

PROFILE OF THE QIAGEN N.V. SUPERVISORY BOARD'S SCOPE AND COMPOSITION

Taking into account the nature of QIAGEN's business and its activities, the Supervisory Board's scope and composition (and division of duties) is as follows.

The Supervisory Board shall consist of at least three members. Currently the Supervisory Board consists of eight members.

Members of the Supervisory Board are selected and recommended according to the following competency categories:

Strategic Competencies

CEO experience	Experience in the enterprise-wide management of a company.
Capital markets	Knowledge of the impact of business development on capital markets, including mechanisms of capital market communication and investor relations.
M&A	Experience in M&A transaction origination, execution and closing.
Sustainability / ESG	Experience in the planning, management, implementation and control of sustainability / ESG programs to create long-term, sustainable value.
Digitalization & AI	Experience in the digital transformation of a platform business, including AI-enablement.
European experience	Professional and/or personal experience, or overall responsibility for managing a company with a significant share of its business in Europe.
US experience	Professional and/or personal experience, or overall responsibility for managing a company with a significant share of its business in the US.
Asia experience	Professional and/or personal experience, or overall responsibility for managing a company with a significant share of its business in Asia.

Domain Competencies

Life Science markets	Knowledge of market dynamics and competitive landscape in life sciences.
Diagnostic markets	Knowledge of market dynamics and competitive landscape in (molecular) diagnostics.

Functional Competencies

Financial Management & Oversight	Experience in the application of accounting principles, internal control systems and auditing, including sustainability reporting.
Risk Management	Experience in the oversight of organizational risks (financial and non-financial risks), ensuring effective risk management systems.
Human Capital	Experience in the development and implementation of human capital strategies (including compensation), talent management functions and similar projects.
Manufacturing & Supply Chain	Experience in the oversight of large-scale production processes, operational efficiency, and end-to-end sourcing and logistics, ensuring resilience and efficiency amid geopolitical dynamics.
IT (including cyber)	Experience in the design of effective IT landscapes to safeguard data, systems, and reputation against evolving cyber threats.
Regulatory	Experience in the management of regulatory approval processes and collaboration with (partially) state-owned entities.
Legal & Compliance	Experience in overseeing operations, products, and business practices to ensure strict adherence to all relevant laws, regulations, and ethical standards.
Sales & Marketing	Experience in commercial operations with a relation to QIAGEN's key customer

	markets (molecular diagnostics and / or life sciences).
Academic Research	Experience in conducting scientific studies in universities/research institutions to advance knowledge in QIAGEN's key customer markets (molecular diagnostics and / or life sciences).
Industrial Research & Development	Experience in creating and improving products and technologies for commercial use in QIAGEN's key customer markets.

Governance

Independence	Independence according to the NYSE Exchange rules and the principles of the updated Dutch Corporate Governance Code (2025).
Experience in listed Boards	Experience in the overall supervision of an independent, listed company.
Capacity	Sufficient capacity in accordance with code requirements and institutional investor expectations.

The composition of the Supervisory Board shall be such that each member fulfills at least one competency criterion. Further, the Supervisory Board strives for a diverse composition in terms of other factors such as age and gender as set forth in the Company's Diversity Policy.

Presently all members of the Supervisory Board fulfill the independence criteria of the Dutch Corporate Governance Code.

Supervisory Board Committees

The Supervisory Board has established an Audit Committee, a Compensation and Human Resources Committee and a Nomination and Governance Committee that are comprised of the following members:

Name	Audit Committee	Compensation & HR Committee	Nomination & Governance Committee
Stephen Rusckowski (Chair)	•	•	• (Chair)
Eva Pisa		• (Chair)	
Robert McMahon			
Dr. Toralf Haag	• (Chair)		
Elizabeth A. Tallett	•	•	•
Eva van Pelt	•		
Bert van Meurs			•
Mark Stevenson		•	•