

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

Since its last declaration of compliance dated December 7, 2017 and with the exceptions noted therein, Ahlers AG has complied with the recommendations of the German Corporate Governance Code (**Code**) in the version as last amended on February 7, 2017. In the future Ahlers AG will comply with the recommendations of the German Corporate Governance Code as amended on February 7, 2017, 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 and length of membership 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. Neither has been determined a fixed limit for the length of membership for the members of the Supervisory Board. According to the members of the Management Board and the Supervisory Board the working quality of a member of the Supervisory Board rather grows with increasing length of membership. Therefore we are of the opinion that a withdrawal from the Supervisory Board after a fixed maximum period does not make sense.

5.4.6 Compensation for committee membership and individualised reporting of the compensation for members of the Supervisory Board

According to the statutes of Ahlers AG compensation is paid only to the chairs of Supervisory Board committees but not to simple members of such committees. The company is of the opinion that this function is covered by the general compensation of the Supervisory Board members.

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 are shown separately and individually.

Ahlers AG
Herford, December 12, 2018

The Management Board

The Supervisory Board