

Declaration of Compliance with the German Corporate Governance Code pursuant to section 161 AktG

Since its last declaration of compliance dated December 9, 2010 and with the exceptions noted therein, Ahlers AG has complied with the recommendations of the German Corporate Governance Code (**Code**) in its version of May 26, 2010 as well as with the subsequent version of May 15, 2012. In the future Ahlers AG will comply with the recommendations of the German Corporate Governance Code as last amended on May 15, 2012, with the exception of the following recommendations.

3.8 D&O insurance without deductible for members of the Supervisory Board

Ahlers AG has taken out adequate insurance for its directors and officers to cover the D&O risk. The Management Board and Supervisory Board members of Ahlers AG perform their functions in a responsible manner and in the interest of the company. A significant deductible, which would have to be the same for all Supervisory Board members to comply with the principle of equality, would have very different impacts on the individual members depending on their private income and wealth situation. In case of an emergency, a less wealthy member could get into serious financial difficulties, which would not be fair in view of the fact that all members have the same duties.

5.1.2 Age limit for members of the Management Board

5.4.1 Age limit for members of the Supervisory Board

Ahlers AG has not defined age limits for the members of the Management Board and the Supervisory Board, as the membership of these two bodies is based on qualifications and performance, which cannot be assessed using standardised age limits.

5.4.6 Performance-related compensation geared to sustainable growth of the enterprise for members of the Supervisory Board and itemisation of compensation for members of the Supervisory Board

Section 5.4.6 para. 2 of the Code in its version of May 15, 2012 recommends that where a performance-related compensation scheme is in place for members of the Supervisory Board, such a scheme should be geared to the sustainable growth of the enterprise. Given that the compensation scheme provided for in section 18 para 2 of the Statutes is not consistent with this recommendation, it is to be adjusted. The Management Board and the Supervisory Board will propose an amendment to the Annual Shareholders' Meeting.

Ahlers AG does not report the compensation of the Supervisory Board individually. The compensation of the Supervisory Board comprises fixed and variable components, which are published. The Management Board and the Supervisory Board of Ahlers AG are of the opinion that this information is sufficient to assess whether the compensation of the Supervisory Board as a whole, as well as its individual components, are appropriate. In addition, the compensation paid by the company to the members of the Supervisory Board for personal achievements that are not related to their work on the Supervisory Board is shown separately and individually.

7.1.2 Publication dates (consolidated financial statements)

For organisational reasons, Ahlers AG does currently not make the consolidated financial statements publicly available within 90 days from the end of the fiscal year. The consolidated financial statements are published no later than 120 days after the end of the fiscal year.

Ahlers AG
Herford, December 14, 2012

The Management Board

The Supervisory Board