	452	468	452
Total water discharge	403	415	385
Total water consumption	49	53	66

We calculated our 2024 inventory by aggregating water invoices across our sites. To gauge water withdrawals, we collected data for all our manufacturing sites (which represent our largest withdrawals) and used estimates for offices and other sites. For water consumption, we subtracted water discharge from water withdrawals at each site.

QuidelOrtho waterless technologies

Through innovations in waterless technologies, QuidelOrtho is helping our customers deliver vital diagnostic services in a world of increasing water scarcity and drought.

Using our VITROS waterless dry-slide technology, labs and hospitals are freed from the need for in-lab upstream water purification and downstream filtration and disposal of contaminated water, while simultaneously achieving faster test turnaround times, greater testing capacity and cost savings. We estimate that in 2024 our VITROS Systems saved more than approximately 200 million gallons of water versus comparable water-based systems.

See Product environmental stewardship for this and other product sustainability advances.

Waste management

Responsible resource management is a win for both our business and our sustainability objectives, boosting operational efficiency and saving costs while fulfilling our obligation to our communities and planet.

Our manufacturing operations utilize quality control systems that reduce manufacturing deviations, improve yield and reduce scrap waste, while our distribution operations pursue sustainability strategies including reuse of wooden and plastic shipping pallets. All our sites work to improve recycling rates to divert non-hazardous waste from landfills. To responsibly manage and mitigate hazardous and medical waste generated by our sites, QuidelOrtho operations, EHS and R&D teams collaborate closely with waste management vendors to prioritize sustainable disposal methods such as waste-to-energy conversion.

We inventory our waste annually to assess the effectiveness of our waste management strategies and gauge waste performance, and we have developed site-specific waste-reduction goals for our ISO-certified facilities and several additional sites. Our manufacturing site in Pencoed, Wales, currently follows a zero-waste-to-landfill policy, and our Waples distribution center in San Diego, CA, continues to make progress toward its own zero-landfill goal.

To reduce waste throughout the product life cycle, we maintain a program that refurbishes select products for resale and harvests parts for reuse. These circularity efforts are described in the Product recovery, reuse and recycling section of this report.

Our manufacturing operations in Rochester, NY, exemplified our holistic waste-reduction approach in 2024:

- **Paper and wood:** Cardboard and paper are sorted and transported to paper mills for recycling, and wooden pallets are shipped to be shredded into landscaping mulch. (Yield: 160 tons of material per day. Diversion rate: 70–90%.)
- **E-waste:** Usable electronics are triple data-wiped, refurbished and resold, while other electronic materials are broken down to commodity value for resale or recycled for their material value. (Yield: 20 million pounds per year. Diversion rate: 99%.) A separate event for recycling of employees' home e-waste collected 4,598 pounds of materials for recycling.
- **Solvents:** Solvent waste is processed through a steamer to remove solids and render the liquid into vapor, facilitating separation to extract 99% pure recycled acetone. (Yield: 65,000 gallons of solvent material diverted from incinerator per year.)
- **Polystyrene:** In our slide manufacturing operations, a vacuum system collects polystyrene punchouts chips and dust. After sorting, pure polystyrene is returned to the manufacturer to be recycled into new slide material, while scrap mixed with paper is recycled through a plastics processor. (Yield: 591,963 pounds polystyrene and 1,083,694 pounds mixed materials per year.)

Our manufacturing site in Rochester, NY, increased its waste diversion rate to 93.4% in 2024 (up from 84.3% in 2023), diverting 2,491,540 pounds of materials from landfill to recycling.

Waste generation metrics

Total weight of waste generated and breakdown by composition	2024 (metric tons)	2023 (metric tons)	2022 (metric tons)
Hazardous waste	540	503	456
Non-hazardous waste	4,499	5,293	4,920
Total	5,040	5,796	5,376
Contextual information needed to understand hazardous waste data	1,191,170 pounds noted from primary waste data, including hazardous and medical waste; global facilities are not assumed to produce hazardous waste	1,111,062 pounds noted from primary waste data, including hazardous and medical waste; global facilities are not assumed to produce hazardous waste	1,008,286 pounds noted from primary waste data, including hazardous and medical waste; global facilities are not assumed to produce hazardous waste
Contextual information needed to understand non-hazardous waste data	9,920,117 pounds noted from primary waste data as well as estimates for global facilities	11,672,325 pounds noted from primary waste data as well as estimates for global facilities	10,849,023 pounds noted from primary waste data as well as estimates for global facilities

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

Waste diversion metrics

Total weight of waste diverted and breakdown by composition	2024 (metric tons)	2023 (metric tons)	2022 (metric tons)
Hazardous waste			
Preparation for reuse	5	5	34
Recycling	218	44	9
Other recovery operations	0	0	0
Total composition	223	49	43
Non-hazardous waste			
Preparation for reuse	58	3	111
Recycling	2,358	2,712	2,235
Other recovery operations	0	0	0
Total composition	2,416	2,715	2,346
Medical waste			
Preparation for reuse	32	0	0
Recycling	14	86	0
Other recovery operations	0	0	0
Total composition	46	86	0
Total amount	**2,685**	**2,850**	**2,389**
On-site	0	0	0
Off-site	2,685	2,850	2,389

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

Waste disposal metrics

Total weight of hazardous waste disposed and breakdown by composition	2024 hazardous waste (metric tons)	2023 hazardous waste (metric tons)	2022 hazardous waste (metric tons)
Incineration (with energy recovery)	60	88	51
Incineration (without energy recovery)	113	143	245
Landfilling	82	122	30
Other disposal operations	17	15	87
Total composition	**272**	**368**	**414**
Of total – on-site	0	0	0
Of total – off-site	272	368	414
Total weight of non-hazardous waste disposed and breakdown by composition	**2024 non-hazardous waste (metric tons)**	**2023 non-hazardous waste (metric tons)**	**2022 non-hazardous waste (metric tons)**
Incineration (with energy recovery)	365	513	421
Incineration (without energy recovery)	20	83	103
Landfilling	1,698	1,982	2,047
Other disposal operations	0	0	2
Total composition	**2,083**	**2,578**	**2,573**
Of total – on-site	0	0	0
Of total – off-site	2,083	2,578	2,573

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

Climate: Energy and emissions reduction

QuidelOrtho focuses on enhancing energy efficiency and reducing GHG emissions as core methods to mitigate climate change. In 2022, we conducted a comprehensive, company-wide energy and GHG Scope 1 and 2 emissions assessment, which established a baseline for annual evaluation of our energy consumption patterns and impacts across:

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

In 2024, our combined Scope 1 and 2 location-based emissions saw an overall net decrease of 9%. Scope 2 emissions increased by 0.3% while Scope 1 emissions decreased by 26%, primarily due to a revision in our carbon accounting methodology that reclassified employee commuting in privately owned cars (versus company cars) from Scope 1 to the Scope 3 "business travel" category.

We plan to continue refining our data collection and management, identifying energy reduction and efficiency initiatives, and investing in renewable energy where possible.

Site-level initiatives: energy efficiency and renewables

Our energy and GHG strategy includes site-specific goals and energy conservation programs, as well as investments in green technologies and renewable power. Significant accomplishments in 2024 included:

- **Strategic Energy Management (SEM) program:** Implemented at our San Diego facilities, the third-party SEM system helps identify opportunities for behavioral and operational changes (e.g., employee engagement and training, process or control modifications for lighting, HVAC and other systems) that increase efficiency and reduce energy consumption and cost. Following a comprehensive energy audit, SEM helped identify and prioritize 48 total projects, of which 19 were completed in 2024. These involved HVAC temperature set-backs, equipment upgrades, compressed air pressure reductions and leak repairs, off-peak recharging of electric forklifts, and other efforts. Total first-year efficiency improvements included: 869 $MTCO_2e$ avoided emissions, 1.2 million kWh electricity savings, 49,000 therms natural gas savings, and $350,000 avoided cost.
- **On-site solar installation:** In 2024, we began the design and installation process for a 192 KW-DC expansion of our photovoltaic system in Carlsbad, CA, along with a 240kW battery storage system, which are scheduled for completion in late 2025. This expansion joins other existing QuidelOrtho solar photovoltaic systems in Raritan, NJ, and Pencoed, Wales, the latter of which completed its first full year of operation in 2024. Together, these systems are expected to provide QuidelOrtho approximately 3.4 million kWh of power annually.
- **Cloud-based energy management platform:** Our Summers Ridge facility in San Diego, CA, began using a cloud-based third-party platform in late 2023 to help coordinate energy management and decarbonization efforts. The platform helped us craft a roadmap to reduce on-site emissions, identify high-ROI projects, create site-level action plans and targets, and predict energy and emissions savings. We used the platform to identify a total of 38 energy-saving projects, of which 17 were completed in 2024. Total 2024 efficiency improvements included: 1,279,526 kWh electricity savings, 43,955 therms natural gas savings, 791 $MTCO_2e$ avoided emissions, and $379,200 avoided cost.

Reducing carbon in the UK

In support of the UK's target of cutting emissions by 68% before 2030 and achieving net zero emissions by 2050, our UK subsidiary, Ortho Clinical Diagnostics UK, developed a Carbon Reduction Plan (CRP) in accordance with Procurement Policy Note 06/21 for our manufacturing plant in Pencoed, Wales, and a satellite office in High Wycombe, England. Based on a 2022 baseline year, the CRP sets forth renewable energy initiatives, existing energy management and efficiency measures, and planned reductions in certain categories of Scope 3 GHG emissions to achieve targets of 26% reduction by 2030, 58% by 2040 and 90% by 2050. The remaining 10% to reach net zero is expected to be met through carbon offsets.

GHG inventory approach and results

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

Our 2024 GHG inventory encompasses Scope 1 and 2 emissions, and we believe it is as complete and accurate as possible given current data and tools. Our future plans include a Scope 3 emissions assessment to inventory indirect value chain emissions from sources we do not own or directly control to facilitate compliance with recent California regulatory requirements. We also plan to conduct third-party verification to provide external assurance of our calculations and reporting to the extent required by applicable laws and regulations.

Emissions metrics

GHG emissions by type	2024 amount (tCO_2e)	2023 amount (tCO_2e)	Base year amount (2022) (tCO_2e)
Scope 1 GHG emissions	**16,599**	**22,544**	**26,212**
Direct (Scope 1) emissions	16,599	22,544	26,212
Biogenic emissions	0.000	0.001	0.001
Scope 2 GHG emissions	**43,675**	**43,526**	**42,125**
Gross location-based indirect (Scope 2) GHG emissions	43,675	43,526	42,125
Gross market-based indirect (Scope 2) GHG emissions	45,144	45,116	43,577

In this 2024 report, we are restating our 2022 and 2023 Scope 2 emissions and energy consumption data to reflect changes in chilled water data that were not accounted for in previous years.

Annual GHG emissions intensity

Types of GHG emissions included	2024 energy intensity ratio for organization (tCO_2e/million $ revenue)	2023 energy intensity ratio for organization (tCO_2e/million $ revenue)	2022 energy intensity ratio for organization (tCO_2e/million $ revenue)
Scope 1	6.0	7.5	8.0
Scope 2 (location-based)	15.7	14.5	12.9
Scope 2 (market-based)	16.2	15.0	13.3

In this 2024 report, we are restating our 2022 and 2023 Scope 2 emissions and energy consumption data to reflect changes in chilled water data that were not accounted for in previous years.

Annual emissions of ozone-depleting substances (ODS)

	2024 amount (metric tons CFC-11e)	2023 amount (metric tons CFC-11e)	2022 amount (metric tons CFC-11e)
Production, imports, exports of ODS	0	0	0
Substances included	None of the refrigerants in scope for the 2024 GHG inventory are considered ODS	None of the refrigerants in scope for the 2023 GHG inventory are considered ODS	None of the refrigerants in scope for the 2022 GHG inventory are considered ODS

Nitrogen oxides (NO_X), sulfur oxides (SO_X) and other significant air emissions

Significant air emissions by type	2024	2023	2022
NO_X	We have not identified any significant NO_X air emissions for our sites	We have not identified any significant NO_X air emissions for our sites	We have not identified any significant NO_X air emissions for our sites
SO_X	We have not identified any significant SO_X air emissions for our sites	We have not identified any significant SO_X air emissions for our sites	We have not identified any significant SO_X air emissions for our sites
Persistent organic pollutants (POP)	We have not identified any significant POP air emissions for our sites	We have not identified any significant POP air emissions for our sites	We have not identified any significant POP air emissions for our sites
Volatile organic compounds (VOC)	We have not identified any significant VOC air emissions for our sites	We have not identified any significant VOC air emissions for our sites	We have not identified any significant VOC air emissions for our sites
Hazardous air pollutants (HAP)	We have not identified any significant HAP air emissions for our sites	We have not identified any significant HAP air emissions for our sites	We have not identified any significant HAP air emissions for our sites
Particulate matter (PM)	We have not identified any significant PM air emissions for our sites	We have not identified any significant PM air emissions for our sites	We have not identified any significant PM air emissions for our sites
Other standard categories identified in relevant regulations	We have not identified any other significant air emissions for our sites that would need to be considered for our GHG inventory	We have not identified any other significant air emissions for our sites that would need to be considered for our GHG inventory	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	2024 amount in gigajoules (GJ)	2023 amount in gigajoules (GJ)	2022 amount in gigajoules (GJ)
Total fuel consumption from non-renewables (by type)	368,888	389,578	460,261
Fuel type: Natural gas	367,338	344,927	414,259
Fuel type: Petrol (average biofuel blend)	0	39,784	39,784
Fuel type: Diesel (average biofuel blend)	0	12	12
Fuel type: Diesel (100% mineral diesel)	1,077	2,846	2,846
Fuel type: Propane	472	0	0
Fuel type: Bioethanol	0	13	13
Fuel type: Compressed natural gas	0	699	2,331
Fuel type: Liquified natural gas	0	281	0
Fuel type: Fuel oil	0	1,017	1,017
Fuel consumption from renewables (by type)	QuidelOrtho produces 43,874 GJ of on-site electricity including both on-site solar and on-site cogeneration	QuidelOrtho produces 32,111 GJ of on-site electricity including both on-site solar and on-site cogeneration	We were unable to measure exact output in 2022

Energy consumption metrics (con't)

Energy consumption by type	2024 amount in GJ	2023 amount in GJ	2022 amount in GJ
Electricity consumption	338,705	354,089	336,415
Heating consumption	0	0	0
Cooling consumption	126,291	109,467	110,644
Steam consumption	172,950	153,786	147,279
Total consumption	637,945	617,341	594,338
Energy consumption totals	**2024 amount in GJ**	**2023 amount in GJ**	**2022 amount in GJ**
Within the organization	1,006,833	1,006,920	1,054,599
Outside the organization	Energy consumption outside of QuidelOrtho operations was not accounted for in 2024	Energy consumption outside of QuidelOrtho operations was not accounted for in 2023	Energy consumption outside of QuidelOrtho operations was not accounted for in 2022
Energy intensity metrics	**2024**	**2023**	**2022**
Energy intensity ratio for the organization	100.49 MWh / million $ in revenue	93.30 MWh / million $ in revenue	89.70 MWh / million $ in revenue
Denominator	$2,783 million (2024 annual revenue)	$2,998 million (2023 annual revenue)	$3,266 million (2022 annual revenue)
Types of energy included	1,006,833 GJ	1,006,920 GJ	1,054,599 GJ
Use of energy within, outside or both	Use of energy within QuidelOrtho operations	Use of energy within QuidelOrtho operations	Use of energy within QuidelOrtho operations

In this 2024 report, we are restating our 2022 and 2023 Scope 2 emissions and energy consumption data to reflect changes in chilled water data that were not accounted for in previous years.

Governance:
Business fundamentals

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

Governance

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

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

Board structure and committees

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

Four standing committees assist the Board in its oversight responsibilities:

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

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

For more detailed information on QuidelOrtho's Board structure and composition, including committee responsibilities, see our Corporate Governance Guidelines and the relevant sections of our 2025 Proxy Statement.

Board risk oversight

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

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

At Board and committee meetings and through regular reports, our senior executives update the Board and its committees about the company's strategies and objectives and their associated risks. Refer to the "Risk Oversight" section of our 2025 Proxy Statement for more details.

Sustainability governance

QuidelOrtho is committed to acting responsibly and sustainably, driving positive impact for the environment, society and our stakeholders while delivering value to our stockholders, consistent with our business objectives. Supported by our sustainability governance structure, our goal is to align our corporate actions with a long-term approach to emerging laws and regulations in the areas of environmental sustainability, social responsibility, ethics, corporate governance and supply chain responsibility. Our Board applies its collective knowledge, skills and experience to the company's sustainability initiatives through direct oversight and management by the following Board committees:

- **Nominating and Corporate Governance Committee:** Oversees and reviews the overall adequacy of and risks related to our sustainability strategies, initiatives and policies.
- **Audit Committee:** Oversees our public reporting regarding sustainability matters; discusses related risks, controls and procedures with management; and oversees risks related to information technology and cybersecurity.
- **Compensation Committee:** Monitors key human capital management matters, risks, strategies, policies and practices, including employee health and safety, inclusion and belonging, workplace environment and culture, and talent development and retention.

In 2024, we established a leadership-level Sustainability Disclosure Committee to oversee sustainability-related public disclosures and review global consistency and messaging. The committee's membership comprises our Chief Financial Officer, Chief Legal Officer, Chief Operations Officer, Chief Human Resources Officer, Chief Technology Officer, and Executive Vice President, Strategy and Corporate Development.

Our senior management regularly updates and liaises with the Board on our sustainability strategy and initiatives and supports their implementation. A sustainability working group composed of representatives from key company functions provides regular updates to these senior executives and works continuously to identify sustainability opportunities and integrate them into our wider business plans. Details on our key sustainability priorities are provided elsewhere in this report and in our 2025 Proxy Statement.

Business ethics and compliance

QuidelOrtho's commitment to ethical behavior is detailed in our Code of Business Conduct and Ethics (Code of Conduct), which was recently amended to include a new message from the President and CEO reflecting the company's core behaviors, enhanced guidance on managerial responsibilities, and clarified procedures for employee disclosures of conflicts of interest. The amendments also strengthen policies related to gifts and entertainment, protection and appropriate use of company assets and confidential information, compliance with antitrust laws, and forced child labor.

The Code of Conduct includes guidelines on a range of ethics matters, including conflicts of interest, protection of confidential information, legal and regulatory compliance, and data privacy. We have integrated all these principles into our business functions and decision-making processes, forming a strong ethical foundation that's essential for achieving long-term success and maintaining the trust of our stakeholders.

To further cement our commitment to ethical behavior in our culture, QuidelOrtho employees complete an annual Code of Conduct training and certify their compliance. In addition, we make focused online training available for various aspects of our compliance program, assigned to employees based on applicability to their roles, regions, and other criteria.

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

Compliance program structure, policies and initiatives

As an organization within the healthcare industry, QuidelOrtho has implemented written policies to address key risk areas; promote compliance with applicable laws, regulations and industry standards; and demonstrate our commitment to fair competition, responsible conduct and maintaining high ethical standards in our operations.

Our compliance program and policies align with recognized industry codes of conduct such as the U.S. medical device trade association AdvaMed's Code of Ethics on Interactions with Health Care Professionals, which is based on U.S. federal frameworks while also accommodating the global compliance landscape. Our own comprehensive Code of Conduct applies to all officers, directors, and employees.

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

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

- **Product regulatory compliance:** QuidelOrtho is committed to providing quality products and services that meet or exceed our customers' specifications and expectations and comply with applicable laws and regulations governing product development, manufacturing, labeling and approval. We maintain processes to review product promotional materials and marketing campaigns to drive compliance with global laws, industry regulations, and high standards of corporate responsibility and ethical conduct. To further mitigate risk, we maintain online training programs and provide locally focused legal support for our business teams.
- **Anti-bribery / anti-corruption policy:** We do not tolerate any form of bribery or corrupt behavior by our employees in the course of doing business. To reinforce our culture of ethics and compliance, employees undergo mandatory training on our anti-bribery policies. Internal and external stakeholders can confidentially report any bribery-related concerns via our ethics hotline, and we investigate allegations/concerns and take corrective actions as necessary.
- **Third-party due diligence system:** We conduct due diligence monitoring and review of our third-party business partners to identify and mitigate risks related to operations, security and compliance, conflicts of interest, potential for reputational damage, and other legal, financial or ethics-related matters.
- **Distributor and other third-party intermediary interactions policy:** Employee interactions with distributors and other third-party intermediaries must have a legitimate intent and business need, follow arrangements that conform to proper company standards, meet documented and clearly stated requirements, and render payment for services based on fair market value. We expect vendors, suppliers and third-party intermediaries to abide by all applicable laws and industry codes and standards, and to conduct their activities in accordance with our Supplier and Distributor Code of Business Conduct and Ethics.
- **Healthcare professional/organization interaction approval system:** We maintain a system to help assure that our interactions with healthcare professionals and organizations are compliant with applicable legal requirements and industry codes, reducing the risk of conflicts of interest, enhancing transparency and upholding QuidelOrtho's commitment to ethical practices in the healthcare industry.
- **Modern slavery statement, policies and procedures:** Our Transparency in Supply Chain and Modern Slavery Report enumerates QuidelOrtho's 2024 policies, procedures and actions to mitigate the risk of forced labor, child labor and human trafficking in any part of our business and supply chain. These include our policies on modern slavery, contractual controls, risk assessment and due diligence processes, employee training, and assessing effectiveness through key performance indicators.
- **Clawback policies:** QuidelOrtho's executive officer clawback policy complies with SEC and Nasdaq rules, providing for recovery of incentive-based compensation awarded to current or former executive officers if the company is required to restate its financial statements due to material noncompliance with financial reporting requirements under securities laws. To promote effective corporate governance, accountability, transparency, and honest behavior, QuidelOrtho also adopted a supplemental discretionary clawback policy in January 2025, which provides for recovery of additional compensation. For more details, refer to the "Pay Recoupment (Clawback) Policy" and "Supplemental Discretionary Clawback Policy" sections of our 2025 Proxy Statement for more details.

Other compliance-related policies include:

- Whistleblower Policy
- Insider Trading Compliance Policy
- Privacy Notice
- Conflicts of Interest Policy
- Global Privacy Policy

Cybersecurity and data privacy

QuidelOrtho is committed to safeguarding the privacy, confidentiality and security of information and data that is entrusted to us through our products, services and business operations. We maintain a comprehensive cybersecurity program that continuously monitors security controls across our enterprise, offices and business activities, and proactively evaluates the evolving risk landscape to enhance protection against emerging threats. This commitment supports our long-term sustainability efforts by bolstering stakeholder trust and regulatory compliance.

Program governance

To secure our intellectual property and IT assets against cybersecurity threats and meet regulatory requirements, our executive leadership team and Board regularly review our cybersecurity programs. These reviews guide strategic investment and support both compliance and the appropriate allocation of resources and capabilities. Our governance approach aligns cybersecurity efforts with our overall risk management and sustainability priorities.

Risk oversight

We maintain a three-tiered hierarchy of cybersecurity risk oversight, with our Chief Information Security Officer (CISO) primarily responsible for leading our global information security program. The CISO reports regularly to our Security Governance Committee on critical risk and compliance issues, the status of key projects, and any significant cybersecurity issues, incidents or trends. To align with regulatory requirements and enterprise-wide risk tolerance, the Board's Audit Committee oversees cybersecurity risk management strategy, processes for evaluating significant risk exposures, and risk mitigation measures.

Risk management

Our cybersecurity program leverages risk management frameworks aligned to the NIST 800-53 and ISO 27002 standards. We demonstrate ongoing compliance through regular internal assessments and control testing by external parties. This approach helps us proactively identify gaps, improve our security posture, and maintain robust and current practices as the threat landscape evolves.

Secure product development

QuidelOrtho integrates cybersecurity into the development of new and modernized products, and tests for risks throughout the development life cycle. Our secure development protocols are based on industry-standard OWASP and NIST frameworks and are tested and reviewed by independent third-party assessment teams. Results are reported to executive leadership and the Board for appropriate oversight. This approach embeds security into our innovation process, supporting long-term product integrity and customer trust.

Cybersecurity training

In 2024, we offered three cybersecurity-related trainings to all QuidelOrtho employees and contractors:

- General Information Security Training (87% completion rate)
- Information Security Fundamentals (86% completion rate)
- Security Facts About Our Products (71% completion rate)

Data protection and customer privacy

Our Global Data Protection & Privacy program operationalizes our responsibility to protect our customers' data. As a global organization, we comply with applicable data privacy and protection legislation worldwide, such as the UK GDPR, the European Union GDPR, Brazil's LGPD, China's PIPL and various U.S. state-specific regulations, including California's CCPA and CPRA. To facilitate compliance, we have established global and regional privacy teams to understand the nuances of these regulations and their impact on our business. To drive compliance, accountability, and awareness of privacy matters throughout the organization, we have implemented a core set of policies and processes. By leveraging privacy automation tools and fostering cross-functional partnerships with our Information Security and Procurement teams, we enable privacy assessments of our vendors and promptly respond to customer and consumer inquiries related to data privacy. We maintain scalable data breach management policies and procedures to address the unauthorized or unintended loss, alteration or transmission of personal data.

Appendix

About this report

This sustainability report reflects QuidelOrtho Corporation's sustainability approach and progress for fiscal year 2024, and provides information about our evolving strategy. Unless noted otherwise, the data in this report reflects sustainability initiatives undertaken within the global operations of QuidelOrtho and our subsidiaries as of December 29, 2024.

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 sustainability performance. The content of this sustainability report was guided by our initial materiality assessment (conducted in early 2023) and prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards and in alignment with the Sustainability Accounting Standards Board (SASB) Standard for Healthcare – Medical Equipment & Supplies Sector.

For more information, please see this report's Appendix. Any comments or questions about this report and/or QuidelOrtho's sustainability performance can be sent to Sustainability@quidelortho.com.

Global employee metrics by job type, gender and region

Job type and region	Female	Male	Not declared/ blank	Total
Total permanent employees	**2,658**	**3,876**	**49**	**6,583**
EMEA and LATAM	712	949	18	1,679
JPAC	350	768	23	1,141
NA	1,596	2,159	8	3,763
Temporary employees	**37**	**41**	**0**	**78**
EMEA and LATAM	22	22	0	44
JPAC	15	18	0	33
NA	0	1	0	1
Non-guaranteed hours employees	**0**	**0**	**0**	**0**
Full-time employees	**2,630**	**3,902**	**49**	**6,581**
EMEA and LATAM	684	966	18	1,668
JPAC	361	786	23	1,170
NA	1,585	2,150	8	3,743
Part-time employees	**65**	**15**	**0**	**80**
EMEA and LATAM	50	5	0	55
JPAC	4	0	0	4
NA	11	10	0	21
Grand total	**2,695**	**3,917**	**49**	**6,661**

Global Reporting Initiative (GRI) content index

QuidelOrtho has reported the information cited in this GRI Content Index for the period January 1, 2024, to December 31, 2024, with reference to the GRI Standards: Foundations 2021.

GRI 2: General Disclosures

Disclosure 2-1 Organizational details

Sustainability report: Our company

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

Sustainability report: Our company

Disclosure 2-3 Reporting period, frequency and contact point

Sustainability report: About this report

Disclosure 2-4 Restatements of information

In this year's report, we are restating our 2022 and 2023 Scope 2 emissions and energy consumption data. We received updated 2022 and 2023 data for chilled water and steam consumption at the Rochester site using kWh as the unit of measure, rather than MMBtu as originally reported. This adjustment allowed us to identify and correct errors in the previously used data, resulting in changes in chilled water and steam data that were not accounted for in previous years.

Disclosure 2-5 External assurance

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

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

Sustainability report: Our company
2024 10-K: Business

Disclosure 2-7 Employees

Sustainability report: Inclusion and belonging

Disclosure 2-8 Workers who are not employees

Sustainability report: Inclusion and belonging

Disclosure 2-9 Governance structure and composition

Sustainability report: Board structure and committees
2025 Proxy Statement: Board Leadership Structure; Board Meetings, Committees of the Board and Related Matters

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

2025 Proxy Statement: Qualifications and Characteristics for Directors; Nominating and Governance Committee

Disclosure 2-11 Chair of the highest governance body

Sustainability report: Board structure and committees
2025 Proxy Statement: Board Leadership Structure

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

Sustainability report: Governance
2025 Proxy Statement: Risk Oversight; Audit Committee; Compensation Committee; Nominating and Governance Committee; Science and Technology Committee

Disclosure 2-13 Delegation of responsibility for managing impacts

Sustainability report: Sustainability governance
2025 Proxy Statement: Commitment to Sustainability Matters

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

Sustainability report: Sustainability governance
Audit Committee Charter
Compensation Committee Charter
Nominating and Corporate Governance Committee Charter

Disclosure 2-15 Conflicts of interest

Sustainability report: Business ethics and compliance
QuidelOrtho's Code of Conduct

For more information on cross-board membership, which refers to our directors' other public or private board memberships, see:
2025 Proxy Statement: Proposal One - Election of Directors Proposal

For more information on related party transactions, see:
2025 Proxy Statement: Review and Approval of Related Party Transactions; Related Party Transactions

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

Disclosure 2-16 Communication of critical concerns

No communication of critical concerns arose during the reporting period.
2025 Proxy Statement: Risk Oversight

Disclosure 2-17 Collective knowledge of the highest governance body

Sustainability report: Sustainability governance

The Board advances its collective knowledge, skills and experience on sustainability developments primarily through its direct oversight and management of sustainability initiatives at QuidelOrtho.

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

Sustainability report: Board structure and committees

Disclosure 2-19 Remuneration policies

Sustainability report: Business ethics and compliance
2025 Proxy Statement: Compensation Discussion and Analysis

Disclosure 2-20 Process to determine remuneration

2025 Proxy Statement: Compensation Committee; Compensation Discussion and Analysis

QuidelOrtho's stockholders approved, on an advisory basis, the compensation of the company's named executive officers at the 2025 annual meeting of stockholders.

Disclosure 2-21 Annual total compensation ratio

2025 Proxy Statement: CEO Pay Ratio

Disclosure 2-22 Statement on sustainable development strategy

Sustainability report: A letter from our President and Chief Executive Officer

Disclosure 2-23 Policy commitments

Sustainability report: Inclusion and belonging, Business ethics and compliance, and Supplier engagement and transparency
For additional policy documents, please see "Corporate Governance Documents" on our Investor Relations webpage and the Sustainability webpage of our website under the headings "Governance" and "ESG."

Disclosure 2-24 Embedding policy commitments

Sustainability report: Supplier engagement and transparency and Compliance program structure, policies and initiatives

Disclosure 2-25 Processes to remediate negative impacts

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

Disclosure 2-26 Mechanisms for seeking advice and raising concerns

Sustainability report: Business ethics and compliance

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 SEC regulations.

Disclosure 2-28 Membership associations

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

Disclosure 2-29 Approach to stakeholder engagement

Sustainability report: Stakeholder engagement

Disclosure 2-30 Collective bargaining agreements

Approximately 16% of our associates globally are covered by a union, collective bargaining agreement or works council, including associates in Austria, Belgium, Brazil, France, Germany, Italy, Spain, Sweden, and the UK. To date, we have experienced no work stoppages and believe that our employee relations are good.

GRI 3: Material Topics

Disclosure 3-1 Process to determine material topics

Sustainability report: Our approach to sustainability

Disclosure 3-2 List of material topics

Sustainability report: Material sustainability topics

GRI 201: Economic Performance

Disclosure 201-1 Direct economic value generated and distributed

2024 10-K: Financial Statements and Supplementary Data

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

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

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

2024 10-K: Note 17. Long-term Employee Benefits

GRI 202: Market Presence

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

Sustainability report: Employee benefits

GRI 205: Anti-Corruption

Disclosure 205-1 Operations assessed for risks related to corruption

Sustainability report: Business ethics and compliance
QuidelOrtho's Code of Business Conduct and Ethics

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

Sustainability report: Business ethics and compliance

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 SEC regulations.

GRI 206: Anti-Competitive Behavior

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

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

GRI 207: Tax

Disclosure 207-1	Approach to tax

QuidelOrtho Tax Strategy

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

QuidelOrtho Tax Strategy

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

QuidelOrtho Tax Strategy

GRI 301: Materials

Disclosure 3-3	Management of material topics

Sustainability report: Products: Impact and innovation and Planet: Operational sustainability

Disclosure 301-1	Materials used by weight or volume

Sustainability report: Waste management

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

Disclosure 301-2	Recycled input materials used

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

GRI 302: Energy

Disclosure 3-3	Management of material topics

Sustainability report: Climate: Energy and emissions reduction

Disclosure 302-1	Energy consumption within the organization

Sustainability report: GHG inventory approach and results

Disclosure 302-2	Energy consumption outside of the organization

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

Disclosure 302-3	Energy intensity

Sustainability report: GHG inventory approach and results

Disclosure 302-4	Reduction of energy consumption

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

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

There were no quantifiable reductions in energy requirements of our products or services for the current reporting year.

GRI 303: Water and Effluents

Disclosure 3-3	Management of material topics

Sustainability report: Water management

Disclosure 303-1	Interactions with water as a shared resource

Sustainability report: Water management

Disclosure 303-2	Management of water discharge-related impacts

Sustainability report: Water management

Disclosure 303-3	Water withdrawal

Sustainability report: Water management

Disclosure 303-4	Water discharge

Sustainability report: Water management

Disclosure 303-5	Water consumption

Sustainability report: Water management

GRI 305: Emissions

Disclosure 3-3	Management of material topics

Sustainability report: Climate: Energy and emissions reduction

Disclosure 305-1	Direct (Scope 1) GHG emissions

Sustainability report: GHG inventory approach and results

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

Sustainability report: GHG inventory approach and results

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

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

Disclosure 305-4	GHG emissions intensity

Sustainability report: GHG inventory approach and results

Disclosure 305-5	Reduction of GHG emissions

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

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

Sustainability report: GHG inventory approach and results

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

Sustainability report: GHG inventory approach and results

GRI 306: Waste

Disclosure 3-3	**Management of material topics**

Sustainability report: Waste management

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

Sustainability report: Waste management

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

Sustainability report: Waste management

Disclosure 306-3	**Waste generated**

Sustainability report: Waste management

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

Sustainability report: Waste management

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

Sustainability report: Waste management

GRI 308: Supplier Environmental Assessment

Disclosure 3-3	**Management of material topics**

Sustainability report: Building a sustainable supply chain

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

Sustainability report: Building a sustainable supply chain

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

Sustainability report: Building a sustainable supply chain

GRI 401: Employment

Disclosure 3-3	**Management of material topics**

Sustainability report: People: Employee culture and workplace environment

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

Sustainability report: Employee onboarding

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

Sustainability report: Employee benefits

Disclosure 401-3	**Parental leave**

Sustainability report: Employee benefits

GRI 403: Occupational Health and Safety

Disclosure 3-3	**Management of material topics**

Sustainability report: Health and safety

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

Sustainability report: Health and safety

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

Sustainability report: Health and safety

Disclosure 403-3	**Occupational health services**

Sustainability report: Health and safety

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

Sustainability report: Workplace safety and Employee engagement on health and safety

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

Sustainability report: Employee engagement on health and safety

Disclosure 403-6	**Promotion of worker health**

Sustainability report: Wellness offerings and Supporting employee health

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

Sustainability report: Health and safety

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

Sustainability report: Health and safety

Disclosure 403-9	**Work-related injuries**

Sustainability report: Workplace safety

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

Sustainability report: Workplace safety

GRI 404: Training and Education

Disclosure 3-3	**Management of material topics**

Sustainability report: Learning and development

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

Sustainability report: Learning and development

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

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

Sustainability report: Learning and development

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

Sustainability report: Learning and development

GRI 405: Diversity and Equal Opportunity

Disclosure 3-3	**Management of material topics**

Sustainability report: Inclusion and belonging

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

Sustainability report: Inclusion and belonging

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

We do not have available data for 2024.

GRI 406: Non-Discrimination

Disclosure 3-3	**Management of material topics**

Sustainability report: Inclusion and belonging

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

QuidelOrtho's Code of Business Conduct and Ethics: Reporting Violations of this Code

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

GRI 407: Freedom of Association and Collective Bargaining

Disclosure 3-3	**Management of material topics**

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

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

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

GRI 408: Child Labor

Disclosure 3-3	**Management of material topics**

2024 Transparency in Supply Chain and Modern Slavery Report

Within our business operations, we believe we have implemented fair and responsible employment practices to protect and promote our employees' rights. We therefore believe that the risk of modern slavery in our business is low. However, we recognize that the risks of modern slavery may be present in our supply chain due to our business relationships. The workers of our suppliers and distributors are not employed directly by QuidelOrtho, so we have less visibility into their working conditions and employment terms. Nonetheless, as described in our 2024 Transparency in Supply Chain and Modern Slavery Report, we believe we have processes in place designed to address child labor and modern slavery risks.

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

2024 Transparency in Supply Chain and Modern Slavery Report

Within our business operations, we believe we have implemented fair and responsible employment practices to protect and promote our employees' rights. We therefore believe that the risk of modern slavery in our business is low. However, we recognize that the risks of modern slavery may be present in our supply chain due to our business relationships. The workers of our suppliers and distributors are not employed directly by QuidelOrtho, so we have less visibility into their working conditions and employment terms. Nonetheless, as described in our 2024 Transparency in Supply Chain and Modern Slavery Report, we believe we have processes in place designed to address child labor and modern slavery risks.

GRI 409: Forced or Compulsory Labor

Disclosure 3-3	**Management of material topics**

2024 Transparency in Supply Chain and Modern Slavery Report

Within our business operations, we believe we have implemented fair and responsible employment practices to protect and promote our employees' rights. We therefore believe that the risk of modern slavery in our business is low. However, we recognize that the risks of modern slavery may be present in our supply chain due to our business relationships. The workers of our suppliers and distributors are not employed directly by QuidelOrtho, so we have less visibility into their working conditions and employment terms. Nonetheless, as described in our 2024 Transparency in Supply Chain and Modern Slavery Report, we believe we have processes in place designed to address child labor and modern slavery risks.

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

2024 Transparency in Supply Chain and Modern Slavery Report

Within our business operations, we believe we have implemented fair and responsible employment practices to protect and promote our employees' rights. We therefore believe that the risk of modern slavery in our business is low. However, we recognize that the risks of modern slavery may be present in our supply chain due to our business relationships. The workers of our suppliers and distributors are not employed directly by QuidelOrtho, so we have less visibility into their working conditions and employment terms. Nonetheless, as described in our 2024 Transparency in Supply Chain and Modern Slavery Report, we believe we have processes in place designed to address child labor and modern slavery risks.

GRI 414: Supplier Social Assessment

Disclosure 3-3	**Management of material topics**

Sustainability report: Supplier engagement and transparency

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

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

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

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

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

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

2024 Transparency in Supply Chain and Modern Slavery Report

During the reporting period, QuidelOrtho conducted third party due diligence, where appropriate, before contracting with potential suppliers, service providers, distributors and similar intermediaries. Preliminary risk assessments were performed by QuidelOrtho on potential suppliers using assessment questionnaires. Upon review of the questionnaires, if necessary, QuidelOrtho may follow-up with an in-depth assessment conducted by either an internal supplier assessment team or a third-party auditing firm.

From time to time, QuidelOrtho entities may conduct audits of direct material suppliers to evaluate supplier compliance with our standards, which includes compliance with applicable laws. Direct material suppliers may also be evaluated through audits of their compliance with the terms of our supply agreements. The audits may be conducted by either a QuidelOrtho supplier assessment team or a third-party auditing firm. Following audits, suppliers may be required to produce a corrective action plan to outline how the supplier will resolve any issues uncovered in the audits.

GRI 416: Customer Health and Safety

Disclosure 3-3 Management of material topics

Sustainability report: Product safety and quality

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

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

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

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

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

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

GRI 417: Marketing and Labeling

Disclosure 3-3 Management of material topics

We recognize the potential for marketing and labeling to have associated positive and negative impacts on patients, healthcare providers and regulatory bodies. Some of our products and related technology require collecting and processing sensitive personal information, such as medical histories and test results. Consequently, we comply strictly with various local regulations and standards related to privacy and data protection, such as 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 initiated swiftly 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 are provided onboard our instrumentation platforms for immediate, real-time access by users.

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

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

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

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

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

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

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

GRI 418: Customer Privacy

Disclosure 3-3 Management of material topics

Sustainability report: Cybersecurity and data privacy

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

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

Sustainability Accounting Standards Board (SASB) index

Affordability & Pricing

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

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

Product Safety

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

During the reporting period, we had 20 recalls issued (zero were Class I, 15 were Class II and 5 were Class III).

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

During the reporting period, there were 1,437 Safety Alerts for our products as reported in the FDA's Manufacturer and User Facility Device Experience database.

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

During the reporting period, there were zero fatalities related to our products as reported in the FDA Manufacturer and User Facility Device Experience database.

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

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

Ethical Marketing

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

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

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

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

Product Design & Lifecycle Management

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

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

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

Sustainability report: Product recovery, reuse and recycling

During the reporting period, a total of 385 VITROS Systems were accepted for take-back. This resulted in a reduction of waste and energy, as well as providing access to diagnostics testing to developing regions. Further, we also harvest from returned instruments to reduce waste.

Supply Chain Management

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

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

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

For the reporting period, we disclose the supplier breakdown separately for our Quidel and Ortho operations, and we plan to include metrics for the combined company in the future. For Ortho, 85% of our external manufacturers were subject to third-party audits and 79% of our critical direct material suppliers were subject to third-party audits. For Quidel, 83% of our high-impact suppliers were subject to third-party audits.

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

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

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

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

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

Business Ethics

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

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

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

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

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

Activity Metric

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

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

Forward-Looking Statements

This sustainability report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. These statements are any statement contained herein that is not strictly historical, including, but not limited to, QuidelOrtho’s commercial, integration and other strategic goals, future financial condition and operating results, and other future plans, objectives, strategies, expectations and intentions. Without limiting the foregoing, the words “may,” “will,” “would,” “should,” “might,” “expect,” “anticipate,” “believe,” “estimate,” “plan,” “intend,” “goal,” “project,” “strategy,” “future,” “continue” or similar words, expressions, or the negative of such terms or other comparable terminology are intended to identify forward-looking statements. Such statements are based on the beliefs and expectations of QuidelOrtho’s management as of the date of this report and are subject to significant known and unknown risks and uncertainties. Actual results or outcomes may differ significantly from those set forth or implied in the forward-looking statements. The following factors, among others, could cause actual results to differ from those set forth or implied in the forward-looking statements: fluctuations in demand for QuidelOrtho’s non-respiratory and respiratory products; supply chain, production, logistics, distribution and labor disruptions and challenges; the challenges and costs of integrating, restructuring and achieving anticipated synergies as a result of the business combination of Quidel and Ortho; and other macroeconomic, geopolitical, market, business, competitive and/or regulatory factors affecting the business of QuidelOrtho generally, including those discussed in QuidelOrtho’s Annual Report on Form 10-K for the fiscal year ended December 29, 2024, and subsequent reports filed with the SEC, including under Part I, Item 1A, “Risk Factors” of the Form 10-K. You should not rely on forward-looking statements as predictions of future events because these statements are based on assumptions that may not come true and are speculative by their nature. All forward-looking statements are based on information currently available to QuidelOrtho and speak only as of the date of this report. QuidelOrtho undertakes no obligation to update any of the forward-looking information or time-sensitive information included in this sustainability report, whether as a result of new information, future events, changed expectations or otherwise, except as required by law.

QuidelOrtho™

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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