

## Declaration of Conformity pursuant to Sec. 161 of the **AktG** [German Stock Corporation Act]

The Board of Directors and the Supervisory Board of EQS Group AG hereby declare that the recommendations of the "Government Commission German Corporate Governance Code" as amended on 16 December 2019 and published in the official section of the German Federal Gazette of 20 March 2020 (hereinafter referred to as "Code"), have been and will be complied with, with the following exceptions:

- Deviating from No. G.1 of the Code, the Supervisory Board resolved that a simple remuneration system for the Board of Directors would be the best solution in the company's current phase. Each member of the Board of Directors will receive an annual fixed salary for the term of their agreement and an old-age provision corresponding to such. Each of the members of the Board of Directors is holding a large number of shares in the company and is thus highly committed to make the company sustainable and successful for all stakeholders in the long term. The Supervisory Board verifies the current remuneration system for its adequacy on an annual basis and adapts it, if appropriate.
- The Supervisory Board currently consists of four members, two of which are independent, according to their own assessment (No. C II of the Code). Deviating from No. C.7 of the Code, one member is considered independent, despite the lack of a "Cooling Off" in the years of 2016-2017, since all other criteria under No. II of the Code do not apply.

Munich, March 2021

For the Management Board

André Silverio Marques, CFO

For the Supervisory Board

Rony Vogel, Chairman of the Supervisory Board