
DIVERSITY CONCEPT FOR THE MANAGEMENT BOARD OF QSC AG

The Supervisory Board cooperates with the Management Board to ensure long-term succession planning. Basic eligibility criteria in the search for candidates for Management Board positions include specialist qualifications for the position to be occupied, management qualities, achievements and skills acquired to date and knowledge of the Company. Assuming these criteria are met, the Supervisory Board of QSC AG hereby adopts the following diversity concept for the composition of the Management Board:

- (1) Members of the Management Board should cumulatively have the expertise, skills and specialist experience needed to perform their duties correctly.
- (2) It should therefore be ensured that the following expertise and experience is provided by Management Board members:
 - All Management Board members should be familiar with the cloud, IT and telecommunications business, and in particular with the respective market environment, as well as with the individual business fields, customer needs (especially at medium-sized companies), and the market segment in which QSC AG operates.
 - Individual members at least should have expert knowledge of the capital market and financing.
 - The Management Board member responsible for the finance division should have expert knowledge in the field of accounting or auditing.
 - Individual members at least should have experience in managing a medium-sized company.
- (3) In the search for suitably qualified candidates for the Management Board, due account should also be taken of diversity considerations. The extent to which the Management Board activities benefit from different, mutually complementary specialist profiles, professional and life experience and suitable representation of both genders should also be appraised.
- (4) With regard to the female share of Management Board members, the Supervisory Board has determined the target shares and deadlines pursuant to § 111 (5) of the German Stock Corporation Act (AktG), to which due reference is made.
- (5) As a general rule, Management Board members should not be older than 65. Due account should therefore be taken of the age of Management Board members when setting their term of appointment.

The Supervisory Board bases the selection of a candidate for a specific Management Board position on the Company's best interests and having duly appraised all circumstances relevant to the individual case. The Management Board of QSC AG currently comprises two members with specialist and personal qualifications in different areas. The Supervisory Board believes that the requirements of the diversity concept are already satisfied.