

MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS OF
QIAGEN N.V. ("QIAGEN" or the "Company")
HELD ON JUNE 24, 2026
VENLO, THE NETHERLANDS

1. Opening

Mr. Stephen H. Rusckowski, the Chair of QIAGEN's Supervisory Board (the "**Supervisory Board**"), opened the Annual General Meeting of Shareholders (the "**Annual General Meeting**") and welcomed all attendees.

The Chair introduced himself and the other members of the Supervisory Board (the "**Supervisory Directors**") that were physically or virtually present, being Bert van Meurs, Eva van Pelt, Eva Pisa, Mark Stevenson and Elizabeth Tallett.

The Chair then introduced QIAGEN's Managing Board members (the "**Managing Board**" and the members, the "**Managing Directors**") Thierry Bernard, CEO, and Roland Sackers, CFO. The Chair also introduced Mr. Casper Nagtegaal, Partner with De Brauw Blackstone Westbroek N.V. and Mr. Nout van Es from EY Accountants B.V.

The Chair informed the meeting that a live webcast had been made available via internet in listen-only mode. He also explained that for the purpose of determining the final voting results, all shareholders present or represented at the beginning of the meeting were deemed to be present or represented during the entire meeting.

The Chair indicated that the official language of the meeting was English, and that Mr. Casper Nagtegaal would act as secretary of the meeting. He formally appointed Mr. Casper Nagtegaal as such and mentioned that any questions in Dutch would be translated by Mr. Casper Nagtegaal along with the answers.

The Chair informed the meeting that on May 27, 2026, the record date for the determination of shareholders entitled to vote, the total number of shares with voting rights amounted to 206,250,011. The Chair further mentioned that according to the attendance list, the holders of 165,431,591 ordinary shares in the share capital of QIAGEN were present or represented at the meeting, who in total were able to cast the same number of votes. The Chair noted that this represented more than fifty percent of the issued share capital of QIAGEN.

With this explanation, the Chair concluded the opening of the meeting and moved on to item 2 on the agenda.

2. Managing Board Report for the year ended December 31, 2025 (discussion item)

The Chair noted that the second item on the agenda involved the report of the Managing Board for the Calendar Year 2025 (the "**Managing Board Report**", and such calendar year, the "**Calendar Year 2025**"), as included in the Company's annual report (the "**Annual Report**") and which has been made available at www.qiagen.com. He indicated that certain highlights of the report would be presented by the Managing Board and gave the floor to Thierry Bernard, who gave a presentation on QIAGEN's progress in 2025. After that, Roland Sackers gave a presentation on the Company's financial performance.

The Chair thanked Thierry Bernard and Roland Sackers for their presentations. The Chair moved on to the questions and explained that shareholders were now invited to ask any questions they may have about all agenda items.

The Chair handed the word to Mr. A. Massek of the SdK, the *Schutzgemeinschaft der Kapitalanleger e.V.* Mr. A. Massek asked the following questions: (i) why was this Annual General Meeting scheduled at 09:00 CET, (ii) whether it could be confirmed that the remuneration report had been audited by QIAGEN's statutory auditor, (iii) why the amount of the proposed dividend does not follow SdK's policy of distributing forty to sixty percent of net income and which criteria were used to calculate the amount of the proposed dividend, (iv) what criteria were used to set the maximum repayment amount under the synthetic share buyback at USD 200 million, when the synthetic share buyback will be implemented and what amount will be returned to shareholders in that manner, (v) what the Company's plan is to acquire shares in its own capital under the proposed repurchase authorization, (vi) what the background is of the proposals to authorize the Company's supervisory board to issue shares and rights to subscribe for shares and to limit or exclude pre-emptive rights in connection with such issuances, (vii) whether there are any discussions or negotiations ongoing in respect of the acquisition of QIAGEN, and (viii) how many shareholders are attending the Annual General Meeting online. Mr. A. Massek further stated that the SdK rejects the appointments of EY Accountants B.V., as further set out in agenda items 14 and 15, in light of the Wirecard case.

The Chair thanked Mr. A. Massek for his questions. He responded in respect of the first question by stating that it has been the Company's practice to hold annual general meetings in the mornings (CET). In response to the second question, Roland Sackers confirmed that the remuneration report was audited by QIAGEN's statutory auditor. Roland Sackers continued by addressing the third question, by stating that while the Company acknowledges SdK's policy, QIAGEN is still seen by investors as a growth company. He reiterated that QIAGEN started paying out dividends for the first time last year and that this year's proposal is substantially higher than the dividend paid last year. He further confirmed that QIAGEN is reviewing its allocation of capital every year and that QIAGEN is already moving more towards what SdK has set out in its policy. In addition, in respect of Mr. A. Massek's questions on capital allocation, Roland Sackers explained that the wider capital allocation policy of QIAGEN hasn't changed: first, organic growth is the most important growth of the Company and therefore the Company remains committed to invest in R&D and other opportunities within the Company; second, the Company remains committed to invest in inorganic growth if opportunities arise that create value for QIAGEN's stakeholders; and third, the Company remains committed to efficient capital allocation where return of capital to shareholders has increased over the past years where cash flow has evolved. In respect of the fourth, fifth and sixth question, Roland Sackers pointed out that he cannot speak on behalf of the boards of the Company, but that there are ongoing discussions on the amounts and moments of implementation of such transactions. The Chair answered the seventh question by stating that no comments are made in respect of rumours or speculations about the Company but that the Company is continuously evaluating strategic options. Roland Sackers responded to the eighth question, by stating that it is unknown how many shareholders are participated online but that votes were cast on more than 80% of the shares, which is considered to be at the upper limit of what can realistically be achieved in the German or broader European market. In respect of the comment made by Mr. A. Massek regarding EY Accountants B.V., Roland Sackers noted that QIAGEN is a Dutch company and not a German company and that a very large majority of the shareholders of QIAGEN voted in favour of the appointment of EY Accountants B.V. during last year's annual general meeting.

The Chair asked if there were additional questions and noted that there were none. The Chair concluded agenda item 2 and moved on to item 3 on the agenda.

3. Supervisory Board Report on the Company's Annual Accounts (the "Annual Accounts") for 2025 (discussion item)

The Chair noted that agenda item 3 also concerned a non-voting item, on the report of the Supervisory Board on the Annual Accounts (the "**Supervisory Board Report**"). He noted that the Supervisory Board Report has been made available at www.qiagen.com. The Chair subsequently concluded the agenda item.

4. Main items of corporate governance structure and compliance with the Dutch Corporate Governance Code (*discussion item*)

The Chair continued with agenda item 4, a non-voting item concerning the main items of QIAGEN's corporate governance structure and compliance with the Dutch Corporate Governance Code. He noted that, as a Dutch listed company, QIAGEN is subject to the Dutch Corporate Governance Code. The Chair stated that QIAGEN complies with nearly all of the best practice provisions of the Code; however, there are some minor deviations caused, for example, by QIAGEN's legal requirements in other jurisdictions, as well as by industry standards. He referred shareholders to the corporate governance sections of the Annual Report. The Chair subsequently concluded the agenda item.

5. Adoption of the Annual Accounts for 2025 (*voting item*)

The Chair continued with agenda item 5, the adoption of the Annual Accounts for 2025. The Chair stressed that if there are any questions regarding the Annual Accounts, these questions can be raised to Mr. van Es, the Company's auditor from EY. After it was concluded that there were no questions, the Chair opened the vote on this agenda item. After allowing shareholders to vote, the Chair recorded that the proposal to adopt the Annual Accounts for 2025 had been adopted and proceeded with the next item on the agenda.

6. Advisory Vote on the Remuneration Report 2025 (*advisory voting item*)

The Chair continued with agenda item 6, concerning an advisory vote on the Company's remuneration report for 2025. He explained that the remuneration report reflects the remuneration policies approved by QIAGEN's shareholders. After allowing shareholders to vote, the Chair recorded that a positive advisory vote on the remuneration report for 2025 was cast, and concluded the agenda item.

7. Dividend policy (*discussion item*)

The Chair continued with agenda item 7, a non-voting item concerning QIAGEN's policy to pay dividends. He noted that QIAGEN introduced an annual dividend after the Annual General Meeting in June 2025 and stated that no amendments were made to QIAGEN's dividend policy since. The Chair subsequently concluded the agenda item.

8. Adoption of the dividend for 2026 (*voting item*)

The Chair continued with agenda item 8, concerning the vote on the proposal to adopt the dividend for 2026. The dividend proposal consists of a payment of USD 0.35 per ordinary share as further set out in the proxy statement for this Annual General Meeting. After allowing shareholders to vote, he recorded that the proposal had been adopted and concluded the agenda item.

9. Discharge from liability of the Managing Directors for the performance of their duties during 2025 (*voting item*)

The Chair continued with the next agenda item involving the proposal to discharge the Managing Directors from liability for the performance of their duties during 2025. After allowing shareholders to vote, he recorded that the proposal had been adopted and concluded the agenda item.

10. Discharge from liability of the Supervisory Directors for the performance of their duties during 2025 (*voting item*)

The Chair continued with the next item on the agenda, concerning the proposal to discharge the Supervisory Directors from liability for the performance of their duties during 2025. After allowing shareholders to vote, the Chair recorded that the proposal had been adopted, concluded the agenda item and moved on to agenda item 11.

11. Appointment or reappointment of the following Supervisory Directors of the Company for a term running up to and including the date of the Annual General Meeting in 2027 (voting items):

- a. Dr. Toralf Haag;
- b. Mr. Bert van Meurs;
- c. Mr. Robert McMahon;
- d. Ms. Eva van Pelt;
- e. Dr. Eva Pisa;
- f. Mr. Stephen H. Rusckowski;
- g. Mr. Mark P. Stevenson; and
- h. Ms. Elizabeth E. Tallett.

The Chair continued with agenda items 11.a. through 11.h., concerning the appointment or reappointment of eight members of the Supervisory Board, for a one-year term beginning on the date following the date of this Annual General Meeting up to and including the date of the Annual General Meeting in 2027. He pointed out that the joint meeting of the Supervisory Board and Managing Board had unanimously adopted a resolution to make a binding nomination for the appointment and reappointment of the individuals proposed during today's Annual General Meeting.

The Chair noted that these nominations are made in the context of significant renewal of the Supervisory Board over the past five years. Following the Annual General Meeting, seven of the eight Supervisory Board members will have joined since 2021. The Chair explained that this level of renewal reflects a deliberate effort to refresh and strengthen the Supervisory Board to complement its already strong profile, combining fresh perspectives, deep expertise and proven relevant leadership among recently appointed members with the continuity and institutional knowledge of longer-tenured members to support QIAGEN's future development.

The Chair noted that Prof. Dr. Ross L. Levine stepped down from the Supervisory Board in January 2026 after taking on a new role as Chief Scientific Officer at Memorial Sloan Kettering Cancer Center. The Chair took the opportunity to thank Prof. Dr. Ross L. Levine for his tremendous contributions to QIAGEN during his tenure, and noted that he continues to chair the Scientific Advisory Board. The Chair introduced Mr. Mark P. Stevenson, who joined the Supervisory Board in January 2026 following Prof. Dr. Levine's departure, with over 30 years of experience in life science technology companies, most recently at Thermo Fisher Scientific. The Chair further introduced Mr. Robert McMahon as a new nominee for the Supervisory Board, noting his deep finance and healthcare experience at West Pharmaceutical Services, Agilent Technologies, Hologic and Johnson & Johnson.

The Chair also took a moment to acknowledge Dr. Metin Colpan, who concluded his formal service on the Supervisory Board at this Annual General Meeting and did not stand for re-election. As co-founder and QIAGEN's first Chief Executive Officer, Dr. Colpan was instrumental in building QIAGEN from the ground up and defining its scientific foundation. The Chair noted that naming Dr. Colpan as Honorary Chairman is a fitting recognition of his extraordinary contribution.

As the voting item under agenda item 11 also relates to the Chair's own reappointment, the Chair asked Dr. Eva Pisa to chair the voting with respect to his own reappointment.

After allowing shareholders to vote, the Chair recorded that agenda items 11.a., 11.b., 11.c., 11.d., 11.e., 11.g. and 11.h. had been adopted. The Chair congratulated his colleagues on their appointments and reappointments.

Dr. Eva Pisa then chaired the voting on agenda item 11.f., being the proposed reappointment of Mr. Stephen H. Rusckowski. After allowing shareholders to vote, Dr. Eva Pisa recorded that agenda item 11.f. had been adopted and congratulated the Chair on his reappointment. On behalf of the entire Supervisory Board, the Chair thanked the shareholders for their trust and confidence and concluded the agenda item.

- 12. Reappointment of the following two Managing Directors for a term running up to and including the date of the Annual General Meeting in 2027 (voting items):**
 - a. Mr. Thierry Bernard; and**
 - b. Mr. Roland Sackers.**

The Chair continued with agenda items 12.a. and 12.b., concerning the reappointment of the Company's two Managing Directors, Thierry Bernard and Roland Sackers, for a term beginning on the date following the date of the Annual General Meeting, up to and including the date of the Annual General Meeting in 2027. The Chair noted that Mr. Thierry Bernard will step down as CEO after the appointment of a successor. After allowing shareholders to vote, the Chair recorded that agenda items 12.a. and 12.b. had each been adopted. He congratulated Thierry Bernard and Roland Sackers on their reappointment as Managing Directors and concluded the agenda item.

- 13. Adoption of an amendment of the Managing Board Remuneration Policy (voting item)**

The Chair noted that agenda item 13 concerned an updated remuneration policy for the Managing Board. The Chair noted that the full details of the updated remuneration policy are available on www.qiagen.com. After allowing shareholders to vote, the Chair recorded that agenda item 13 had been adopted, concluded the agenda item and moved on to the next agenda item.

- 14. Reappointment of EY Accountants B.V. as auditor of the Company for the year ending December 31, 2026 (voting item)**

The Chair continued with agenda item 14, concerning the proposal to reappoint EY Accountants B.V. as auditor of the financial statements of the Company for the year ending December 31, 2026. After allowing shareholders to vote, the Chair recorded that the proposal had been adopted and concluded the agenda item.

- 15. Reappointment of EY Accountants B.V. as assurance provider for the year ending December 31, 2026 (voting item)**

The Chair continued with agenda item 15, concerning the proposal to reappoint EY Accountants B.V. as the Company's assurance provider for the year ending December 31, 2026. The Chair explained that this proposal is required by the European Corporate Sustainability Reporting Directive, which requires companies to appoint an external auditor to carry out a limited assurance review of their sustainability reporting. After allowing shareholders to vote, the Chair recorded that the proposal had been adopted, concluded the agenda item and moved on to the next agenda item.

- 16. Authorization of the Supervisory Board, until December 24, 2027, to (voting items):**
 - a. issue a number of ordinary shares and financing preference shares and grant rights to subscribe for such shares, the aggregate par value of which shall be equal to the aggregate par value of ten percent (10%) of the shares issued and outstanding in the capital of the Company as at December 31, 2025 as included in the Annual Accounts for 2025; and**
 - b. restrict or exclude the pre-emptive rights with respect to issuing ordinary shares or granting subscription rights, the aggregate par value of such shares or subscription rights**

shall be up to a maximum of ten percent (10%) of the aggregate par value of all shares issued and outstanding in the capital of the Company as at December 31, 2025.

The Chair indicated that the two items covered by this agenda item concern the proposals to renew the current authorization of the Supervisory Board to issue shares, grant rights to subscribe for shares and restrict or exclude pre-emptive rights. The Chair explained that agenda item 16.a. concerned the authorization of the Supervisory Board, until December 24, 2027, to issue a number of ordinary shares and financing preference shares and grant rights to subscribe for shares. The 10% authorization reflects the Company's decision to reduce the requested level in line with current Dutch corporate governance. This represents a change from previous Annual General Meetings, where shareholders approved authorizations for up to 50% of the Company's issued and outstanding share capital. He further explained that agenda item 16.b. concerned the authorization of the Supervisory Board, until December 24, 2027, to restrict or exclude pre-emptive rights with respect to issuing ordinary shares or granting subscription rights. Subsequently, and after allowing shareholders to vote, the Chair recorded that the proposals under agenda items 16.a. and 16.b. had been adopted.

17. Authorization of the Managing Board, until December 24, 2027, to acquire shares in the Company's own share capital (voting item)

The Chair continued with agenda item 17 and explained that this agenda item concerned the proposal to renew the current authorization of the Managing Board to acquire shares in the Company's share capital for a period of 18 months until December 24, 2027. After allowing shareholders to vote, he then recorded that this agenda item had been adopted.

18. Discretionary rights for the Managing Board to implement a capital repayment by means of a synthetic share repurchase (voting item):

- a. Proposal to amend the Company's Articles of Association in accordance with the draft deed of amendment to the Company's Articles of Association (Part I) to, amongst other things, increase the par value per ordinary share in the share capital of the Company by an amount to be determined by the Managing Board of the Company;
- b. Proposal to amend the Company's Articles of Association in accordance with the draft deed of amendment of the Company's Articles of Association (Part II) to, amongst other things, consolidate the ordinary shares at a consolidation ratio to be determined by the Managing Board, subject to the approval of the Supervisory Board (the reverse stock split);
- c. Proposal to amend the Company's Articles of Association in accordance with the draft deed of amendment of the Company's Articles of Association (Part III) to decrease the par value per ordinary share to an amount of EUR 0.01 and to repay to the shareholders an amount to be determined by the Managing Board, subject to the approval of the Supervisory Board, which amount will at maximum be USD 200 million in the aggregate; and
- d. Proposal to authorize each member of the Managing Board of the Company and each lawyer, (candidate) civil law notary and paralegal working at De Brauw Blackstone Westbroek N.V. to execute the three deeds of amendment of the Company's Articles of Association (Part I, II and III).

The Chair stated that this agenda item concerned a proposal to grant full discretionary rights to the Managing Board, subject to approval of the Supervisory Board, to implement a capital repayment of up to USD 200 million to the shareholders of QIAGEN by means of a so-called synthetic share repurchase, through the same procedure as implemented in the past. After allowing shareholders to vote, the Chair recorded that agenda item 18 had been adopted.

19. Cancellation of whole and/or fractional ordinary shares held by the Company (*voting item*)

The Chair noted that this voting item involved a proposal to cancel whole ordinary shares and fractional ordinary shares held in treasury, as further set out in the meeting materials. After allowing shareholders to vote, the Chair recorded that agenda item 19 had been adopted and concluded this agenda item.

20. Closing

The Chair proceeded with the closing of the meeting. On behalf of the Supervisory Board, he thanked all of QIAGEN's employees worldwide for their contributions to the Company's success and emphasized that his colleagues in the Supervisory Board and he have great confidence in QIAGEN's future growth prospects and the impact QIAGEN can have on achieving its vision of making improvements in life possible. He also thanked all those attending the Annual General Meeting for their attendance and support of QIAGEN. The Chair then closed the meeting.