

**Declaration of conformity
with the German Corporate Governance Code pursuant to section
161 of the German Stock Corporation Act (AktG)**

Since its last declaration of conformity dated December 17, 2019 and with the exceptions noted therein, Ahlers AG has complied with the recommendations of the German Corporate Governance Code as amended on February 7, 2017. In the future Ahlers AG will comply with the recommendations of the German Corporate Governance Code as last amended on December 16, 2019, with the exception of the following recommendations:

Section D.II.2 – Committees of the Supervisory Board (Recommendations D.2 – D.5)

Since the amendment of the statutes on April 17, 2019, the company's Supervisory Board has consisted of only three members in accordance with the statutes. No committees, in particular the audit committee and the nomination committee, have been formed since then. In view of the small size of the Supervisory Board, it does not make sense to form committees.

Ahlers AG

Herford, December 15, 2020

The Management Board

The Supervisory Board