

QIAGEN NV
ANNUAL MEETING OF SHAREHOLDERS
22ND JUNE 2023
QUESTIONS FROM DWS INVESTMENT GMBH

Dear Mr Lawrence Rosen,
Dear members of the Board,

DWS Investment GmbH (DWS) is one of the largest asset managers in Europe. As a responsible investor in Qiagen NV, it is part of our fiduciary duty to express our expectations in the best interest of our clients. Our commitment to environmental, social and governance practices (ESG) is a crucial element of our responsibilities and forms an integral part of our investment process.

Ahead of your 2023 annual general meeting of shareholders (AGM), we would like to share our questions with you. We would greatly appreciate your answers in written form. Please note that we will also share our questions on our website (www.dws.com) on the day of your AGM. Thank you for your consideration.

Independence of the Audit & Remuneration Committee

Qualified, experienced and independent directors are essential for competent and efficient decision making processes at committee level. Having a majority of independent members serving on the board's committees as well as independent committee chairpersons are important for us to ensure challenging discussions.

We appreciate the contribution of Mr. Lawrence Rosen and Ms. Elizabeth Tallett to the Company, however, as their tenure on the Board extends beyond 10 years, it contradicts our Corporate Governance and Proxy Voting Policy with respect to Independence on Audit and Remuneration Committee.

As a result, independence percentage of the Audit & Remuneration Committee would fall to 33% and 50%, respectively. Also, the chairperson of the Remuneration Committee viz., Ms. Elizabeth Tallett is not considered independent by our Policy.

Our Corporate Governance and Proxy Voting Policy requires that audit & remuneration committee must have majority of independent directors and also an independent chairperson.

QUESTION 1: Will you consider increasing the independence percentage of both Audit and Remuneration Committee to majority in the near future?

QUESTION 2: Will you consider appointing an independent director as the Chairperson of the Remuneration Committee?

Gender Diversity

We expect our Investee Companies to incorporate gender diversity into their composition and refreshment processes and to adhere to national best practice stipulations on gender representation. We require boards to have at least 40% women directors at board level. We expect boards to enhance their diversity by taking intentional actions to expand the pool of women and minority candidates, including reaching out to a broader set of professional networks and considering candidates with a variety of skills, racial/ethnic backgrounds, and experiences.

QUESTION 3: Would you consider increasing the gender diversity within the Board to 40% in the near future?

Energy Consumption

Corporations and investors have a key role to play towards the need for emissions to be reduced in the mutual goal of coping with the impacts of global warming. In this regard, we support the Climate Action 100+ and the Net Zero Asset Managers initiatives with the aim to enhance the governance of climate change risk and opportunities, to curb emissions and to strengthen climate-related financial disclosures.

We note that your climate targets have been validated by Science Based Targets Initiative (SBTi). However, on the energy consumption front, majority of your energy consumption needs are sourced from fossils fuels.

QUESTION 4: Would you consider setting and disclosing ambitious targets for sourcing 100% energy from renewable sources?

Separate Resolution for each Directors' discharge

Seeking discharge approval through a resolution on a block basis takes away the opportunity from shareholders to consider each director's performance individually and take an informed decision. Further, concern against any one director results in a negative vote for the entire board, due to absence of separate proposals. Our Corporate Governance and Proxy Voting Policy does not support proposal where discharge of directors are carried out on a block basis and the qualification or suitability of at least one of the candidates is called into question.

QUESTION 5: Will you consider proposing separate resolutions for each directors' re-election & discharge at the subsequent AGMs?

To conclude, we would like to thank all members of the Board and all the employees of Qiagen NV on their commitment and dedication.

Thank you in advance for your answers.