

Remuneration system for members of the Supervisory Board of q.beyond AG

The remuneration of the members of the Supervisory Board is set out in Article 15a of the Articles of Association of q.beyond AG. Accordingly, the members of the Supervisory Board receive a fixed remuneration, the amount of which is determined by the work performed on the Supervisory Board or its committees.

The expenses incurred by the members of the Supervisory Board in the exercise of their office are reimbursed by the Company. In addition, any value added tax payable on the remuneration as a Supervisory Board member or on the reimbursement of expenses is also reimbursed by the Company.

The task of the Supervisory Board is to advise the Management Board and to monitor the Management Board's management activities. The members of the Supervisory Board receive appropriate remuneration, the structure and amount of which take into account the requirements and responsibilities of the office as well as the time commitment. In particular, the higher time commitment of the Chairman of the Supervisory Board, the Deputy Chairman of the Supervisory Board and the chairmen and members of committees, with the exception of the Nomination Committee, is taken into account appropriately. This ensures that the Company is able to recruit highly qualified candidates for the Supervisory Board. The exclusive granting of a non-performance-related fixed remuneration enables the Supervisory Board to perform its duties neutrally and objectively in the interest of the Company. In addition, this complies with the suggestion of the German Corporate Governance Code. Overall, the remuneration system for the Supervisory Board contributes to the promotion of the business strategy and the long-term development of the Company.

Pursuant to Section 113 (3) Sentence 1 AktG, the remuneration of the members of the Supervisory Board shall be reviewed at least every four years and a resolution of the Annual General Meeting on the remuneration shall be brought about, whereby a confirming resolution is also possible pursuant to Section 113 (3) Sentence 2 Half-sentence 1 AktG. During the review, a comparison is regularly made with other listed companies of comparable size. If necessary, an external remuneration consultant who is independent of the Management Board and the Supervisory Board can assist in this process. The regulations applicable to the handling of conflicts of interest are also observed in the procedure for setting and reviewing the remuneration system. The Supervisory Board, supported by the HR Committee, and the Management Board jointly submit proposals for adjusting or confirming the remuneration of the members of the Supervisory Board.