

Declaration of conformity in accordance with section 161 AktG from December 2023

The Management Board and Supervisory Board of Sixt SE declare:

The recommendations of the “German Corporate Governance Code” in the version of 28 April 2022 (hereinafter referred to as “Code”) announced by the Federal Ministry of Justice in the official section of the Bundesanzeiger (Federal Gazette) on 27 June 2022 has been and will be complied with, with the following exceptions:

- Recommendation C.10 with respect to the chairman of the Supervisory Board: In C.7, the Code contains a list of criteria which are suitable for denying the independence of Supervisory Board members, but which do not necessarily exclude it. Two of these criteria apply to the Chairman of the Supervisory Board, Mr. Erich Sixt. The Supervisory Board is of the opinion that Mr. Erich Sixt will exercise the function as Chairman of the Supervisory Board in the best interests of Sixt SE, regardless of his previous position as member of the Management Board and his family relationships with two members of the Management Board.
- Recommendations G.1. and G.2.: The Supervisory Board believes that the determination of individual target total compensation in addition to a maximum compensation does neither provide an additional incentive for the Management Board nor a further advantage for Sixt SE.
- Recommendation G.7: The Supervisory Board believes that a long-term determination of performance criteria for variable compensation components is more beneficial to sustainability than an annual determination for the upcoming fiscal year.
- Recommendation G.10: The contracts of the Management Board members do not stipulate that variable compensation amounts are to be invested predominantly in shares of the Company or granted accordingly. The Supervisory Board believes that such a structure would not be more beneficial to the long-term promotion of the Company's well-being and to ensuring sustainable and long-term success of the Company.

Deviations from the aforementioned recommendations G.1., G.2, G.7 and G.10 are declared with respect to the Management Board service contracts for which the remuneration system approved by the Annual General Meeting on 21 April 2021 applies. Under the current remuneration system, approved by the company's Annual General Meeting on 23 May 2023 (Remuneration System 2023), there will no longer be any deviations from the aforementioned recommendations. The 2023 remuneration system applies to all members of the Management Board whose service contracts are newly concluded or extended.

Pullach, 19 December 2023

The Management Board

The Supervisory Board