

## 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, of whom Professor Dr. Kerstin Lopatta, Mr. Laurenz Nienaber and Mr. Robert Wirth meet the independence criteria according to their self-assessment of the Code recommendations C.6 - C.12.

Munich, 23<sup>rd</sup> of March 2022

For the Management Board

André Silverio Marques, CFO

For the Supervisory Board

Robert Wirth, Chairman of the Supervisory Board