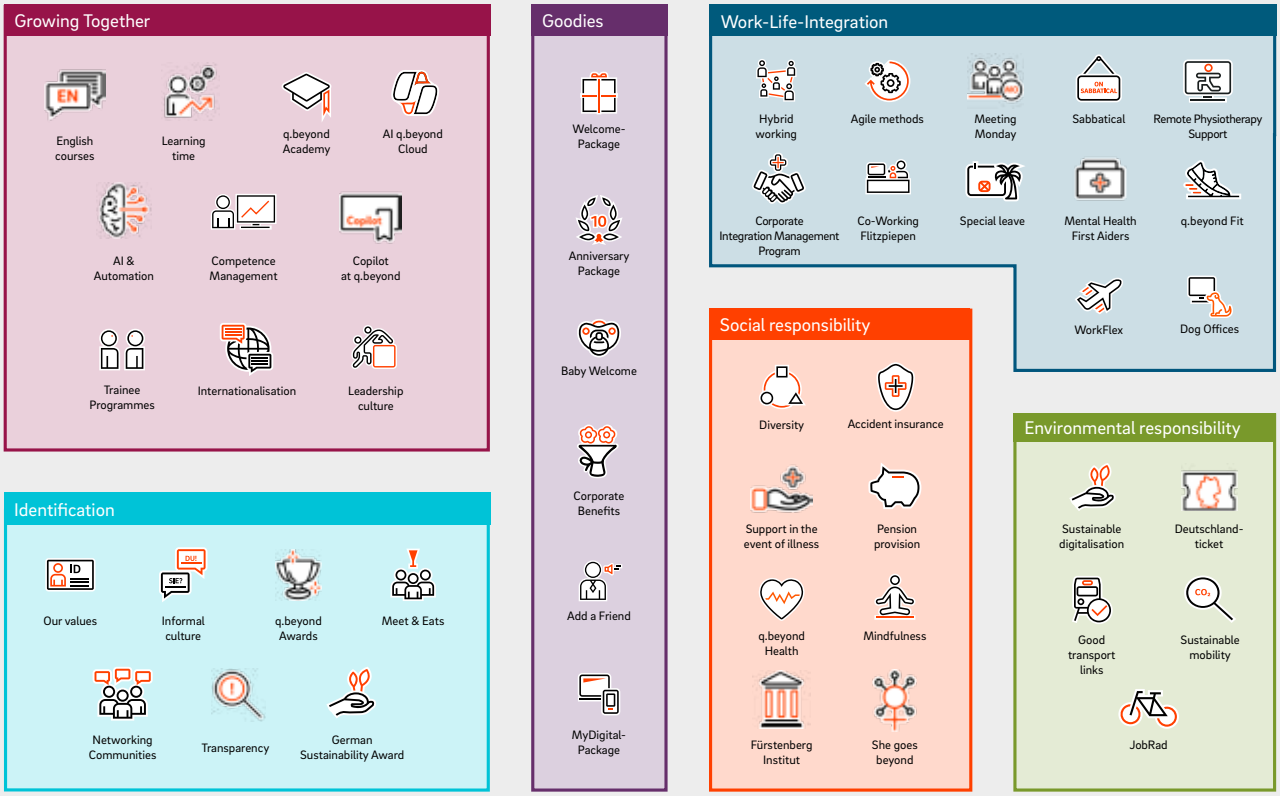

q.beyond
expect the next
beyond
Benefits
q.beyond benefits at a glance.
www.qbeyond.de



Welcome to q.beyond!

Come in, feel well and stay – We provide an ideal environment.

At q.beyond, we don't just work together – we collaborate to create an environment where everyone can flourish, contribute and feel at home. Our benefits reflect this perfectly: they are designed to give you the freedom to fulfil your potential, connect with your colleagues, and actively drive your professional and personal development.

Our corporate values form the foundation of our collaboration. These values are **reliability**, meaning taking agreements seriously and handling them transparently; **team spirit**, meaning bringing together our strengths beyond departmental boundaries; **pragmatism**, meaning seeking the simplest and most sensible way to achieve our goals; and, of course, **customer focus**, meaning guiding our actions both - internally and externally.

Building on this foundation, we are developing a unique culture at q.beyond:

- A culture of diversity, where everyone has their place and their voice.
- A culture of learning from mistakes, focusing not on blame but on learning.
- A culture of trust that fosters closeness, even across national borders.
- A culture of open discussion, where constructive feedback, transparency, and a solution-oriented approach are central.

Experience beyond benefits:

Our benefits package offers more than just traditional perks. We focus on providing real added value, including working as equals, new-work approaches, autonomy, a wide range of training and coaching opportunities to develop your skills, tools and mindset, healthcare provision, social responsibility, equal opportunities, modern technologies, and many other attractive corporate benefits. All of these things together create an environment where you can develop, contribute and simply be yourself every day.

We're delighted to have you on board!

Rüdiger Döhring
Head of People & Culture



Identification

Our values
Your daily guide. Reliability, team spirit, pragmatism and customer focus are the values that shape our identity, energise us, guide us and motivate us. This is how we ensure our long-term success! These values form the foundation of our corporate culture, defining who we are and enabling you to act directly within q.beyond and with our customers.

Informal culture
Everyone here is on first-name terms, from trainees to the board. This allows us to respond quickly and pragmatically to our clients' needs. We engage in dialogue as equals because your opinion matters, whether you're an intern or a manager.

Transparency
Open communication and collaboration tools enable us to stay up to date and connected at all times. Transparency and documentation are extremely important to us in remote working. This is the only way we can ensure that everyone receives all the necessary information and doesn't miss out simply because they weren't at the coffee machine yesterday.

Networking Communities
There's a huge range of options, whether you're joining us online or in person. Take part in our extensive learning opportunities, Meet & Eat events, location-based marathons, and numerous themed networks, such as our women's network, ‚She Goes Beyond', and much more. Stay connected with your community to learn, hare and laugh together.

Meet & Eats
Beeing together and connecting with one another is the motto of our summer event series. Once a month, we meet at our locations for a culinary get-together. Look forward to shared enjoyment, good conversation, fresh ideas, and a sense of togetherness that strengthens our team spirit. Drop by, have a chat and enjoy a break that brings us closer together!

q.beyond Awards
Once a year at the q.beyond Awards, we honour colleagues who embody our values in a unique way. The awards recognise those who make our shared success possible through exceptional customer focus, pragmatic solutions, reliability, and team spirit. The q.beyond Awards recognise not only outstanding achievements, but also demonstrate what unites and drives us as a team. Together, we celebrate those whose commitment makes all the difference.

German Sustainability Award
q.beyond AG has received Germany's most prestigious award for sustainable business practices: the German Sustainability Award for Companies. This places us among the 100 pioneers of the sustainable transformation of a future-proof economy. We are very proud of this achievement.

‘A sense of belonging grows when culture becomes tangible, through genuine team spirit, transparent collaboration, and an approach that fosters diversity, learning, and mutual respect.‘



Work-Life-Integration

1

Hybrid working

Flexible, connected, self-directed: at q.beyond, we offer a working model that suits your lifestyle. For us, hybrid working means having the freedom to work from home with focus, while also enjoying the benefits of face-to-face interactions in the office. This brings together the best of both worlds: greater focus, more interaction and greater flexibility. Whether it's remote work, team days, or on-site creative workshops: How collaboration works best for you is up to you. Hybrid working creates space for individual workflows, strengthens our team spirit, and enables a working environment that reflects our dynamic nature.

Agile methods

Goodbye to rigid hierarchies! At q.beyond, you have the opportunity to utilise your strengths in your work every day. With self-organising teams and agile methods, we give you creative freedom and empower you to take ownership.

Meeting Monday

The perfect start to the week: Meeting Monday offers the perfect opportunity to nurture personal connections and get things off to a smooth start through direct interaction. Whether you're having one-to-one conversations, brainstorming or clarifying important details, face-to-face interactions make things happen much faster, more clearly and more creatively. At the same time, you get to know your team even better and boost team spirit for the whole week.

Mental Health First Aiders

Support that makes a difference: Sometimes we find ourselves in situations where it all becomes too much. This is exactly where our Mental Health First Aiders come in: colleagues who are specially trained to recognise and address stress, and to offer help – particularly during acute mental health crises. They listen, offer guidance, provide practical advice and help you access the right support services to regain stability. A strong team dedicated to the mental health of our colleagues.

Corporate Integration Management Program

Help when it's really needed: the number of days lost to work has been rising steadily for years – respiratory and mental health conditions in particular have caused absenteeism to increase by around 47 per cent in the last ten years alone. This makes it all the more important to show compassion and offer necessary support, especially in challenging times. This is exactly where our corporate integration management program (BEM) comes in. Our BEM coordinators do a fantastic job in this regard: they support employees who have been unable to work for more than 42 calendar days and help them find a way to reconcile their health situation with the demands of the workplace.

Special leave

Time for what really matters: some moments in life deserve more than just a passing glance. That's why we offer special leave, providing extra days off for significant events such as weddings or moving house – so you can focus fully on what matters most.

'For us, work-life integration means combining work and life in a smart way, rather than pitting them against each other.'



Work-Life-Integration

2

Sabbatical

Time for a fresh perspective. With a sabbatical, you have the opportunity to take a period of time off with financial security, ranging from one to three months. Whether you want to recharge your batteries on a long trip, develop your professional or personal skills, or simply unwind, you can tailor your time off to your needs. This enables you to create space for yourself without compromising your financial security.

WorkFlex

Flexible and modern. The option to temporarily work from abroad is an attractive benefit that reflects our modern and flexible working environment. It gives you the opportunity to balance work and your personal life even better, whether you want to gain new experiences, spend time with your family or simply enjoy a change of scenery. You can work from abroad for up to three months a year while remaining fully integrated into your day-to-day work.

Co-Working Flitzpiepen

Co-working with children: balancing work and family life. A specially designed office is available for all q.beyond employees who are also looking after their child. The room is equipped to make it easy to combine work and childcare, with space and facilities for both employees and their children. This creates an environment that makes everyday working life easier, allowing families to balance work and home life.

Dog Offices

At our Hamburg office, dogs are very welcome! Separate offices have been set up on the ground floor for colleagues with dogs. This ensures that colleagues and dogs can coexist harmoniously in the office!

Remote Physiotherapy Support

Stay healthy and active with our physiotherapy advice. With us, you have the opportunity to access the advice of highly qualified physiotherapists. Whether you're looking for ergonomic tips for your workplace, need targeted exercises for a specific issue or have general health and exercise questions, you'll receive professional, personalised support. This is how we promote your well – being and help you stay healthy, flexible and fit.

q.beyond Fit

With q.beyond Fit, you can enjoy exercise, motivation and a real sense of community. Every year, we organise exciting running events at our locations that you're welcome to join, either as part of a relay team or via our flexible online walking challenges. You also benefit from our Fitness First perk: with over 75 clubs and around 270,000 members, Fitness First is one of Germany's leading fitness and health providers, and q.beyond offers discounted membership in many cities. This means you can work on your fitness and health outside of team events too. It's the perfect blend of sport, fun and team spirit: you'll get fit, strengthen team bonds and share moments of success that will stay with you forever. Sport and fun at their best – and you're right in the thick of it!

'Time for yourself, space for your family and a pet-friendly environment, not to mention a comprehensive range of health services.'



Growing Together

1

q.beyond Academy

Learn. Grow. Shape the future. At the q.beyond Academy, we bring together the key elements of our professional development under one roof. It is at the heart of our learning culture and supports you in advancing your professional, methodological and personal development in a targeted manner. This includes, amongst other things, the development of modern trainee programmes, strategic training campaigns and forward-looking skills management. In this way, we lay the foundations for fostering individual strengths, building new skills and actively shaping the future of q.beyond together.

Trainee Programmes

A strong start to a future in consultancy. The programmes are aimed at career changers and those new to the profession, offering a structured introduction to the consulting world at q.beyond. In the one-year boot camps focusing on SAP or cyber security, our trainees develop their technical, methodological and personal skills. Step by step, they are integrated into projects and trained in a practical manner – with the clear aim of long-term employment as a consultant or expert.

Competence Management

With our competence management, we are preparing together for the future: by mapping out q.beyond future skills and corresponding competence pathways, you have the opportunity to develop your professional, methodological and personal skills in a targeted manner. As part of development discussions, you set new goals each year in consultation with your manager and consider the steps you can take to achieve them.

Leadership culture

There is a leader in all of us. With new principles and leadership roles, we shape our leadership culture together, offering technical and disciplinary leadership roles and training in new skills. Profile Dynamics analyses help you to reflect on yourself more effectively and to foster the development of your team. They contribute to a performance-oriented culture and support you in allocating tasks according to your team's strengths and in strengthening diversity within the team.

Learning time

Space for development. The second-to-last Friday of every month is Learning Time at q.beyond. On this day, we set aside time to develop our skills, learn new things, and share knowledge. You can develop your skills individually through e-learning courses, or take part in open training sessions and workshops run by colleagues for colleagues. Topics range from specialist content and methodological skills to all work-related issues. This fosters a vibrant learning culture, strengthens mutual exchange, and enables us to invest together in our personal and professional development.

English courses

English at q.beyond: as unique as you are. The world of work is becoming increasingly international, English plays a central role in this regard. At q.beyond, we help you develop your English skills in a targeted way and at your own pace. Whatever your level, there are various learning formats available: from apps and online platforms to group courses and one-to-one private lessons. The programme is complemented by regular English-language content, discussion forums, and the Beyond English Conversation Club, where you can practise your English in a relaxed setting with colleagues. This allows you to integrate English into your daily work routine step by step in a practical and flexible way that makes learning fun.

'We grow together by facilitating learning, nurturing talent, and embracing development.'



Growing Together

2

AI & Automation

Innovation that makes your day-to-day work easier. At q.beyond, we are actively shaping the future of work. Our 'Innovation' department is driving the adoption of modern AI and automation technologies, with the clear goal of providing meaningful support for your day -to-day work and delivering real improvements. In an era of rapid technological evolution, we ensure that AI is not just a passing trend, but a fully integrated part of the company. We achieve this through specific knowledge-sharing sessions on Learning Fridays, as well as Q&A sessions and hackathons focused on innovative ideas. We want to work with you to simplify processes, save time and make our knowledge even more accessible. Our aim is to integrate AI into daily processes step by step in a practical and understandable way that is closely aligned with the needs of the teams. This creates space for what really matters: collaboration, creativity and personal development.

AI q.beyond Cloud

Our AI. Your innovation booster. With our in-house AI platform, you have direct access to cutting-edge AI technologies in a secure and scalable way, without the need for additional infrastructure or maintenance. Seamlessly integrated into our cloud and managed services, the platform enables you to easily incorporate AI functions into processes and applications. This enables you to deploy AI quickly and cost-effectively in a controlled manner, creating scope for innovation and genuine added value.

Internationalisation

Language as a bridge in everyday working life: Our working world is becoming increasingly international, a trend that we are embracing wholeheartedly. Some of our colleagues already speak English, and many teams collaborate in English as a matter of course. In order to strengthen collaboration, knowledge sharing and networking across locations, we have introduced English as our corporate language, alongside German and the respective local languages at our nearshore locations. What matters to us is that everyone starts from a different language level. That is why we focus on a gradual, supportive introduction, offering both individual and team-based support. Whether English comes naturally to you or you still need some practice, we will support you on your way. At q.beyond, internationalisation means embracing diversity, simplifying collaboration, and overcoming language barriers together. So that no one is left behind.

Copilot at q.beyond

Your smart everyday partner: At q.beyond, many colleagues are already using our Copilot licences to work more efficiently and creatively in their day-to-day roles, with greater focus. Copilot helps you to complete tasks more quickly, process information, create content, and streamline routine processes, all within the tools you already use. With Copilot, you have a digital partner by your side, giving you more time for what matters and less hassle in day-to-day business.

'Progress is achieved when technology, knowledge, and international cooperation converge.'



Social responsibility 1

Diversity

We want to work together to create a working environment that is respectful and free from discrimination. This is an environment where everyone is valued and respected, regardless of their gender, nationality, ethnic origin, religion, disability, age, sexual orientation or identity. At q.beyond, what matters is who you are and what you contribute – not where you come from or how you live.

She goes beyond

Although women make up over half of our society, on average they account for less than 20% of the IT sector. At q.beyond, however, women already account for 25% of our workforce. This is an important signal for us, and at the same time a clear incentive that there is still more to be done. That is precisely what we are working on together. With 'She goes beyond', we are creating a safe, open space for exchange, inspiration and mutual support. We regularly host small, intimate networking lunches with female q.beyond colleagues. There, you can ask questions, gain insights, share experiences and support one another. It's an opportunity to take a break from the daily grind and gain fresh ideas, perspectives and networking opportunities that will help you progress. She goes beyond – because progress is only possible when we work together.

Mindfulness

Mindfulness for greater balance in your working life: In a constantly changing work environment, one thing is becoming increasingly important: consciously taking a moment to pause. Through our regular mindfulness workshops, we help you bring more calm, clarity and self-care into your daily life. In practical sessions, you'll learn mindfulness exercises, breathing and body techniques, as well as helpful tips for better self-care – for your mental balance and well-being. Our managers are also actively embracing this approach: in training sessions on health-oriented leadership, they discover new concepts for how appreciation, respect and mindfulness can be put into practice in our daily interactions. Mindfulness at q.beyond means: creating space for yourself, for genuine balance and for a working environment where we treat one another with care .

Fürstenberg Institut

Support that's there for you: Sometimes you need someone to listen, offer guidance and open up new perspectives. In partnership with the Fürstenberg Institute, we offer you a comprehensive range of professional counselling services to help you tackle challenges in your career, personal life and health. Whether it's mental health, work-life balance, self-management, leadership or mindfulness: you'll have access to a wide range of workshops, training courses and personalised support services. Best of all: the service is completely free of charge, absolutely confidential and anonymous. So you can feel safe, valued and well supported at all times.

q.beyond Health

With q.beyond Health, we actively support you in protecting your health as effectively as possible, offering you more preventive care and security. In collaboration with R+V Krankenversicherung AG, we have arranged a group insurance policy that provides access to medical services that exceed the statutory minimum. These services are personalised, high-quality and tailored to your needs. The best thing is that you can even extend this cover to your family members if you wish. This provides you and your loved ones with greater peace of mind, better care and real relief in everyday life. q.beyond Health: because your health is our most important asset.



Social responsibility 2

Support in the event of illness

Prolonged illness can affect any of us unexpectedly, and during this time it is particularly important to be able to focus on recovery. After two years of service, we pay you a voluntary supplement to your sick pay once statutory sick pay has ended. This helps to minimise the difference between your gross sick pay and your calculated net salary.

Pension provision

The company pension scheme consists of employees' contributions (deferred compensation) and an employer contribution. These contributions are paid into a direct insurance policy, based on the principle of 'deferred taxation'. The employer's contribution is based on the amount of the employee's deferred compensation each month.

Accident insurance

Every employee is covered by statutory accident insurance through the BG. This insurance covers all accidents that occur whilst at work and during the journey between home and the workplace, as well as occupational illnesses. In addition, we have taken out private accident insurance for the entire workforce. This supplementary private insurance provides cover for accidents worldwide, 24 hours a day. There is also the option to co-insure family members at your own expense.

'Taking responsibility means practising mindfulness, strengthening preventive measures, valuing diversity, and empowering women. This will help us to create a working environment that provides security and supports people in every situation.'



Environmental responsibility

Sustainable digitalisation
Technology that protects the future. At q.beyond, we combine digital innovation with responsibility. This is why we use green electricity exclusively in our data centres and offset unavoidable residual emissions, keeping our environmental footprint as small as possible. This enables us to actively contribute to climate protection and demonstrate that modern IT and sustainability can go hand in hand. Sustainable digitalisation: because progress only counts if it safeguards our future.

Deutschlandticket
Mobile, flexible, sustainable: with our 25% subsidy towards the Deutschlandticket, you can travel across Germany in an eco-friendly way while staying mobile. Whether for your commute, weekend trips or spontaneous journeys, the Deutschlandticket gives you the freedom to travel as you wish. All q.beyond employees, trainees and dual students benefit from this perk. Just hop on and set off – and save smartly! The Deutschlandticket: sustainable mobility is a perk with us.

Good transport links
To help you start your working day feeling relaxed, we offer free parking at almost all of our sites, as well as excellent public transport links. Whether you travel by car, train or bus, you can reach us easily and without stress. This means your working day gets off to a good start.

JobRad
Your bike, your way, your benefit: with our JobRad scheme, you can easily lease your dream bike, including accessories, insurance and maintenance. Whether you choose an e -bike, road bike or city bike, you can select the option that best suits your needs and daily life. This way, you can reach your destination flexibly and in an eco-friendly way while also benefiting from attractive terms. JobRad: mobile, sustainable and perfectly tailored to you.

Sustainable mobility
At q.beyond, we are committed to climate-friendly travel. We believe in a form of mobility that combines the future with responsibility. Our fleet consists exclusively of electric company cars, enabling lower-emission driving and making a conscious, sustainable choice. You can also charge your e-bike free of charge at our larger sites during working hours. Wherever possible, we avoid flying for business travel and prefer to travel by Deutsche Bahn in first class. After all, the difference to our carbon footprint is huge, whether we fly or take the train. Join us and help us make mobility more climate-friendly, one step at a time.

‘For us, environmental responsibility means digitalising sustainably and ensuring climatefriendly mobility.’



Goodies

Welcome-Package

You can look forward to a great start: on your first day at q.beyond, you will receive a welcome pack full of thoughtful gifts to make your start even more enjoyable. You can expect a warm welcome and a touch of curiosity, in keeping with our slogan: ‚Expect the next'.

Anniversary Package

Growing appreciation: Long-standing loyalty deserves special recognition. After ten years of service, and every five years thereafter, you will receive an anniversary voucher and additional leave from q.beyond. With each subsequent anniversary, both the voucher amount and the number of extra days increase. It's a thank you that grows with your time with us.

Baby Welcome

A warm welcome to the little ones! To us, family and career go hand in hand. That's why we celebrate every new arrival at q.beyond with a Baby Welcome Box full of lovely surprises for the first few days. To make the start of family life even easier, new parents also receive a contribution towards their baby's initial necessities. Baby Welcome: recognising and supporting new chapters in life at work.

Corporate Benefits

The little extras that make a big difference to everyday life: with our Corporate Benefits, you canaccess exclusive offers from well-known brands across a wide range of areas. From fitness andtransport to technology, home, fashion, leisure, health and beauty, and much more, you can choose the benefits that suit your lifestyle and enjoy attractive prices.

MyDigitalPackage

Technology that fits your everyday life: With MyDigitalPackage, you can lease the latest smartphones, 2-in-1 laptops, all-in-one systems, ultrabooks, tablets, and selected accessories for you and your family at discounted rates, with the option to purchase them at the end of the lease period. Twice a year, we hold a promotional event where you can conveniently choose from a wide range of the latest devices. This way, you can enjoy the latest technology while benefiting from attractive offers. MyDigitalPackage: digital equipment that's smart and affordable.

Add a Friend

Recommendations that pay off for everyone: Do you know anyone who would be a perfect fit for q.beyond? Then your recommendation will pay off twice over! You'll receive a bonus of €2,500 for every successful referral of a new colleague – and that applies to family members too. You will also receive an attractive bonus of €1,000 for recommending apprentices or dual students. Plus, there are regular HotJobs with increased referral bonuses, where getting involved really pays off. Add a friend – because good recommendations are valuable. For you, and for us.

Our values. Our driving force. Every project is proof of that.



Reliability

Reliability means honouring agreements, or renegotiating them in good time where necessary. Agreements are promises that are accepted by both parties under agreed terms and conditions.



Team spirit

Contributing one's own strengths and interests passionately and confidently within the team and across team boundaries to achieve the desired result is what team spirit means.



Pragmatism

Pragmatism means pursuing the shortest and simplest path to the desired result without causing long-term harm.



Customer focus

Customer focus means addressing the needs of our internal and external customers and providing solutions that benefit both them and q.beyond.

„More than benefits.
One mindset.
One community.
One q.beyond.“

q.beyond AG

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