

Requirements profile for the Management Board of q.beyond AG

Together with the Management Board, the Supervisory Board ensures that there is long-term succession planning. Since the beginning of 2020, the Management Board of q.beyond AG has comprised just one individual and is not due to be expanded in the foreseeable future. In identifying potential candidates for any positions becoming vacant on the Management Board, basic eligibility criteria are specialist qualifications, management qualities, previous achievements and skills acquired, as well as in-depth knowledge of the Company. On this basis, the Supervisory Board of q.beyond AG has adopted the following requirements profile for the composition of the Management Board:

- (1) The Management Board member should have the knowledge, skills and professional expertise necessary to properly perform his or her duties.
- (2) It should therefore be ensured that the Management Board member has the following skills and experience:
 - The Management Board member should be familiar with the business fields of Cloud, SAP and the Internet of Things, and here in particular with the market environment, customer needs (especially at small and medium-sized enterprises) and the market segment in which q.beyond AG operates.
 - The member should have knowledge of the capital market and financing.
 - The member should have specialist knowledge of accounting or auditing.
 - The member should have a track record of management experience at a small or medium-sized enterprise.
- (3) In respect of the share of women on the Management Board, the Supervisory Board has set targets and deadlines by which these should be met pursuant to § 111 (5) of the German Stock Corporation Act (AktG), to which reference is hereby made.
- (4) As a general rule, only persons who are younger than 65 should be members of the Management Board. The age of the Management Board member should therefore be taken into account when determining the length of appointment.

The Supervisory Board bases its decision as to which person should be selected to hold the Management Board position on the Company's best interests and takes due account of all circumstances pertaining to the individual case. At present, the Management Board of q.beyond AG comprises one member who is suitably qualified in respect of all specialist skills and personal qualities. The Supervisory Board therefore believes that the criteria set out in the requirements profile have been satisfied.