

Declaration of conformity in accordance with section 161 of the AktG

The Managing Board and Supervisory Board of Sixt SE declare that:

The recommendations of the “German Corporate Governance Code” in the version of 16 December 2019 (hereinafter referred to as “Code”) announced by the Federal Ministry of Justice in the official section of the Bundesanzeiger (Federal Gazette) on 20 March 2020 will be and have been complied with, with the following exceptions:

- Recommendation B.5: The Supervisory Board believes that setting a general age limit for members of the Managing Board would impose a restriction on the selection of eligible candidates and thus be contrary to the interests of Sixt SE.
- Recommendation C.2: Given the fact that the Supervisory Board consists of three members, of which in accordance with the Articles of Association only two members are elected, setting a general age limit for Supervisory Board members would impose a restriction on the selection of eligible candidates and thus be contrary to the interests of Sixt SE.
- Recommendation C.5: The Chairman of the Supervisory Board of Sixt SE, Mr. Friedrich Joussem, is also Chairman of the Managing Board of TUI AG, which is also listed on the stock exchange. Mr. Joussem has declared to Sixt SE that the workload associated with the two offices are compatible.
- Recommendations D.2 to D.5 and D.11: Since according to the Articles of Association the Supervisory Board of Sixt SE consists of three members, no committees are formed.
- Recommendation F.1: Sixt SE will disclose all price-sensitive information to analysts and all shareholders. Sixt SE believes that a disclosure to all shareholders of all non-price-sensitive information given to financial analysts and similar parties would not further their interest in information.
- Recommendation F.2: The Consolidated Financial Statements and Group Management Report are published within the statutory periods. Interim reports are published within the periods stipulated by stock exchange law. Sixt SE believes that the publication deadlines stipulated by the Code are not more beneficial to the information interests of investors, creditors, employees, and the public.
- 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 Managing 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 Managing 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.

Pullach, December 2020

For the Supervisory Board of Sixt SE

signed Friedrich Joussem
(Chairman)

For the Managing Board of Sixt SE

signed Erich Sixt
(Chairman)