

## CORPORATE GOVERNANCE DECLARATION IN ACCORDANCE WITH SECTIONS 289F AND 315D HGB

In accordance with the provisions of Sections 289f and 315d of the Handelsgesetzbuch (HGB – German Commercial Code), the company is obliged to include a Corporate Governance Declaration in its Management Report. Pursuant to Section 317 (2) 6 HGB, the audit of the disclosures made in accordance with Sections 289f and 315d HGB is limited by the auditor to whether the disclosures have been made. The Declaration can also be found on the website of Sixt SE at [ir.sixt.eu](https://ir.sixt.eu) under “Corporate Governance.”

### Corporate Governance

For Sixt SE, good and responsible corporate management and supervision (Corporate Governance) is an important way of ensuring and enhancing the confidence of customers, business partners and the capital market in the company. Responsible management that focuses on long-term value creation is therefore of great importance to the company. The basic hallmarks of good Corporate Governance are efficient and trusting collaboration between the Management Board and the Supervisory Board, upholding shareholders’ interests and transparency in the company’s communication, both externally and internally.

With the German Corporate Governance Code, the Government Commission on the German Corporate Governance Code makes recommendations regarding the corporate management of listed German companies. Apart from the exceptions listed in the Declaration of Conformity of December 2021, the Management Board and the Supervisory Board of Sixt SE affirm their commitment to these recommendations of the German Corporate Governance Code.

### Declaration of Conformity in accordance with Section 161 of the German Stock Corporation Act (Aktiengesetz – AktG)

The Management Board and Supervisory Board of Sixt SE declare:

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 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 financial 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.

With regard to the past, the June 2021 update of the declaration of conformity published in December 2020 applies. Therein exceptions from the recommendations C.2 (age limit for Supervisory Board), C.10 (independence with respect to the chairman of the Supervisory Board), D2 to D5 and D11 (committees of the Supervisory Board) as well as G1, G2, G7 and G10 (remuneration of the Management Board) have been declared and explained.

Pullach, 22 December 2021

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## The Management Board

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## The Supervisory Board

### Target figures in accordance with the Act on the Equal Participation of Women and Men in Leadership Positions

In accordance with the provisions of the Act on Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector (Erstes Führungspositionen-Gesetz – FüPoG I), Sixt SE has set the following target figures for the share of female members on the Supervisory Board and the Management Board as well as in the first two executive levels below the Management Board.

The Supervisory Board last set the target figure of 0% for the share of women serving on the Supervisory Board and the Management Board of Sixt SE on 30 June 2017, with an implementation deadline of 30 June 2022. As of 31 December 2021, these target figures were met. Neither the Supervisory Board nor the Management Board had any female members as of 31 December 2021.

On 30 June 2017, the Management Board determined that the share of women serving at the first executive level below the Management Board should be 15% and at the second executive level below the Management Board 30%, both in accordance with an implementation period up to 30 June 2022. As of 31 December 2020, the share of women serving at the first executive level below the Management Board was 17% and at the second executive level below the Management Board 30%. Consequently, the targets for both levels were met. This takes due account of the German consolidated companies of Sixt SE.

The Management Board and Supervisory Board will review the above-mentioned target figures by 30 June 2022 and set new

targets taking into account the Act to Supplement and Amend the Regulations for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and the Public Sector (Zweites Führungspositionen-Gesetz – FüPoG II).

### Diversity concept for the Management Board and long-term succession planning

The Management Board in its entirety should have a wide range of professional expertise and views that are deemed to be of material significance for the activities of Sixt Group.

In the opinion of the Supervisory Board, a wide range of professional expertise and views among the members of the Management Board facilitates a good understanding of the organisational and business affairs of Sixt Group and enables the members of the Management Board to constructively question decisions and be open for innovative ideas.

The Supervisory Board is further of the opinion that mutually complementary professional profiles as well as different professional and educational backgrounds already follow from the duty to provide orderly business management. Furthermore, different track records and experiences among the members of the Management Board are crucial for analysing current challenges, problems and strategies from different viewpoints and then making the best possible decisions for the company.

In-depth experience in IT management and a profound understanding of digitalisation are indispensable for all topics the company covers, given the increasing digitalisation of business

models and the high relevance of a modern IT structure, to lead the company successfully into the future.

It is also the view of the Supervisory Board that key aspects of modern management are management experience as well as intercultural competence, both best gained in an internationally active company, to successfully lead and motivate global teams. In addition, the Management Board also needs to have in-depth knowledge of accounting, finance management and the capital markets.

In its meeting on 16 June 2021, the Supervisory Board set an age limit for the members of the Management Board in accordance with the recommendation of the German Corporate Governance Code. Only persons who have not yet reached the age of 67 at the time of their first or repeated appointment to the Management Board shall be appointed members of the Management Board. With regard to gender-specific aspects of the diversity concept, the Supervisory Board has defined the target figure outlined in the above paragraph.

The Supervisory Board takes the diversity aspects described above into account when appointing the Management Board. By way of clarification, it is noted that the above diversity aspects shall always be represented by at least one member of the Management Board.

The current composition of the Management Board complies with the aspects of the diversity concept. Further details on the careers and qualifications of the Management Board members can be obtained from the company's website at [ir.sixt.eu](https://ir.sixt.eu).

Together with the Management Board, the Supervisory Board takes care of the long-term succession plan for the Management Board. The Supervisory and Management Board are in regular communication regarding qualified internal and external successor candidates so as to ensure the continued further development of the company. In all these deliberations, the main focus is always on the company's interests, taking due account of all circumstances of the individual cases. The long-term succession plan takes into account, among other factors, the requirements of the German Stock Corporation Act and the Corporate Governance Code as well as the aspects of the diversity concept for the Management Board. Taking into consideration the specific qualification requirements, there is a regular exchange between the Supervisory Board, the Management Board and the management of Human Resources regarding potential internal and

external candidates. These candidates take part in externally supervised assessment centres and structured interviews are conducted. Subsequently, a recommendation is submitted to the Supervisory Board.

#### **Objectives for the composition, competence profile and diversity concept of the Supervisory Board**

The company's Supervisory Board has prepared a comprehensive competence profile for its composition and formulated detailed requirements regarding the overall composition of the Board and its individual members.

The Supervisory Board needs to have a wide range of professional expertise and views that are deemed to be of material significance for the activities of Sixt Group.

In the opinion of the Supervisory Board, a wide range of professional expertise and views among the members of the Supervisory Board facilitates a good understanding of the organisational and business affairs of Sixt Group. This enables the members of the Supervisory Board to question the decisions made by the Management Board constructively as well as to be open for innovative ideas and thus contribute to the successful management of the company.

It is the Supervisory Board's overall objective to do justice to its monitoring and advisory function by having a diverse composition. Diversity means, above all, internationality and different experience perspectives and biographies. Generally, the members of the Supervisory Board should complement each other's experiences and skills, so that current challenges, problems and strategies can be analysed from different perspectives, allowing decisions to be made in the best interest of the company. It is the Supervisory Board's objective always to be in a position to competently advise and monitor the Management Board and adequately appraise and accompany new developments in the industry.

In its meeting on 22 December 2021, the Supervisory Board set an age limit for the members of the Supervisory Board in accordance with the recommendation of the German Corporate Governance Code for the future. Accordingly, as a rule, only candidates who are not older than 72 years at the time of election shall be proposed for election as members of the Supervisory Board for a full term of office. In setting this age limit, the Supervisory Board has deliberately opted for a flexible standard limit rather than a rigid requirement. This provides the necessary leeway for an appropriate consideration of the circumstances of

the individual case and sufficiently broadly defines the group of potential candidates. With regard to gender-specific aspects of the diversity concept, the Supervisory Board has defined the target figure outlined in the previous paragraph.

The composition of the Supervisory Board is to do justice to the criteria of internationality and industry expertise by having at least one Supervisory Board member with professional experience in an internationally active company and at least one member with professional experience in one of the areas of vehicle rental, the automotive industry, the automotive trade, vehicle leasing or travel and tourism. In addition, at least one member should have expertise in business administration.

Furthermore, the Supervisory Board of Sixt SE as a whole must be familiar with the industry in which the company operates, and according to Section 100 (5) AktG old version, at least one member of the Supervisory Board must have expertise in the fields of accounting or auditing. The provision of Section 100 (5) AktG (new version) applicable since 1 July 2021, according to which at least one member of the Supervisory Board should have expertise in the field of accounting and at least one other member of the Supervisory Board expertise in the field of auditing, is currently not yet applicable to Sixt SE, but would already be fulfilled in the current composition (see below in the section entitled Working Practices of the Management Board and Supervisory Board).

According to recommendation C.6 of the German Corporate Governance Code, the Supervisory Board should include what it considers to be an appropriate number of independent members, taking the ownership structure into account. The Supervisory Board, which consists of three persons, includes Dr. Julian zu Putlitz and Dr. Daniel Terberger, an appropriate number of members in its estimation, also taking the ownership structure of Sixt SE into account, who are independent of the company and its Management Board and independent of a controlling shareholder.

The Supervisory Board takes into account the aforementioned objectives regarding the composition, competence profile and diversity aspects when proposing the election or appointment of Supervisory Board members and, in each individual case, recognises the extent to which different, mutually complementary professional profiles as well as professional and life experience benefit the work of the Supervisory Board.

Moreover, the Supervisory Board shall subject itself to a regular efficiency review. This review is aimed at monitoring the effective execution of the tasks assigned to the Supervisory Board, including a practicability assessment of the procedural rules of the Supervisory Board's by-laws, as well as the efficiency of the Supervisory Board's work. The last review took place in December 2021. For this purpose, a questionnaire was used in which the members of the Supervisory Board gave their assessment of the effectiveness of the working methods of the Supervisory Board and were invited to suggest possible improvements. The questionnaire contained questions on the following topics, among others: the preparation of Supervisory Board meetings, the conducting of Supervisory Board meetings, the reporting and information provided by the Management Board, risk management and accounting. The evaluation of the questionnaires also took into account changes from the last review in the fall of 2019. The results of the evaluation of the questionnaires were discussed in the following regular meeting of the Supervisory Board and possibilities for improvement were discussed.

The current composition of the Supervisory Board complies with the composition objectives and fills out the competence profile and diversity concept. The Supervisory Board members have the professional and personal qualifications deemed necessary. They are familiar in their entirety with the industry in which the company operates and have the knowledge, skills and experience essential to Sixt. Further details on the careers and qualifications of the Supervisory Board members can be obtained from the company's website at [ir.sixt.eu](https://ir.sixt.eu).

### **Relevant disclosures on Corporate Governance practices**

#### **Risk management and the control system**

The practices used for managing Sixt SE and Sixt Group fully comply with the statutory provisions.

Strategic and operational management of the Group is performed on the basis of planning policies and regular comprehensive reports to the Management Board. Besides operational control systems, the reporting also covers the risk management system, the internal control system and internal auditing.

The established risk management system serves the management as an integral part of Corporate Governance to control risks in a responsible, timely and sustainable manner. Its functionality and scope are documented in the risk manual and it provides for comprehensive tools and measures to support and

monitor the management in identifying, assessing and controlling risks, following up on countermeasures and implementing a sustainable risk strategy. Among other information, the Management Board and Supervisory Board receive a comprehensive risk report every year. In addition, the Management Board is continuously informed by the functional units of the company about market trends and relevant facts in order to be able to react to a change in risk exposure at an early stage. The internal control system consists of management rules, measures and controls, to ensure compliance with legal requirements and company guidelines and to prevent uncontrolled outflows of assets, for example. It provides for continuous reports from the business units, effectiveness tests by the GRC (Governance, Risk Management & Controls) department, audit reports and regular working meetings on various topics. The internal auditing system covers measures such as plan reviews and various audits, the results of which are documented in corresponding audit reports and activity reports to the Management Board.

### **Compliance at Sixt Group**

The success of Sixt Group is based not only on its strong business policies, but also on the economic integrity and trust that customers, suppliers, shareholders and business partners place in the Group. To win and retain this trust, it is a precondition that the Management Board and the employees of the company comply with the high standards of legislation, ethics and social skills in every situation and constantly. The Code of Conduct of Sixt SE and its affiliated companies, which is mandatory for all employees, defines these behavioural principles for the acting individuals' dealings in relation to third parties and within the company. In this Code of Conduct, the Management Board of Sixt SE defines its clear expectations of ethical and lawful conduct by all employees and business partners and thereby establishes the so-called "Tone from the Top."

This Code of Conduct is agreed upon with all employees when they first join the company as a binding element of the employment relationship and can also be accessed at any time via the central Intranet.

In addition to the general requirements and expectations for integrity and law-abiding compliance, the Code of Conduct also contains specific and more detailed information and specifications on individual compliance areas. These refer in particular to anti-corruption regulations, granting of advantages, donations and sponsoring, questions on anti-trust legislation, money laundering prevention, data protection as well as capital market law.

These generally applicable specifications are supplemented by specific implementation requirements, which come in the form of detailed individual instructions, as well as by independent compliance control loops (tax compliance and data protection, for example).

A Group-wide compliance organisation has been established to ensure that all ethical and legal requirements adopted by the Management Board are known and implemented within the Group. These comprise various individual functions and are based on the well-known Three-lines-of-defence-model: alongside the operational departments that are primarily responsible for implementation, the Compliance Officer, the Legal, Tax and Internal Controls departments are responsible for the effectiveness of the compliance processes in a coordinating or advisory capacity. As an independent auditing instance, the Group's Internal Audit body verifies the appropriateness and effectiveness of the compliance organisation as well as the implementation of and adherence to compliance requirements as part of its risk-oriented audits.

In addition to the standards and processes defined in this manner, special training seminars on specific topics are held for such sensitive areas as for example sales. In selecting its business partners, Sixt pays close attention to whether its partners comply with the same standards as defined in Sixt's Code of Conduct.

To become aware of potential compliance violations, Sixt provides different reporting channels. Thus, information can be brought to the attention of the compliance organisation via the superior, the internal Compliance Officer or the external Ombudsman. Sixt has taken precautions to ensure that notifications to the Ombudsman can be made anonymously and that the anonymity of whistleblowers can be strictly preserved in order to reduce the fear of repression for the reporting persons and thus lower the reporting threshold. In the event of relevant notifications, the Ombudsman and the Compliance Officer discuss and decide on the measures to be taken. In addition, the Compliance Officer is in regular contact with the Management Board, reports to the respective departments on the current compliance situation or individual transactions and provides support on developing and implementing preventive measures.

Sixt reviews the functionality and appropriateness of the compliance organisation at regular intervals and, if necessary, implements the necessary changes or additions as quickly as possible, due to changing regulations, market conditions or new internal structures, for example.

### **Working Practices of the Management Board and Supervisory Board**

As a European Stock Corporation (*Societas Europaea*), Sixt SE is governed by the German Stock Corporation Act, the specific European SE regulations and the German SE Implementation Act. One key principle of the Stock Corporation Act is the dualistic management system (Management Board and Supervisory Board), which is also established for Sixt SE. Sixt SE takes due account of this principle of separate management and supervisory bodies and has different personnel in the Management and Supervisory Boards of Sixt SE. Simultaneous membership in both bodies is not permitted. In accordance with Article 7 (1) and (2) of the company's Articles of Association, the Management Board of Sixt SE consists of one or more members appointed by the Supervisory Board for a maximum period of up to five years. Reappointments are generally possible. The members of the Management Board are responsible for the basic strategic orientation, the day-to-day operational business and the monitoring of the risk management of Sixt SE and Sixt Group. Sixt SE acts as the strategic and financial holding company for the Group and provides central administrative functions for various Group companies. The Management Board of Sixt SE comprised the following members in financial year 2021: Mr. Erich Sixt (as Chairman until the end of the Annual General Meeting on 16 June 2021), Alexander Sixt and Konstantin Sixt (Co-Chairmen of the Management Board since 17 June 2021), Prof. Dr. Kai Andrejewski (since 1 June 2021), Jörg Bremer (until 31 May 2021), Nico Gabriel (since 18 January 2021), Daniel Marasch (until 31 December 2021) and Detlev Pätsch (until 31 March 2021). Further information on the members of the Management Board and their memberships to be disclosed in accordance with Section 285 (10) of the German Commercial Code (HGB) can be found in the Notes to the Consolidated Financial Statements of the 2021 Annual Report in the section "Supervisory Board and Management Board of Sixt SE".

The members of the Management Board carry out the tasks assigned to them with clear departmental responsibility in accordance with the schedule of responsibilities and the rules of procedure adopted by the Supervisory Board.

Since their appointment, the two Co-Chairmen of the Management Board have been jointly responsible for the overall management and business policies of the company, in matters relating to the shareholders, the Annual General Meeting, the Supervisory Board and Management Board, as well as in the area of SIXT TECH (software development and product man-

agement). In addition, Co-Chairman Alexander Sixt is responsible for Group Strategy and M&A, Group Purchasing, Global Human Resources, IT/EDP Strategy, Public Relations and the management of all global business services. The Co-Chairman of the Management Board, Konstantin Sixt, is responsible for national and international sales, the Group's global e-commerce business, Revenue & Capacity Management, SIXT+, marketing and strategic partnerships, in addition to his joint responsibilities with Alexander Sixt. The member of the Management Board responsible for Operations, Mr. Nico Gabriel, is responsible for the operational business, including Group-wide compliance with all public and other legal requirements for operating and holding motor vehicles and ensuring the traffic and operational safety of Sixt Group's rental vehicles. In addition, he is responsible for the areas of Global Customer Operations, Quality Management, Global Fleet Management, SIXT share, Used Car Sales, International Franchise and SIXT ride. The Management Board member for Vans & Trucks, Mr. Daniel Marasch, was responsible for the global Vans & Trucks business segment, which is now part of the Operations division. The Chief Financial Officer, Prof. Dr. Kai Andrejewski, is responsible for the areas of Corporate Finance, Fleet Purchasing, Accounting, Group Controlling, Legal, Taxes, Internal Auditing, Risk Management and Investor Relations.

Management Board meetings, at which cross-portfolio issues are discussed, are held as and when necessary. The Management Board has not established any committees.

Supervisory Board of Sixt SE has three members in accordance with Article 10 (1) of the Articles of Association. Two members are elected by the Annual General Meeting in accordance with legal provisions and the provisions of the Articles of Association. One further member is appointed by the shareholder Mr. Erich Sixt. The Supervisory Board elects a Chairman and a Deputy Chairman from among its members (Article 12 (1) of the Articles of Association). The following personnel changes took place in the Supervisory Board of Sixt SE in financial year 2021: Mr. Friedrich Jousen, former Chairman of the Supervisory Board, and Mr. Ralf Teckentrup resigned from their respective offices with effect from the end of the Annual General Meeting on 16 June 2021. Mr. Erich Sixt was elected to the Supervisory Board of Sixt SE by the Annual General Meeting and subsequently elected its new Chairman. In addition, Dr. Julian zu Putlitz was appointed a new member of the Supervisory Board. Dr. Daniel Terberger is another member of the Supervisory Board. Dr. Terberger has been Deputy Chairman of the Supervisory Board since 16 June 2021. Further information on the members of the Supervisory

Board and their memberships, which must be disclosed in accordance with Section 285 (10) of the German Commercial Code (HGB), can be found in the Notes to the Consolidated Financial Statements in the 2021 Annual Report section “Supervisory Board and Management Board of Sixt SE”.

The Supervisory Board’s main responsibilities include the appointment of Management Board members and monitoring of the Management Board. As a general rule, the Supervisory Board adopts its resolutions at meetings. If instructed by the Supervisory Board Chairman, resolutions by the Supervisory Board may also be adopted outside of meetings (or by way of a combined resolution) by casting votes verbally or by telephone, in writing (Section 126b German Civil Code (Bürgerliches Gesetzbuch)) and/or by using other means of telecommunication or electronic media (Article 14 (2) Articles of Association). Moreover, a resolution may also be validly adopted by aforementioned means without any instructions from the Chairman of the Supervisory Board if no member objects (Article 14 (3) Articles of Association). Resolutions of the Supervisory Board require a simple majority of the votes cast, unless otherwise mandatorily required by law (Article 14 (7) Articles of Association). The Report of the Supervisory Board in this Annual Report contains further details on the meetings and activities of the Supervisory Board in financial year 2021. The current Rules of Procedure of the Supervisory Board of Sixt SE are available on the company’s website at [ir.sixt.eu](http://ir.sixt.eu) under the header “Corporate Governance.”

The Management Board and Supervisory Board cooperate closely for the benefit of Sixt Group. The Management Board informs the Supervisory Board regularly, promptly and comprehensively on all matters that are relevant to the company and the Group regarding strategic planning, business development, the risk situation and risk management as well as the results of internal audits. To this end, the Management Board arranges for the company’s strategic orientation to be approved by the Supervisory Board and discusses its strategy implementation at regular intervals. Documents required to make decisions, in particular the Annual Financial Statements of Sixt SE, the Consolidated Financial Statements, the Management Report on the Group’s and the company’s situation, including the auditors’ reports, are forwarded to the members of the Supervisory Board in good time before the respective meeting.

#### **Committees of the Supervisory Board**

The Supervisory Board established an Audit Committee and a Nomination Committee in December 2021. Their tasks, responsibilities and work processes comply with the requirements of

the German Stock Corporation Act and the German Corporate Governance Code.

The Audit Committee deals in particular with the audit of the accounting, the monitoring of the accounting process, the effectiveness of the internal control system, the risk management system and the internal audit system, the audit of the financial statements and their quality and compliance, as well as the internal procedure for transactions with related parties (Section 111a (2) 2 AktG) and the approval of such transactions pursuant to Section 111b (1) AktG. The details of the working methods and responsibilities of the audit committee are defined in the Rules of Procedure for the Audit Committee, which the Supervisory Board has issued.

The members of the Audit Committee are Dr. Julian zu Putlitz (Chairman) and Dr. Daniel Terberger. The members of the Audit Committee are, as a whole, familiar with the industry in which the company operates. At least one member of the Audit Committee must have expertise in the fields of accounting or auditing (Sections 100 (5 old version), 107 (4 old version) of the German Stock Corporation Act) and the Chairman of the Audit Committee should, according to the requirements of the German Corporate Governance Code, have special knowledge and experience in the application of accounting principles and internal control procedures as well as be familiar with the auditing of financial statements and be independent. Dr. Julian zu Putlitz has expertise in the field of auditing in the sense of Sections 100 (5 old version), 107 (4) 3 old version) and meets the above-mentioned requirements of the German Corporate Governance Code. Dr. Julian zu Putlitz was also appointed the member of the Supervisory Board responsible for ESG issues in December 2021.

The provisions of Sections 100 (5) German Stock Corporation Act (new version) and 107 (4) sentence 3 German Stock Corporation Act, which have been in force since 1 July 2021 and require at least one member of the Audit Committee to have expertise in the field of accounting and at least one other member to have expertise in the field of auditing, do not currently apply to Sixt SE. Nevertheless, these requirements are also met, as Dr. Daniel Terberger is another member of the Audit Committee with expertise in the field of accounting.

The Nomination Committee is responsible for proposing qualified candidates to the Supervisory Board for the election of Supervisory Board members by the Annual General Meeting. In addition to the necessary skills and professional experience of

the proposed candidates, the objectives specified by the Supervisory Board for its composition, the competence profile and the diversity concept are also to be taken into account.

The members of the Nomination Committee are Mr. Erich Sixt and Dr. Daniel Terberger.

#### **Remuneration System / Remuneration Report**

The applicable remuneration system for the members of the Management Board pursuant to Section 87a (1) and (2) sentence 1 AktG, which was formed by the Annual General Meeting on 16 June 2021, as well as the resolution on the remuneration of the members of the Supervisory Board adopted by the Annual General Meeting on 16 June 2021, are publicly accessible on the website of Sixt SE at [ir.sixt.eu](http://ir.sixt.eu) under the header "Corporate Governance."

The Remuneration Report and the auditor's report pursuant to Section 162 AktG are made publicly available at the same Internet address.

#### **Employee participation programmes (Matching Stock Programme, Stock Performance Programme)**

Details of the employee participation programmes are set out in the Notes to the Consolidated Financial Statements under "Share-based payment."

#### **Notification of managers' transactions**

In accordance with Article 19 of the Regulation (EU) no. 596/2014 of the European Parliament and the Council on market abuse (European Market Abuse Directive), members of the

Management and Supervisory Boards of Sixt SE as well as persons closely associated with them are legally required to report their own transactions with shares or bonds of Sixt SE and their related financial derivatives or other related financial instruments to Sixt SE and the Bundesanstalt für Finanzdienstleistungsaufsicht (German Federal Financial Supervisory Authority), as long as the aggregated total of the transactions conducted by the respective person reaches or exceeds the sum of EUR 20,000 within a calendar year. The transaction notifications received by Sixt SE during the preceding financial year were duly published and can be retrieved on the website of Sixt SE at [ir.sixt.eu](http://ir.sixt.eu) under the header „Investor Relations – Corporate Governance – Managers' Transactions“.

#### **Disclosures relating to the auditor**

On 16 June 2021, the Annual General Meeting adopted the proposal of the Supervisory Board to appoint Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, as the auditor for Sixt SE and Sixt Group for financial year 2021 and as the auditor for any review of financial reports/financial information of Sixt SE for financial year 2021 and for financial year 2022 in the period up to the 2022 Annual General Meeting. Auditing companies from the Deloitte Group are auditing the majority of the companies included in the Consolidated Financial Statements that require such audits. Deloitte GmbH Wirtschaftsprüfungsgesellschaft has been the auditor of Sixt SE (formerly Sixt Aktiengesellschaft) since the 2005 Annual Financial Statements. The auditor Klaus Löffler has been the auditor responsible for conducting the audit since the 2019 Annual Financial Statements. Details on the auditor's fees can be found in the Notes to the Consolidated Financial Statements in the 2021 Annual Report under Note 14.6) Other operating expenses.