

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 28 April 2022 and published in the official section of the German Federal Gazette of 27 June 2022 (hereinafter referred to as "Code"), have been and will be complied with, with the following exceptions:

- Remuneration system for the board of directors: 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.
- Covering Sustainability-related objectives in the internal control system: According to section A.3 GCGC (new version), the internal control system and the risk management system shall also cover sustainability-related objectives, unless already required by law. This shall include the processes and systems for recording and processing sustainability-related data. This recommendation has been and is only partially complied with, as the project to expand the internal control system to include sustainability-related areas is currently still being implemented. This will be successively followed up for the areas of environment and climate targets and transferred to the internal control system in the financial year 2023.

Munich, January 2023

For the Management Board

André Silverio Marques, CFO

For the Supervisory Board

Robert Wirth, Chairman of the Supervisory Board