

A low-angle, upward-looking photograph of a modern building's facade, characterized by a complex, layered structure of terraces and balconies with glass railings, set against a solid orange background.

TO THE VIRTUAL
ANNUAL GENERAL
MEETING
OF SIXT SE
2022

25 MAY, 10 A.M. (CEST)

INVITATION

THE SIXT GROUP IN FIGURES

in EUR million	2021	2020	Change 2021 on 2020 in %	2019
Revenue	2,282	1,532	49.0	2,501
Segment Germany	740	679	8.9	978
Segment Europe	946	577	64.0	1,033
Segment North America	585	264	121.3	483
Other	13	12	6.5	7
Earnings before net finance costs and taxes (EBIT)	479	-49	-1,083.8	339
Corporate EBITDA	576	83	598.2	421
Earnings before taxes (EBT)	442	-82	-642.2	308
Return on revenue before taxes (in %)	19.4	-5.3	24.7 points	12.3
Consolidated profit/loss	313	2	15,821.3	247
Net income per share (basic)				
Ordinary share (in EUR)	6.66	-0.72	-1,031.6	4.97
Preference share (in EUR)	6.68	-0.70	-1,061.3	5.02
Total assets	4,521	4,428	2.1	6,249
Rental vehicles	2,847	2,205	29.1	3,033
Equity	1,746	1,395	25.2	1,592
Equity ratio (in %)	38.6	31.5	7.1 points	25.5
Non-current financial liabilities	1,603	1,929	-16.9	2,653
Current financial liabilities	399	450	-11.3	785
Dividend per share				
Ordinary share (in EUR)	3.70 ¹	-	-	-
Preference share (in EUR)	3.72 ¹	0.05	7,340.0	0.05
Total dividend, net	174.0¹	0.8	20,896.5	0.8
Number of employees²	6,399	6,921	-7.5	8,105
Number of locations worldwide (31 Dec.)³	2,180	2,067	5.5	2,111

¹ Proposal by the management

² Annual average

³ Including franchise countries

Please note that the English version of the invitation to the Annual General Meeting is a convenience translation and should be used for reading purposes only. Solely the German version of the invitation is legally authoritative.



Pullach im Isartal

Ordinary bearer shares
WKN 723 132
ISIN DE0007231326

Preference bearer shares
WKN 723 133
ISIN DE0007231334

Ordinary registered shares
WKN A1K 065
ISIN DE000A1K0656

ID
GMETSIX00522

**Invitation to
the Annual General Meeting
of Sixt SE, Pullach im Isartal
registered at the local court of Munich under HRB 206738**

We are pleased to invite our shareholders to our Annual General Meeting on
25 May 2022, 10:00 a.m. (CEST)

held in accordance with section 1 of the Act Concerning Measures Under the Law of Companies, Cooperative Societies, Associations, Foundations and Commonhold Property to Combat the Effects of the COVID-19 Pandemic of 27 March 2020 as currently amended (German COVID-19 Mitigation Act), with the consent of the Supervisory Board, as a

Virtual Annual General Meeting

without the shareholders or their authorised representatives being physically present.

Shareholders and their authorised representatives can follow the entire Annual General Meeting via a live webcast by means of audio and visual transmission. The shareholders or their authorised representatives can exercise their voting rights exclusively by electronic communication (postal vote) or by authorising the Company's designated voting proxies. Further provisions and explanations concerning the attendance of shareholders at the Virtual Annual General Meeting and the exercise of voting rights are appended to the agenda.

AGENDA

1. Presentation of the adopted annual financial statements and the approved consolidated financial statements of Sixt SE, the combined management report for Sixt SE and the Group including the notes to the financial statements and consolidated financial statements in accordance with sections 289a, 315a German Commercial Code (HGB) as well as the report of the Supervisory Board, each for financial year 2021

The Supervisory Board approved the annual financial statements and the consolidated financial statements prepared by the Management Board. The annual financial statements are thus adopted. In this case, the law does not require the Annual General Meeting to pass a resolution on the adoption of the annual financial statements or the approval of the consolidated financial statements. Instead, the above-stated documents must be made accessible to the Annual General Meeting in accordance with the statutory provision set out in section 176 (1) sentence 1 of the German Stock Corporation Act (AktG). Accordingly, the Annual General Meeting will not pass a resolution on agenda item 1.

2. Resolution on the appropriation of unappropriated profit for financial year 2021

The Management Board and the Supervisory Board propose that the following resolution be passed:

The unappropriated profit for financial year 2021 of EUR 453,817,820.75 shown in the adopted annual financial statements is to be appropriated as follows:

Payment of a dividend of EUR 3.70 per dividend-bearing ordinary share	EUR	112,358,314.40
Payment of a dividend of EUR 3.72 per dividend-bearing preference share	EUR	61,663,635.12
Carry-forward to new account	EUR	279,795,871.23
	EUR	453,817,820.75

The claim of the shareholders to the dividend is due for payment on Tuesday, 31 May 2022 (section 58 (4) sentence 2 of the German Stock Corporation Act (AktG)).

* * *

In accordance with section 71b of the German Stock Corporation Act (AktG), treasury shares held directly or indirectly by the Company are not entitled to dividends. The above proposal for the appropriation of profit takes into account that the Company does not hold any treasury shares at the time the invitation to the Annual General Meeting is published in the German Federal Gazette (Bundesanzeiger). If the number of treasury shares (ordinary and/or preference) changes by the time the Annual General Meeting is held, the management will put an adjusted proposal for resolution to the vote at the Annual General Meeting, which will provide for correspondingly adjusted amounts for the total payables on the dividend-bearing ordinary and preference shares and for the carry-forward to new account, assuming the dividend amount per dividend-bearing ordinary or preference share remains unchanged.

3. Resolution on the approval of the actions of the members of the Management Board of Sixt SE for financial year 2021

The Management Board and the Supervisory Board propose that the members of the Management Board of Sixt SE who were in office in financial year 2021 be each granted approval for their actions in financial year 2021.

4. Resolution on the approval of the actions of the members of the Supervisory Board of Sixt SE for financial year 2021

The Management Board and the Supervisory Board propose that the following members of the Supervisory Board of Sixt SE who were in office in financial year 2021 be each granted approval for their actions in financial year 2021.

- a. Friedrich Joussen (member until 16 June 2021),
- b. Dr Julian zu Putlitz (member since 16 June 2021),
- c. Erich Sixt (member since 16 June 2021),
- d. Ralf Teckentrup (member until 16 June 2021), and
- e. Dr Daniel Terberger

The vote to approve the actions of the members of the Supervisory Board is set to be done by way of individual approval.

5. Appointment of the auditor for financial year 2022 and of the auditor for any review of the interim financial statements/financial information in financial year 2022 and in financial year 2023 in the time period until the next Annual General Meeting will be held

The Supervisory Board proposes – based on the recommendation of its audit committee – to elect Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich,

- as auditor of the Company and the Group for financial year 2022 and for any review of interim financial statements/financial information of the Company for financial year 2022; and
- as auditor for any review of the interim financial reports/financial information of the Company for financial year 2023 in the time period until the next Annual General Meeting will be held in 2023.

The audit committee declared in accordance with article 16 (2) subparagraph 3 of Regulation (EU) No 537/2014 of the European Parliament and of the Council of 16 April 2014 that its recommendation on the appointment of the auditor is free from undue influence by third parties and that no restriction has been imposed on it with regard to the selection of a particular auditor.

6. Resolution on the approval of the remuneration report

Section 162 of the German Stock Corporation Act (AktG) stipulates that the Management Board and the Supervisory Board prepare an annual report on the remuneration granted and owed to each individual current or former member of the Management Board and the Supervisory Board in the last financial year (remuneration report) and submit this remuneration report to the Annual General Meeting for approval pursuant to section 120a (4) of the German Stock Corporation Act (AktG).

The remuneration report prepared by the Management Board and the Supervisory Board for financial year 2021 was audited by the auditor in accordance with the requirements of section 162 (3) of the German Stock Corporation Act (AktG). The auditor's report is attached to the remuneration report.

The remuneration report appears below after the agenda in the supplementary information on agenda item 6.

The Management Board and the Supervisory Board propose that the remuneration report for financial year 2021, prepared and audited in accordance with section 162 of the German Stock Corporation Act (AktG), be approved.

7. Resolution on an amendment to the Articles of Association in article 10 (1) and (2) (composition; term of office of the Supervisory Board)

The Supervisory Board of Sixt SE currently consists of three members, two of whom are elected by the Annual General Meeting; one member of the Supervisory Board is appointed by the shareholder Mr. Erich Sixt. The number of members of the Supervisory Board should now be increased to a total of four members, of which a total of three members to be elected by the Annual General Meeting and one member continuing to be appointed by the shareholder Mr. Erich Sixt.

The current provision under article 10 (2) sentence 1 of the Articles of Association of Sixt SE states that Supervisory Board members to be elected by the Annual General Meeting shall be elected for the period until the end of the Annual General Meeting in which a resolution is passed approving their actions for the fourth financial year after the start of their term of office, but for no longer than six years. The financial year in which their term of office begins is not counted. Elections to fill vacancies are also held in accordance with article 10 (2) sentence 3 of the Articles of Association for the remaining term of office of the departing member. The Articles of Association do not currently allow the Annual General Meeting to decide on deviating provisions for terms of office. The aim is to increase the flexibility of these provisions in the Articles of Association.

The Management Board and the Supervisory Board propose that the following resolution be passed:

Article 10 of the Articles of Association (composition; term of office of the Supervisory Board) is to be amended as follows:

- Sentences 1 and 2 of paragraph 1 of article 10 of the Articles of Association is to be reworded as follows:

“The Supervisory Board of the Company consists of four members. Of these, three members are to be elected by the Annual General Meeting.”

- Paragraph 2 of article 10 of the Articles of Association is to be reworded in its entirety as follows:

“Unless the Annual General Meeting stipulates a shorter term of office during the election, members to be elected by the Annual General Meeting are elected for a term until the end of the Annual General Meeting in which a resolution is passed approving their actions for the fourth financial year after the start of their term of office, but for no longer than six years. The financial year in which their term of office begins is not counted. Supplementary elections are to be held for the remaining term of office of a departing member unless a different period is determined by the Annual General Meeting at the time of election. This may not, however, exceed the maximum term of office provided for in the preceding sentence. Reappointments are permitted.”

The provisions of article 10 of the Articles of Association are to otherwise remain unchanged.

8. Resolution on the election of a new member of the Supervisory Board

In accordance with article 40 (2) and (3), article 47 (4) SE Regulation, section 17 (1) German SE Implementation Act, section 101 (2) of the German Stock Corporation Act (AktG), section 21 German SE Participation Act (SEBG) in conjunction with article 10 (1) of the Articles of Association of Sixt SE and section 10.4 of the agreement concluded on 18 April 2013 with the special negotiating body concerning employee participation, the Supervisory Board of Sixt SE currently consists of three members. Of these, two members are elected by the Annual General Meeting and one member is delegated to the Supervisory Board in accordance with article 10 (1) of the Articles of Association of Sixt SE. The Annual General Meeting is not bound to elect as recommended.

When the amendment to the Articles of Association proposed under agenda item 7 to enlarge the Supervisory Board takes effect, the number of Supervisory Board members will increase to a total of four, of which a total of three members will be elected by the Annual General Meeting without being bound to elect as recommended. A further member will continue to be appointed to the Supervisory Board in the future in accordance with article 10 (1) of the Articles of Association of Sixt SE.

This means that an additional member of the Supervisory Board is therefore to be elected for the period from the date on which the amendment to the Articles of Association proposed under agenda item 7 to enlarge the Supervisory Board takes effect. This election should also see use of the amendment to the Articles of Association proposed under agenda item 7, which allows the Annual General Meeting to determine the term of office of Supervisory Board members on a flexible basis. The purpose of this is, in particular, to ensure that the term of office of the new Supervisory Board member proposed for election is equal to the terms of office of the current Supervisory Board members elected by the Annual General Meeting.

The Supervisory Board proposes, on the recommendation of its nomination committee, to pass the following resolutions:

Ms Anna Magdalena Kamenetzky-Wetzel, self-employed entrepreneur, resident in Miami Beach, Florida/United States of America, is elected to the Supervisory Board.

The election becomes effective as soon as the amendment to the Articles of Association proposed above for resolution under agenda item 7 is entered into the commercial register of Sixt SE and is in

force until the end of the Annual General Meeting in which a resolution is passed approving their actions for the second financial year after the start of their term of office, but for no longer than six years. The financial year in which their term of office begins is not counted.

* * *

The above election proposal takes account of the Supervisory Board's objectives regarding its composition and complies with the envisaged competence profile for the Supervisory Board. An explanation of the objectives set out by the Supervisory Board with regard to its composition as well as the competence profile of the Supervisory Board is provided on pages 99 and 100 of the Company's Annual Report 2021, accessible via at <http://ir.sixt.com/Hauptversammlung>.

Ms Anna Magdalena Kamenetzky-Wetzel has expertise both in the field of accounting and in the field of auditing within the meaning of the requirements of section 100 (5) of the German Stock Corporation Act (AktG).

The Supervisory Board is of the opinion that Ms Anna Magdalena Kamenetzky-Wetzel is independent of the Company, its Management Board and the controlling shareholder within the meaning of the recommendations of the German Corporate Governance Code as amended on 16 December 2019.

Information on personal and business relationships between Ms Anna Magdalena Kamenetzky-Wetzel and the Company, its corporate bodies and a shareholder with a material stake in the Company, which in the opinion of the Supervisory Board are relevant for the election decision:

none

Ms Anna Magdalena Kamenetzky-Wetzel is not a member of other supervisory boards required to be formed by law. She is a member of the following comparable domestic and foreign supervisory bodies of commercial enterprises:

Member of the Board of Directors of Kitu Super Brands, Inc., Austin, Texas/ United States of America
 Member of the Board of Directors of Paws Holdings Limited, London/United Kingdom
 Member of the Board of Directors of Fuzzy Pet Health, Inc., San Francisco, California/United States of America
 Member of the Board of Directors of Project Pollo, Inc., San Antonio, Texas/United States of America

A curriculum vitae of Ms Anna Magdalena Kamenetzky-Wetzel, which also contains an overview of her main activities in addition to her Supervisory Board mandate, appears below after the agenda in the supplementary information on agenda item 8.

9. Resolution on the new regulation governing the remuneration of the members of the Supervisory Board

The remuneration of the members of the Supervisory Board of Sixt SE is currently regulated by resolution of the Annual General Meeting of Sixt SE passed on 16 June 2021 under agenda item 8 in conjunction with article 15 of the Articles of Association of Sixt SE. A new resolution is now to be passed on this remuneration, increasing the amount of fixed remuneration payable to the members of the Supervisory Board and introducing additional remuneration for being involved in or chairing the audit committee. All other aspects thereof remain unchanged.

The Management Board and the Supervisory Board propose that the following resolution be passed:

a. The new stipulations for the remuneration of the members of the Supervisory Board are as follows:

- (1) The members of the Supervisory Board shall receive a fixed remuneration of EUR 75,000.00 for each full financial year of their membership on the Supervisory Board. For the chairman of the Supervisory Board, this fixed remuneration amounts to EUR 150,000.00. Where members of the Supervisory Board are also members of the audit committee, they shall receive, in addition to the remuneration as per above, a fixed remuneration of EUR 20,000.00 for each full financial year of membership of the audit committee; for the chairman of the audit committee, this additional remuneration shall be EUR 25,000.00. If the office as member and/or chairman of the Supervisory Board or the audit committee is shorter than a full financial year or if a financial year is shorter than a calendar year, the above remuneration shall be granted on a pro rata temporis basis, depending on the term of office as a Supervisory Board or audit committee member or its chairman. The remuneration shall be due for payment after the end of every financial year.
- (2) In addition, the Company shall provide the Chairman of the Supervisory Board with a premium-segment company car, which is also available for private use, and shall assume all costs for this – also with regard to private use – in particular insurance, fuel and maintenance costs.
- (3) Moreover, the members of the Supervisory Board shall be reimbursed for their expenses including payment of value-added tax on their remuneration and expenses.
- (4) The Company may take out directors and officers liability insurance (D&O) on behalf of the members of the Supervisory Board at reasonable terms as are customary on the market.

The above new regulation on the remuneration of the members of the Supervisory Board shall apply for the first time – pro rata temporis for 2022 – from the beginning of 26 May 2022; up to and including 25 May 2022, the previous regulation on the remuneration of the members of the Supervisory Board shall apply – pro rata temporis for 2022. The above provision shall apply until it is amended by resolution of the Annual General Meeting.

b. The remuneration of the members of the Supervisory Board described above under lit. b. shall be based on the following remuneration system in accordance with sections 113 (3) sentence 3, 87a (1) sentence 2 of the German Stock Corporation Act (AktG):

The remuneration of the members of the Supervisory Board is structured as a purely fixed remuneration without variable components, which is in line with predominant market practices at listed companies in Germany. The Management Board and the Supervisory Board believe that a purely fixed remuneration of the members of the Supervisory Board is best suited to strengthen the independence of the Supervisory Board and to ensure that it fulfils its advisory and monitoring function irrespective of the Company's performance. The amount and structure of the remuneration of the Supervisory Board shall ensure that the Company remains able to recruit highly qualified candidates to fill positions on its Supervisory Board; the Supervisory Board remuneration thus contributes to promoting the Company's strategy and to developing the Company over the long term. Resolutions on the system for the remuneration of the members of the Supervisory Board are passed by the Annual General Meeting based on the proposal of the Management Board and the Supervisory Board. The remuneration of the members of the Supervisory Board is reviewed regularly, at least every four years, by the Management Board and the Supervisory Board to assess whether amount and structure are still in line with the market and reflect the responsibilities of the Supervisory Board and the situation of the Company in an appropriate manner. The purpose here is to appropriately adjust the previous remuneration to reflect the increased

requirements and the time expenditure of the members of the Supervisory Board by raising the fixed remuneration and introducing an additional remuneration to compensate the increased workload of the members or the chairman of the audit committee. Its contents are otherwise unchanged. The remuneration and employment conditions of the employees were not and are not considered in the structure of the remuneration system for the members of the Supervisory Board, as the remuneration for members of the Supervisory Board is granted for an activity that is fundamentally different from the activity of employees due to the advisory and monitoring role of the Supervisory Board. Any conflicts of interest in the review of the remuneration system are counteracted by the legal separation of powers, as the decision-making power on the remuneration of the Supervisory Board is assigned to the Annual General Meeting, and the Management Board and Supervisory Board together submit a proposal for resolution to the Annual General Meeting. This means that a system of checks and balances is already anchored in the statutory provisions.

Additional information on agenda item 6 (Resolution on the approval of the remuneration report)

REMUNERATION REPORT

The Remuneration Report provides information on the remuneration granted and owed to each individual current or former member of the Management Board and Supervisory Board of Sixt SE ("company") in financial year 2021. The Report complies with the requirements of Section 162 of the German Stock Corporation Act ("AktG") and the relevant accounting standards.

The remuneration system for the members of the Management Board was resolved by the company's Supervisory Board on 23 April 2021 and approved by the Annual General Meeting on 16 June 2021 by way of a resolution on agenda item 7 (Section 120a (1) AktG). It applies to all Management Board service contracts concluded or extended after the Supervisory Board resolution. The service contracts of all current Management Board members are in line with the resolved remuneration system or have been revised accordingly.

The Supervisory Board members were remunerated in accordance with the Articles of Association and the resolution adopted by the Annual General Meeting of Sixt SE on 16 June 2021 pursuant to Section 113 (3) sentences 1 and 2 AktG under agenda item 8. The resolution regulated the future remuneration of the Supervisory Board members outside the Articles of Association. The previous provisions in Article 15 of the company's Articles of Association were retained without change and only supplemented by a provision according to which the Chairman of the Supervisory Board, in addition to his (unchanged) monetary remuneration, is provided with a company car as a benefit in kind that can also be used privately.

Detailed information on the remuneration systems of the Management Board and Supervisory Board can be found on the company's website at www.ir.sixt.eu under "Corporate Governance/Resolutions on the remuneration system." Due to commercial rounding, some of the figures in this report might not add up exactly to the totals shown.

1. REMUNERATION OF THE MANAGEMENT BOARD IN FINANCIAL YEAR 2021

The company pursues the goal of intensifying the growth course of Sixt Group, further advancing the focus on integrated and digitally based mobility services and expanding its positioning as the leading international provider of mobility services. In order to achieve these goals, the remuneration of the Management Board of Sixt SE is based on the following principles:

- || A transparent, comprehensible remuneration based on the economic success of the company as a whole contributes to the overall strategic action of the Management Board and the sustainable growth of Sixt Group.

- ‖ The range of responsibilities and the performance of each Management Board member are key factors in determining his or her total remuneration.
- ‖ Multi-year assessment bases and caps for variable remuneration components that take effect every financial year promote long-term growth and avoid incentives to take disproportionate risks.
- ‖ One component of the variable performance-based remuneration elements is long-term share based and thus aimed at having a strong share culture as well as an alignment of the interests of shareholders, management and other stakeholders.

The total remuneration granted and owed to the members of the Management Board of Sixt SE in financial year 2021 pursuant to Section 162 (1) sentence 1 AktG is shown in individualised form in the tables below. Accordingly, the tables contain all amounts that actually accrued to the individual members of the Management Board in financial year 2021 (granted remuneration) and all remuneration that is legally due but has not yet accrued (remuneration owed). The bonus for 2021 is considered granted remuneration, since the relevant performance was rendered by 31 December 2021 and the remuneration was thus earned in principle.

Thus, the bonus for 2021 is stated as part of the total remuneration, although the payment is only made after the end of the financial year (see further explanations on the bonus below). This ensures that a connection is formed between the performance rendered and the remuneration in the reporting period and increases transparency.

Current members of the Management Board	Alexander Sixt	Konstantin Sixt	Prof. Dr. Kai Andrejewski	Nico Gabriel
	COO until 16 June 2021	CSO until 16 June 2021	CFO since 1 June 2021	COO since 18 Jan. 2021
	Co-Chairman of the Management Board since 17 June 2021	Co-Chairman of the Management Board since 17 June 2021		
in EUR thousand	2021	2021	2021	2021
Basic remuneration	1,377	1,377	379	478
Fringe benefits ¹	38	26	11	20
Total fixed remuneration components	1,415	1,403	390	498
Relative share of fixed remuneration components in % of the total remuneration	42.8%	42.6%	41.6%	35.8%
Bonus 2021 (payment to be distributed in 2022 and 2023)	1,890	1,890	547	895
Relative share of the bonus 2021 in % of the total remuneration	57.2%	57.4%	58.4%	64.3%
Multi-year variable remuneration ²	-	-	-	-
Total remuneration	3,305	3,293	937	1,393

Members of the Management Board who left the Board in financial year 2021	Erich Sixt	Detlev Pätsch	Jörg Bremer	Daniel Marasch
	CEO until 16 June 2021	COO until 31 March 2021	CFO until 31 May 2021	CVTO until 31 Dec. 2021
in EUR thousand	2021	2021	2021	2021
Basic remuneration	1,107	148	300	900
Fringe benefits ¹	25	15	11	33
Total fixed remuneration components	1,132	163	311	933
Relative share of fixed remuneration components in % of the total remuneration	60.7%	37.2%	34.4%	92.6%
Bonus 2021 (to be paid out in 2022)	733	175	594	n/a
Relative share of the bonus for 2021 in % of the total remuneration	39.3%	40.0%	65.6%	0.0%
Multi-year variable remuneration ²	-	-	-	-
Other ³	-	100	-	75
Relative share of other components in % of total remuneration	-	23.0%	-	7.4%
Total remuneration	1,865	438	905	1,008

¹ The fringe benefits included are shown in the section "Non-performance-related remuneration". Contributions for D&O insurance are not included.

² No payment from the Share Performance Programme resolved in financial year 2021 was made in 2021. The details of the Share Performance Programme are presented below. There was also no allocation or payment in 2021 from long-term remuneration components granted to individual members of the Management Board in previous years (see the general information on the Matching Stock Programme 2012 for members of the Management Board and managers in the Notes to the Consolidated Financial Statements).

⁵ In the case of Mr. Pätsch, this includes one-off payments to compensate for holiday entitlements from previous years. In the case of Mr. Marasch, this relates to the severance payment described above, which was paid out in January 2022 but was considered as granted remuneration.

Non-performance-related remuneration

The basic salary shown here was paid out in twelve equal monthly instalments. The amount of the basic salary is based on the range of tasks, departmental responsibilities and experience of the respective Management Board member.

The fringe benefits granted include the provision of a maximum of two company cars for business and private use, the possibility to use a driver service, the use of a company mobile phone also for private purposes and – if the respective conditions are met – the granting of personal protection. Furthermore, the members of the Management Board receive subsidies for health insurance and nursing care insurance contributions (limited to half of the general and uniform contribution rate of the statutory health insurance fund). Mr. Pätsch also received an allowance for social security. Furthermore, an accident insurance policy and a legal expense insurance policy exist for the benefit of the members of the Management Board.

Furthermore, the company maintains a financial loss liability Group insurance policy for members of the executive bodies and certain employees of Sixt Group. This insurance is taken out or renewed annually. The insurance covers the personal liability risk in the event that a claim is made against these individuals for financial losses in the course of their work. The policy for financial year 2021 includes a deductible for the members of the Management Board that complies with the requirements of the German Stock Corporation Act.

Performance-related remuneration

In addition to their non-performance-related basic remuneration and contractual fringe benefits, the members of the Management Board also receive performance-related remuneration. The performance-related remuneration is comprised of two components, a bonus (STI) and a share-based Share Performance Programme (LTI).

Bonus (STI)

The origin and amount of the bonus entitlement of the members of the Management Board for 2021 are dependent on the earnings from ordinary business activities before taxes (EBT) as a performance indicator reported in the Consolidated Financial Statements of Sixt SE for financial year 2021. This remuneration component contributes to the sustainable earnings-oriented growth of Sixt Group and to strategic and operational management decisions oriented towards the success of the company as a whole due to its calculation clarity and transparency and due to the fact that it is fundamentally earnings-related and oriented towards the company as a whole. The degree to which targets have been achieved can be seen transparently on the basis of the actual key figures determined each year and listed in the Consolidated Financial Statements of Sixt SE for the financial year in question.

For each financial year of the contractual term of a Management Board service agreement ("base year"), it is determined whether and, if so, in what amount an entitlement to a bonus has arisen. If the contract term begins or ends during the year, the bonus for the respective base year is granted pro rata temporis. The accrual of the bonus entitlement is dependent on the EBT reaching a certain minimum target in the respective base year. If the agreed minimum target is not reached, the Management Board member concerned is not entitled to a bonus for the respective base year. If the minimum target is exceeded, the amount of the bonus claim is generally dependent on the extent to which the EBT value actually achieved in the respective base year exceeded the bonus-relevant minimum target. What minimum target exceedance leads to what bonus amount is stipulated in the respective Management Board employment contracts for their entire term. The respective Management Board member receives an individually determined payment amount for each full million euros of EBT above the agreed minimum target. If EBT exceeds a certain additional level (EBT additional threshold), the payment value agreed for each full million euros of EBT increases. The amount of the bonus entitlement is limited in absolute terms to a fixed maximum amount (cap) per base year.

The EBT minimum target, the EBT additional threshold and the achievable maximum amount (cap) were agreed individually for each of the members of the Management Board and are shown in the following tables:

Current members of the Management Board	Alexander Sixt	Alexander Sixt	Konstantin Sixt	Konstantin Sixt	Prof. Dr. Kai Andrejewski	Nico Gabriel
		Co-Chairman of the Management Board since		Co-Chairman of the Management Board since		
	COO until 16 June 2021	17 June 2021	CSO until 16 June 2021	Board since 17 June 2021	CFO since 1 June 2021	COO since 18 Jan. 2021
	2021 (until 16 June)	2021 (since 17 June)	2021 (until 16 June)	2021 (since 17 June)	2021	2021
EBT minimum target (in EUR million)	50	100	50	100	200	200
EBT additional threshold (in EUR million)	100	400	100	400	300	300
Maximum target for the bonus per year (cap) (in EUR thousand)	1,500	2,600	1,500	2,600	2,000	2,000

Former members of the Management Board	Erich Sixt	Detlev Pättsch	Jörg Bremer	Daniel Marasch ¹
	CEO until 16 June 2021	COO until 31 March 2021	CFO until 31 May 2021	CVTO until 31 Dec. 2021
	2021	2021	2021	2021
EBT minimum target (in EUR million)	250	50	150	-
EBT additional threshold (in EUR million)	-	150	250	-
Maximum target for the bonus per year (cap) (in EUR thousand)	1,600	700	1,400	-

¹ Mr. Marasch left the company on 31 December 2021. No entitlement to a bonus has arisen.

Insofar as the contracts already comply with the new remuneration system, the bonus entitlement in 2021 is divided into two tranches. The first tranche, amounting to 49.9% of the bonus entitlement, is due for payment at the end of the 2022 Annual General Meeting. The second tranche, amounting to 50.1% of the bonus entitlement, is dependent on EBT being greater than EUR 0 in the financial year following the base year. If this is achieved, the respective second tranche of the bonus entitlement becomes due at the end of the Annual General Meeting that resolves on the appropriation of profits for the financial year following the base year. If this is not achieved, the entitlement to the second tranche lapses without compensation. Thus, the bonus entitlement for the base year is reduced to 49.9% of the original, i.e. initially accrued, bonus entitlement. In the case of old contracts, payment is not made in two tranches, but rather in one tranche in 2022. The contracts of the two Co-Chairmen of the Management Board, Mr. Alexander Sixt and Mr. Konstantin Sixt, have complied with the new remuneration system since 17 June 2021. For the bonus attributable to the period before, payment is to be rendered in full in 2022.

In 2021 – the best business year in the company's history² – EBT amounted to EUR 442.2 million, so that the agreed EBT minimum targets and the EBT additional threshold were reached. Thus, the following amounts from the bonus for financial year 2021 will be due for payment in financial years 2022 and 2023, whereby the payment in 2023 for the current members of the Management Board depends on the achievement of the EBT minimum target applicable for financial year 2022:

² The 2018 EBT of EUR 534.6 million included the one-off effect that resulted from the sale of the share in DriveNow, the adjusted EBT amounted to EUR 336.7 million.

	Alexander Sixt	Konstantin Sixt	Prof. Dr. Kai Andrejewski	Nico Gabriel	Erich Sixt	Detlev Pättsch	Jörg Bremer	Daniel Marasch
in EUR thousand								
2022	1,288	1,288	273	447	733	175	594	-
2023	602	602	274	448	-	-	-	-
Total bonus for 2021	1,890	1,890	547	895	733	175	594	-

For transparency reasons, the entire bonus figure was reported as part of total remuneration for 2021.

Share-based Virtual Share Performance Programme

In financial year 2021, the Group had an employee participation programme (Matching Stock Programme – MSP) that was initiated in 2012 (MSP 2012). No new tranches of share options were allotted to members of the Management Board and employees and no preference shares were issued in financial year 2021.

The current members of the Management Board are participants in the Share Performance Programme (SPP) that was introduced in 2021. The SPP has a long-term orientation and is share-based. The achievement of a certain EBT as a performance indicator is authoritative. If a certain minimum EBT is achieved in a financial year, the members of the Management Board are allotted a certain number of virtual ordinary shares the following year. The number of virtual ordinary shares currently results from a certain fraction of the EBT of the last completed financial year, but not exceeding an agreed cap, divided by the weighted closing price of the ordinary share in Xetra trading on the Frankfurt Stock Exchange during the last ten trading days before the date of allotment of the virtual shares. The allocation date is 1 June of each calendar year or, if this is a Saturday, Sunday or public holiday, the following working day.

Only if the member of the Management Board remains in office four years after the allotment will he or she receive a cash payment from the SPP. The amount of the cash payment is equal to the product of the number of virtual ordinary shares allotted for the relevant tranche and the weighted closing price of the ordinary shares for a specified period prior to the date of payment, subject to a maximum of an agreed payout cap. In the event of extraordinary upward or downward developments (such as significant changes in accounting regulations), the Supervisory Board may, at its reasonable discretion, change the formula for calculating the allotment of virtual shares. A recommendation of the German Corporate Governance Code is thus also implemented.

The share-based long-term performance-related remuneration component also has a high degree of calculation clarity and transparency. As it is linked to the long-term development of the share price, it reflects the interests of the shareholders on the one hand and is intended to ensure a sustainable company strategy on the other.

The minimum EBT target agreed for the respective SPP was achieved in all cases, so that the current members of the Management Board will be allotted virtual ordinary shares on 1 June 2022 in accordance with the equivalent value shown in the table below. The exact number depends in particular on the weighted closing price of the ordinary shares during the last ten days of trading before the date of allotment and cannot be determined at present. The following table also sets out the minimum EBT, the maximum grant amount (cap) and the payout cap (in the case of a payout after four years).

Current members of the Management Board	Alexander Sixt	Konstantin Sixt	Prof. Dr. Kai Andrejewski	Nico Gabriel
	COO until 16 June 2021	CSO until 16 June 2021	CFO since 1 June 2021	COO since 18 Jan. 2021
	Co-Chairman of the Management Board since 17 June 2021	Co-Chairman of the Management Board since 17 June 2021		
in EUR thousand	2021	2021	2021	2021
EBT minimum target (in EUR million)	100	100	100	100
Countervalue as the basis for calculating the virtual number of shares on the allocation date (1 June 2022) (in EUR thousand)	1,106	1,106	331	664
Maximum allotment amount (CAP) (in EUR thousand)	1,500	1,500	500	800
Payout cap	1,500	1,500	500	800

Total remuneration and maximum remuneration

The total remuneration of the members of the company's Management Board for financial year 2021 amounted to a total of EUR 13.1 million. As part of the remuneration system, maximum remuneration for the entire Management Board was set at EUR 23 million and target remuneration for the entire Management Board at EUR 15.6 million. In

order to compare the maximum remuneration with the total remuneration, the remuneration system requires that any inflows from share-based remuneration components be allocated to the financial year in which the tranche was allocated. Neither an allocation of virtual shares nor a payment from share-based remuneration components took place in financial year 2021, therefore no other allocation is necessary for the purposes of the comparison. The maximum remuneration for the entire Management Board of EUR 23 million in financial year 2021 was therefore complied with.

Clawback of variable remuneration components/third party benefits

No variable remuneration components were reclaimed from members of the Management Board in financial year 2021. No member of the Management Board was promised benefits by a third party with regard to his or her activity as a member of the Management Board or was granted such in the financial year.

Benefits in connection with the departure of members of the Management Board

Mr. Jörg Bremer left the Management Board by mutual agreement on 31 May 2021 and not at the end of his term of office on 31 October 2021. His employment contract was terminated effective 30 June 2021. Mr. Daniel Marasch resigned by mutual agreement as of 31 December 2021. In connection with his resignation, Mr. Marasch received a severance payment of EUR 75,000 as of 31 February 2022. Any bonus claims on the part of Mr. Marasch were settled with this amount.

2. REMUNERATION OF THE SUPERVISORY BOARD IN FINANCIAL YEAR 2021

The remuneration of the members of the Supervisory Board is, in accordance with the predominant market practice at listed companies in Germany, structured as purely fixed remuneration without any variable components. The Management Board and Supervisory Board are of the opinion that a purely fixed remuneration of the Supervisory Board members is best suited to strengthen the independence of the Supervisory Board and to take the advisory and supervisory function of the Supervisory Board into account, which is to be fulfilled independently of the company's success.

The members of the Supervisory Board receive fixed remuneration of EUR 50,000 for each full financial year of membership of the Supervisory Board. The Chairman receives twice this amount (EUR 100,000). If the office is not occupied for a full financial year, the remuneration specified above is to be granted pro rata temporis according to the duration of the membership in the Supervisory Board. The remuneration is due for payment at the end of each financial year. Based on the resolution of the Annual General Meeting of 16 June 2021, the company also provides the Chairman of the Supervisory Board with a luxury class company car that may also be used privately. Furthermore, a pecuniary damage liability insurance policy (D&O) exists for the members of the Supervisory Board. No deductible has been agreed.

Based on the remuneration system presented here, the total remuneration granted and owed to the former and active members of the Supervisory Board in financial year 2021 is shown in the table below. The table thus includes all amounts actually received by the individual members of the Supervisory Board in financial year 2021 (granted remuneration) and all remuneration legally due but not yet received (remuneration owed). The fixed remuneration for 2021 is regarded as remuneration granted, as the relevant service was rendered by 31 December 2021 and the remuneration was thus earned in principle. The actual payment was made at the beginning of financial year 2022.

Current and former members of the Supervisory Board		
	Fixed remuneration in 2021	Fringe benefits in 2021
in EUR thousand		
Friedrich Joussen (Chairman of the Supervisory Board until 16 June 2021)	46	-
Erich Sixt (Chairman of the Supervisory Board since 16 June 2021)	54	18 ¹
Dr. Terberger (member of the Supervisory Board)	50	-
Ralf Teckentrup (member of the Supervisory Board until 16 June 2021)	23	-
Dr. Julian zu Putlitz (member of the Supervisory Board since 16 June 2021)	27	-

¹ Based on the resolution of the Annual General Meeting 2021 of 16 June 2021, the Chairman of the Supervisory Board receives a company car that is also for private use.

3. COMPARATIVE PRESENTATION OF MANAGEMENT BOARD AND SUPERVISORY BOARD REMUNERATION

Pursuant to Section 162 (1) sentence 2 no. 2 AktG, the following table shows the development of Sixt's earnings, the annual change in the remuneration of the members of the Management Board and the Supervisory Board, and the development of the average remuneration of the employees on a full-time equivalent basis. The presentation makes use of the transitional provision of Section 26j (2) of the Introductory Act to the German Stock Corporation Act and is based on a comparison of financial year 2020 with financial year 2021. For the members of the Management Board and the Supervisory Board, the comparison is based on the remuneration granted and owed in the respective financial year within the meaning of Section 162 (1) sentence 1 AktG. The change shown for the members of the Management Board is due in particular to the effects of the coronavirus pandemic on financial year 2020, the waiver of bonus and salary payments in financial year 2020, and the changes in responsibilities on the Management Board. The workforce of Sixt SE and the companies affiliated with Sixt SE that have their registered office in Germany is taken as a basis for presenting the change in the average remuneration of the employees. Payments for wages and salaries, as well as fringe benefits, employer contributions to social security and the short-term variable remuneration components attributable to the respective financial year were taken into account.

Comparison of Management Board and Supervisory Board remuneration with regard to the total remuneration	Change in % from 2020 to 2021
Current members of the Management Board	
Alexander Sixt	294%
Konstantin Sixt	294%
Prof. Dr. Kai Andrejewski (CFO since 1 June 2021)	-
Nico Gabriel (COO since 18 Jan. 2021)	-
Former members of the Management Board	
Daniel Marasch (CVTO until 31 Dec. 2021)	-
Erich Sixt (CEO until 16 June 2021)	391%
Jörg Bremer (CFO until 30 June 2021)	96%
Detlev Pättsch (COO until 31 March 2021)	26%
Current members of the Supervisory Board	
Erich Sixt (Chairman of the Supervisory Board since 16 June 2021)	-
Dr. Julian zu Putlitz (member of the Supervisory Board since 16 June 2021)	-
Dr. Daniel Terberger (member of the Supervisory Board)	0%
Former members of the Supervisory Board	
Friedrich Joussen (Chairman of the Supervisory Board until 16 June 2021)	0 %
Ralf Teckentrup (member of the Supervisory Board until 16 June 2021)	0 %
Earnings development of the company	
Net income of Sixt SE pursuant to Section 275 (3) No. 16 HGB	-29% ¹
Result from ordinary activities of the Sixt Group (EBT) according to IFRS	n/a% ²
Result of Sixt Group according to IFRS	15,828% ³
Average employee remuneration	11%

¹ The net profit for the year 2020 based on statutory accounts included a one-off effect from the sale of Sixt Leasing in the amount of EUR 129,430 thousand.

² The Group's EBT according to IFRS was negative (EUR -81,546 thousand) in 2020 due to the effects of the coronavirus pandemic and amounted to EUR 442,16 thousand in 2021. Because of the negative result in 2020, it makes no sense to report the change as a percentage.

³ The result of Sixt Group according to IFRS was EUR 1,966 thousand in 2020 and EUR 313,150 thousand in 2021.

Pullach, 29 March 2022

The Management Board

The Supervisory Board

REPORT OF THE INDEPENDENT AUDITOR ON THE AUDIT OF THE REMUNERATION REPORT IN ACCORDANCE WITH SECTION 162 (3) AKTG

To Sixt SE, Pullach/Germany

Audit Opinion

We conducted a formal audit of the remuneration report of Sixt SE, Pullach/Germany, for the financial year from 1 January to 31 December 2021, to assess whether the disclosures required under Section 162 (1) and (2) German Stock Corporation Act (AktG) have been made in the remuneration report. In accordance with Section 162 (3) AktG, we did not audit the content of the remuneration report.

In our opinion, the disclosures required under Section 162 (1) and (2) AktG have been made, in all material respects, in the accompanying remuneration report. Our audit opinion does not cover the content of the remuneration report.

Basis for the Audit Opinion

We conducted our audit of the remuneration report in accordance with Section 162 (3) AktG and in compliance with the IDW Auditing Standard: Audit of the Remuneration Report pursuant to Section 162 (3) AktG (IDW AuS 870 (08.2021)). Our responsibilities under those requirements and this standard are further described in the "Auditor's Responsibilities" section of our auditor's report. Our audit firm has applied the requirements of the IDW Quality Assurance Standard: Quality Assurance Requirements in Audit Practices (IDW QS 1). We have fulfilled our professional responsibilities in accordance with the German Public Auditor Act (WPO) and the Professional Charter for German Public Auditors and German Sworn Auditors (BS WP/vBP) including the requirements on independence.

Responsibilities of the Executive Board and the Supervisory Board

The executive board and the supervisory board are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of Section 162 AktG. In addition, they are responsible for such internal control as they consider necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

Our objectives are to obtain reasonable assurance about whether the disclosures required under Section 162 (1) and (2) AktG have been made in the remuneration report, in all material respects, and to express an audit opinion thereon as part of an auditor's report.

We planned and conducted our audit so as to be able to determine whether the remuneration report is formally complete by comparing the disclosures made in the remuneration report with the disclosures required under Section 162 (1) and (2) AktG. In accordance with Section 162 (3) AktG, we did neither audit whether the contents of these disclosures are correct, nor whether the contents of individual disclosures are complete, nor whether the remuneration report has been reasonably presented.

Handling of possible misrepresentations

In connection with our audit, our responsibility is to read the remuneration report taking into account our knowledge obtained in the financial statement audit while remaining attentive to any signs of misrepresentations in the remuneration report regarding the correctness of the disclosures' contents, the completeness of individual disclosures' contents or the reasonable presentation of the remuneration report.

If, based on the work we have performed, we conclude that there is such a misrepresentation, we are required to report that fact. We have nothing to report in this regard.

Munich/Germany, 29 March 2022

Deloitte GmbH

Wirtschaftsprüfungsgesellschaft

KLAUS LÖFFLER
German Public Auditor

FLORIAN KORTE
German Public Auditor

Supplementary information on agenda item 8 (election of a new Supervisory Board member)

Curriculum vitae of Anna Magdalena Kamenetzky-Wetzel and overview of material activities in addition to her Supervisory Board mandate

Ms Anna Magdalena Kamenetzky-Wetzel, born in 1975, graduated from the WHU – Otto Beisheim School of Management in Koblenz (Germany) with a major in external accounting, management and cost accounting, and finance, and from the École de Management de Lyon (France). She began her professional career in 2000 at Goldman Sachs in investment banking, where she held various positions (most recently as Vice President) in the media, telecommunications and technology sectors in Frankfurt, New York and London until 2007.

She subsequently held the position of Managing Director at Ripplewood Holdings Japan International S.A. from 2007 to 2012, where she was largely responsible for restructuring the previous investment portfolio in Japan. From 2012 to 2020, she was a partner at JAB Holding Company LLC in Washington, DC, USA, where she was head of business development and co-head of the external funds business. She also helped include ESG criteria in the strategy and activities of portfolio companies since 2009. During this time, Ms Kamenetzky-Wetzel also gained extensive experience on the boards of both listed and private companies, such as Keurig Dr Pepper in the US, Jimmy Choo in the UK, Jacobs Douwe Egberts in the Netherlands and Niles Corporation in Japan.

In 2020, Ms Kamenetzky-Wetzel founded K4 Family Investments, her private family investment office. K4 Family Investments invests in consumer goods and services companies that focus on macro trends such as the growing importance of health and wellness, digitalisation, sustainability and consumer engagement. In 2022, she also founded Touch Capital, a women-led venture capital firm with the same investment focus as K4 Family Investments, of which she is managing partner. She also holds the other mandates in commercial non-publicly listed enterprises stated above under agenda item 8.

To date, Ms Kamenetzky-Wetzel has worked in the USA, in Europe and in Asia and has extensive knowledge of the consumer goods, services and media industries.

“For me, Sixt is the embodiment of entrepreneurial spirit, customer-centric operations and how to successfully digitalise the business model. I look forward to bringing my international experience, particularly in innovation and sustainability, to such an impressive company.”

Documents for the agenda

Once the Annual General Meeting has been convened, the following documents in particular will be made available on the Company's website at <http://ir.sixt.com/Hauptversammlung>:

- the invitation to the Annual General Meeting;
- the adopted annual financial statements and the approved consolidated financial statements of Sixt SE, the combined management report for Sixt SE and the Group including the notes to the financial statements and consolidated financial statements in accordance with sections 289a, 315a German Commercial Code (HGB) as well as the report of the Supervisory Board, each for financial year 2021; and

- the Management Board's proposal for the appropriation of profits (as part of the invitation to the Annual General Meeting).

All these documents will also be available to access during the Annual General Meeting itself via the above-stated website.

Total number of shares and voting rights

At the time of publishing the invitation to the Annual General Meeting in the Federal Gazette, the share capital of the Company amounts to EUR 120.174.996,48 and is divided into a total of 46.943.358 no-par value shares, consisting of 30.367.112 ordinary shares (two of which are registered and 30.367.110 of which are bearer shares) and 16.576.246 non-voting no-par value preference bearer shares. Preference shares do not confer voting rights except in cases determined by law. Where there is a voting right, each ordinary or preference share equates to one vote at the Annual General Meeting.

Unless the above agenda is amended by way of a separate publication to include additional items on which holders of preference shares are entitled to vote, only holders of ordinary shares are entitled to vote at this Annual General Meeting. The total number of voting rights therefore corresponds to the total number of ordinary shares, amounting to 30.367.112 at the time of publishing the invitation to the Annual General Meeting in the Federal Gazette.

In accordance with section 71b of the German Stock Corporation Act (AktG), the Company has no voting rights from directly or indirectly held treasury shares. The Company does not hold any treasury shares at the time of publishing the invitation to the Annual General Meeting in the Federal Gazette.

Virtual Annual General Meeting without the shareholders and their authorised representatives being physically present

In view of the effects of the COVID-19 pandemic, the Management Board of Sixt SE has decided, with the consent of the Supervisory Board, to hold the Annual General Meeting of the Company virtually, i.e. without the shareholders or their authorised representatives being physically present, on the basis of section 1 of the Act Concerning Measures Under the Law of Companies, Cooperative Societies, Associations, Foundations and Commonhold Property to Combat the Effects of the COVID-19 Pandemic of 27 March 2020 as amended (German COVID-19 Mitigation Act), with a view to protecting health and in consideration of the fact that official restrictions on holding physical events may be in place.

The Annual General Meeting will be held at the business premises of Sixt SE, Zugspitzstr. 1, 82049 Pullach i. Isartal, being the place of the Annual General Meeting within the meaning of the Act.

The fact that the Annual General Meeting is being held virtually means that it will not be possible for shareholders or their authorised representatives to physically attend the Annual General Meeting – with the exception of the Company's designated voting proxies.

In line with the requirements of the German COVID-19 Mitigation Act applicable to a virtual Annual General Meeting, the following points apply instead:

- The Annual General Meeting will be broadcast over the Internet live and in full for shareholders and their authorised representatives to watch and listen to via a password-protected online service (AGM portal).
- Shareholders and their authorised representatives may exercise their voting rights by means of electronic communication (postal vote) or by granting power of attorney to the Company's designated voting proxies.
- Shareholders and their authorised representatives will be granted a right to ask questions by means of electronic communication.
- Shareholders who have fulfilled the pre-requisites for attending the virtual Annual General Meeting or their authorised representatives will, by way of derogation from section 245 no. 1 of the German Stock Corporation Act (AktG), be granted the opportunity to object to a resolution of the Annual General Meeting by way of electronic communication, without having to fulfil the requirement of being physically present at the Annual General Meeting.

Please see the explanations below for further information.

Since holding the Annual General Meeting as a virtual Annual General Meeting on the basis of German COVID-19 Mitigation Act means needing to modify the way in which the meeting will be conducted as well as how shareholders can exercise their rights, we kindly ask shareholders to carefully read the following instructions on registering for the Annual General Meeting, on exercising voting rights and on other shareholder rights.

Unless the above agenda is amended by way of a separate publication to include additional items on which holders of preference shares are entitled to vote, only holders of ordinary shares are entitled to vote at this Annual General Meeting. This means that, to the extent that the following explanations refer to the exercising of voting rights or proxy voting by shareholders, such explanations only relate to the exercising of voting rights or proxy voting by ordinary shareholders, unless the agenda is not correspondingly amended.

Pre-requisites for attending the virtual Annual General Meeting and for exercising voting rights

Shareholders wishing to attend the virtual Annual General Meeting or exercise their voting rights must register prior to the Annual General Meeting. The registration must be made in writing (text form) in German or English.

If shareholders hold no-par value ordinary or preference bearer shares, they must also prove that they are entitled to attend the virtual Annual General Meeting. This entitlement to attend the virtual Annual General Meeting (and thus at the same time to exercise voting rights, insofar as the shares provide for such rights) must be evidenced by proof of share ownership in accordance with section 67c (3) of the German Stock Corporation Act (AktG). The evidence provided must refer to the beginning of the 21st day before the Annual General Meeting (record date), i.e. Wednesday, 4 May 2022, 00:00.

For holders of registered ordinary shares, no separate proof of entitlement to attend the virtual Annual General Meeting or to exercise voting rights is required in respect of these shares – aside from registering for the Annual General Meeting, which is also required here. In the case of registered shares, however, only persons who are recorded as such in the share register (art. 5 SE Regulation in conjunction with section 67 (2) sentence 1 of the German Stock Corporation Act (AktG)) are deemed to be shareholders of the Company. Holders of registered ordinary shares are therefore only entitled to attend and vote by virtue of these registered shares, even if they have duly registered, if they are so recorded as shareholders in the share register.

The registration and, to the extent that shareholders hold no-par value ordinary or preference bearer shares, the proof of entitlement to attend the virtual Annual General Meeting, both of which are required, must be received by Sixt SE by midnight on Wednesday, 18 May 2022 at the latest, having been sent to the following address:

Sixt SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 München
Email: inhaberaktien@linkmarketservices.de

Once the above-stated conditions for attending have been met, registration confirmation will be sent to the shareholders or their authorised representatives entitled to attend the virtual Annual General Meeting for them to exercise their associated rights. The registration confirmation also contains the personal login details required to use the password-protected online service for the Annual General Meeting (AGM portal). In order to ensure the registration confirmation is received in time, we kindly ask shareholders to ensure that the registration is made and, if shareholders hold no-par value ordinary or preference bearer shares, the separate proof of share ownership sent to the registration office at the above-stated address as soon as possible.

Importance of the record date

In the case of holders of no-par value ordinary and preference bearer shares, only persons who have provided the above-stated proof of share ownership are deemed to be shareholders of the Company, and thus entitled to attend the Annual General Meeting and exercise voting rights. This means that the right to attend the virtual Annual General Meeting and the scope of voting rights (insofar as the shares confer a right to vote) are, in the case of bearer shares, exclusively based on the shareholding held on the record date specified therein. The record date or the registration for the Annual General Meeting is not associated with any lock-up period for selling shares, which means that shareholders may freely dispose of their shares on and after the record date as well as after registering for the Annual General Meeting. Such dispositions, however, have no effect on the right to attend the virtual Annual General Meeting and the scope of voting rights of the holders of no-par value ordinary and preference bearer shares. The same applies to any (additional) acquisition of no-par value ordinary or preference bearer shares made on or after the record date. Consequently, persons acquiring no-par value ordinary or preference bearer shares in the Company on or after the record date are not entitled to attend the virtual Annual General Meeting in their own right or exercise voting rights by virtue of such shares. The record date has no relevance with regard to dividend entitlement.

Voting by (electronic) postal vote

Shareholders or their authorised representatives may cast their votes by means of electronic communication without attending the Annual General Meeting (postal vote). In this case, the above-stated pre-requisites for attending the virtual Annual General Meeting and for exercising voting rights must also be met.

Postal votes (and, if applicable, their amendment or revocation) may only be submitted to the Company via the password-protected AGM portal at

<http://ir.sixt.com/Hauptversammlung>

and must be received by the Company via this means no later than the time that voting begins at the virtual Annual General Meeting on Wednesday, 25 May 2022. The personal login data for the AGM portal will

automatically be sent to duly registered shareholders or their authorised representatives together with their registration confirmation.

Please note that other means of communication are not available for the postal vote; in particular the postal vote cannot be sent by post.

Procedure for proxy-voting via the Company's designated voting proxies

In order to exercise voting rights at the virtual Annual General Meeting, the Company also offers its shareholders and their authorised representatives the option of delegating their voting rights to the Company's designated voting proxies who are bound by instructions. In this case, the shareholders must also meet the above-stated prerequisites for attending the virtual Annual General Meeting and exercising their voting rights.

The Company's designated voting proxies must be given binding instructions in the power of attorney on how to exercise the voting rights; the voting proxies are obliged to vote in accordance with the instructions given to them. Proxy-voting through the Company's designated voting proxies is restricted to exercising voting rights on agenda items as instructed; the Company's designated voting proxies do not accept instructions to exercise other shareholder rights to, in particular, submit motions or questions or to lodge objections. The granting of power of attorney and issuing of instructions to the Company's designated voting proxies must be made in writing (text form).

The power of attorney and instructions to the Company's designated voting proxies (as well as any amendments to and revocations of powers of attorney and instructions) must be received by the Company as follows:

- either, no later than Tuesday, 24 May 2022, 6 p.m. at the following address, electronic transmission may also be made to this address via email:

Sixt SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 München
Email: inhaberaktien@linkmarketservices.de

- or no later than the start of voting at the virtual Annual General Meeting on Wednesday, 25 May 2022, via the password-protected AGM portal at:

<http://ir.sixt.com/Hauptversammlung>

The personal login data for the AGM portal and a form for granting power of attorney and issuing instructions to the Company's designated voting proxies will be automatically sent to the duly registered shareholders or their authorised representatives together with the registration confirmation.

Procedure for proxy-voting via other authorised representatives

Shareholders also have the possibility of appointing another authorised representative, including a bank or other intermediary or an association of shareholders, as proxy to exercise their voting rights (and any other rights

relating to the Annual General Meeting) on their behalf. In this case, the above-stated pre-requisites for attending the virtual Annual General Meeting and for exercising voting rights must be met.

As such authorised representatives cannot physically attend the Annual General Meeting as it is being held as a virtual Annual General Meeting in accordance with the German COVID-19 Mitigation Act, these proxies may also, for their part, only exercise the voting right at the Annual General Meeting by way of electronic communication via postal vote or by (sub)authorising the Company's designated voting proxies. For an authorised representative to exercise the rights by way of electronic communication via the password-protected AGM portal, such representative must receive from the principal the personal login data sent with the registration confirmation.

In the absence of any provision to the contrary in the Articles of Association, the statutory provisions shall apply with regard to the power of attorney. As such, the granting of power of attorney, its revocation and the proof thereof presented to the Company must be made in writing (text form) if the power of attorney is granted to any proxy other than a bank or other intermediary, association of shareholders, proxy advisor or any other person or association of persons equivalent to an intermediary as per section 135 (8) of the German Stock Corporation Act (AktG).

If a bank or other intermediary, an association of shareholders, a proxy advisor or any other person or association of persons equivalent to an intermediary as per section 135 (8) of the German Stock Corporation Act (AktG) is authorised as a proxy, the special statutory provisions of section 135 of the German Stock Corporation Act (AktG) shall apply, which require, inter alia, that the power of attorney be recorded in a verifiable manner, but not that this is done in text form. The respective proxies may, however, define their own formal requirements; details may need to be obtained from the relevant proxy.

If the shareholder grants more than one person power of attorney, the Company may reject one or more of them.

Proxy forms that can be used for granting the corresponding power of attorney will be sent to eligible shareholders together with the registration confirmation for the Annual General Meeting.

The power of attorney may be granted or revoked either by making the corresponding declaration vis-à-vis the Company or by making the declaration vis-à-vis the person to be authorised. The following address is available for granting and revoking power of attorney by declaring such vis-à-vis the Company as well as for transmitting proof of the authorisation having been declared or revoked vis-à-vis the person to be authorised; such address may also be used for electronic transmission by email:

Sixt SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 München
Email: inhaberaktien@linkmarketservices.de

The declaration or evidence must reach the Company at the above address by no later than Tuesday, 24 May 2022, 6.00 p.m.

The granting of a power of attorney by declaration to the Company (with the exception of the granting of a power of attorney to a bank or another intermediary, an association of shareholders, a proxy advisor or any other person or association of persons equivalent to an intermediary as per section 135 (8) of the German Stock Corporation

Act (AktG)) as well as its revocation may be made by the time voting begins in the virtual Annual General Meeting on Wednesday, 25 May 2022, or even electronically via the password-protected AGM portal at

<http://ir.sixt.com/Hauptversammlung>

Supplementary regulations on the exercise of voting rights

If the Company receives conflicting declarations concerning the exercise of voting rights for the same shareholding by different means of transmission, only the last declaration made will be taken into account. If it is not apparent to the Company which of the declarations was made last, such declarations shall be considered in the following order: declarations received (1) via the password-protected AGM portal, (2) via email, (3) via postal service.

If an individual vote is held on an agenda item without this having been communicated in advance of the Annual General Meeting, an instruction previously given to the proxies on this agenda item as a whole to exercise the voting right or a vote cast on this agenda item as a whole by postal vote shall also be deemed to be a corresponding instruction or corresponding vote for each item of the associated individual vote, unless it is changed or revoked.

By the same token, an instruction given to the proxies to exercise the voting right on the proposed resolution of the management on agenda item 2 of the Annual General Meeting (resolution on the appropriation of unappropriated profit) or a vote cast on this proposed resolution by postal vote shall also apply to a resolution proposal by the management which is put to the vote in the Annual General Meeting in a correspondingly adjusted form as a result of a change in the number of shares entitled to dividends, provided that the instruction or vote is not changed or revoked.

Further voting information

The votes planned for agenda items 2 to 5 and 7 to 9 are subject to a binding vote, while the vote planned for agenda item 6 is subject to an advisory vote within the meaning of Table 3 of the Annex to Implementing Regulation (EU) 2018/1212. In each vote there is the possibility to vote yes (in favour), to vote no (against) or to abstain.

If the voting right is exercised by way of electronic postal vote, receipt of the electronically cast vote will be confirmed electronically by the Company to the person casting the vote in accordance with the law.

Statutory regulations stipulate that those voting may request confirmation from the Company within one month of the day of the Annual General Meeting as to whether and how their vote was counted. This confirmation can be requested via the AGM portal after the Annual General Meeting has taken place using the personal login data printed on your registration confirmation.

Shareholders' right to add items to the agenda pursuant to section 122 (2) of the German Stock Corporation Act (AktG) in conjunction with art. 56 sentences 2 and 3 SE Regulation and section 50 (2) German SE Implementation Act (SEAG)

Shareholders whose shares together amount to 5% of the share capital or a proportionate amount of the share capital of Sixt SE of EUR 500,000.00 (this corresponds to 195,313 no-par value shares) may request that items be placed on the agenda and published. Each new item on the agenda must be accompanied by a statement of reasons or a draft resolution. The request must be made in writing (section 126 German Commercial Code (BGB)) to the Management Board of Sixt SE and must be received by the Company by no later than Sunday, 24. April 2022, midnight. Please send such requests to the following address:

Sixt SE
– Vorstand –
Zugspitzstraße 1
82049 Pullach, Germany

Additions to the agenda that must be published, must be – to the extent not already published in the invitation to the AGM – published immediately after receipt of the request in the same way as the invitation.

Countermotions and nominations by shareholders as per section 126 (1), section 127 of the German Stock Corporation Act (AktG), section 1 (2) sentence 3 German COVID-19 Mitigation Act

Each shareholder has the right to submit to the Company countermotions to proposals made by the Management Board and/or Supervisory Board on specific agenda items and to make nominations for elections of Supervisory Board members and/or auditors provided for on the agenda. Countermotions and nominations may be submitted to the Company prior to the Annual General Meeting by sending them to the following address:

Sixt SE
– Investor Relations –
Zugspitzstraße 1
82049 Pullach, Germany
Email: hv@sixt.com

Countermotions and nominations that are received at the above-stated address by the Company no later than on Tuesday, 10 May 2022, midnight, will be made accessible without delay on the Company's website at <http://ir.sixt.com/Hauptversammlung> with the name of the shareholder and his or her statement of reasons as well as any comments by the management. Countermotions and nominations addressed elsewhere will not be made accessible. Furthermore, under certain other conditions set out in detail in sections 126 and 127 of the German Stock Corporation Act (AktG), the Company may also refrain from making them accessible in whole or in part or may combine countermotions or nominations and the statement of reasons.

In accordance with section 1 (2) sentence 3 German COVID-19 Mitigation Act, motions or nominations by shareholders that are to be made accessible as per sections 126, 127 of the German Stock Corporation Act (AktG) are deemed to have been made at the meeting if the shareholder making the motion or submitting the nomination is duly authorised and registered for the Annual General Meeting. This applies mutatis mutandis to motions relating to agenda items which are subsequently placed on the agenda by separate announcement on the basis of a supplementary motion by shareholders in accordance with section 122 (2) of the German Stock Corporation Act (AktG).

Shareholders' right to ask questions under section 1 (2) German COVID-19 Mitigation Act; right to receive information under section 131 (1) of the German Stock Corporation Act (AktG)

In accordance with section 1 (2) German COVID-19 Mitigation Act, shareholders shall be granted the right to ask questions by means of electronic communication. The Management Board has decided, with the approval of the Supervisory Board, that shareholders or their authorised representatives, who meet the above-stated pre-requisites for attending the virtual Annual General Meeting, may submit questions as follows:

The questions shall be submitted to the Company in German or English via the AGM portal at

<http://ir.sixt.com/Hauptversammlung>

and must be received by the Company no later than Monday, 23 May 2022, midnight. The possibility to submit questions to the AGM portal will be activated on 4 May 2022. No questions can be asked during the virtual Annual General Meeting. The personal login data for the AGM portal will automatically be sent to duly registered shareholders or their authorised representatives together with their registration confirmation.

Pursuant to section 131 (1) of the German Stock Corporation Act (AktG), a right to receive information is not linked to the right to submit questions. Rather, in accordance with section 1 (2) German COVID-19 Mitigation Act, it is at the Management Board's dutiful and free discretion to decide how to answer the submitted questions. In doing so, it may, in particular, summarise questions and their answers in the interest of maintaining a reasonable time frame for the virtual Annual General Meeting. The Management Board also reserves the right to give a general answer to questions that are repeatedly asked prior to the AGM via the AGM portal.

The Company reserves the right to state the name and, if applicable, the place of residence or registered office of the shareholder asking the question and/or their proxy when answering the question, unless it is expressly stated when submitting the question in the AGM portal that the name should not be mentioned.

Objection to resolutions by the Annual General Meeting

Shareholders or their authorised representatives, who meet the above-stated pre-requisites for attending the virtual Annual General Meeting, have the right to use the password-protected AGM portal at

<http://ir.sixt.com/Hauptversammlung>

to object to resolutions by the Annual General Meeting from the beginning until the end of the Annual General Meeting for the notary record in accordance with section 245 no. 1 of the German Stock Corporation Act (AktG) in conjunction with section 1 (2) sentence 1 no. 4 German COVID-19 Mitigation Act.

Internet streaming of the Annual General Meeting

Shareholders or their authorised representatives, who meet the above-stated pre-requisites for attending the virtual Annual General Meeting, can watch and listen to the live stream of the entire virtual Annual General Meeting via the password-protected AGM portal at

<http://ir.sixt.com/Hauptversammlung>

The personal login data for the AGM portal will automatically be sent to duly registered shareholders or their authorised representatives together with their registration confirmation.

The streaming of the Annual General Meeting described above does not enable shareholders to attend the Annual General Meeting online within the meaning of section 118 (1) sentence 2 of the German Stock Corporation Act (AktG).

Publications on the Company's Internet site

Further explanations regarding the rights of shareholders pursuant to section 122 (2) of the German Stock Corporation Act (AktG) in conjunction with art. 56 sentences 2 and 3 SE Regulation and section 50 (2) German SE Implementation Act, sections 126 (1), 127 of the German Stock Corporation Act (AktG) and section 131 (1) of the German Stock Corporation Act (AktG) in conjunction with section 1 (2) German COVID-19 Mitigation Act as well as the invitation to the Annual General Meeting and the further information pursuant to section 124a of the German Stock Corporation Act (AktG) will be made accessible on the Company's website at <http://ir.sixt.com/Hauptversammlung>.

All documents regarding the Annual General Meeting that are required by law to be made accessible will also be accessible at this Internet address during the virtual Annual General Meeting itself.

Furthermore, the voting results will also be published at this Internet address after the Annual General Meeting.

Further information on (electronic) postal votes and on granting of power of attorney and issuing of instructions to the Company's designated voting proxies, as well as on granting power of attorney to other authorised representatives, can be found in the registration confirmation and the instructions enclosed with it, which will be sent to shareholders entitled to attend or their authorised representatives once the attendance requirements have been met, and are also accessible via the password-protected AGM portal on the following Company website:

<http://ir.sixt.com/Hauptversammlung>

Time zone

Unless expressly stated otherwise, all times stated in this invitation to the Annual General Meeting refer to Central European Summer Time (CEST) as applicable in Germany. Coordinated Universal Time (UTC) corresponds to Central European Summer Time (CEST) minus two hours.

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The invitation to the Annual General Meeting has been forwarded for publication to such media as can be expected to disseminate the information throughout the European Union.

Pullach, April 2022

Sixt SE

The Management Board

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Data protection information for shareholders and shareholder representatives within the context of the (virtual) Annual General Meeting

Sixt SE processes personal data on the basis of the applicable data protection provisions in order to enable shareholders to exercise their rights within the context of the Annual General Meeting and to comply with other legal requirements to which it is subject in connection with the Annual General Meeting. The controller within the meaning of art. 4 no. 7 General Data Protection Regulation (“**GDPR**”) is

Sixt SE
Zugspitzstraße 1
82049 Pullach, Germany

Sixt SE is represented by the Management Board.

You can write to the data protection officer of Sixt SE at the above-stated address or via email at:

datenschutz@sixt.com

The personal shareholder data that is processed includes in particular the shareholder’s surname and first name, place of residence or registered office, address, email address, number of shares, class of shares, instructions to proxies, type of share ownership, number on the registration confirmation and questions asked by the respective shareholder as well as, if applicable, the surname, first name and address of the shareholder representative appointed by the respective shareholder. To the extent that this personal data has not been provided by the shareholders, in particular in the context of registering for the Annual General Meeting, the custodian bank will also transmit their personal data to Sixt SE or to external service providers commissioned by Sixt SE.

It is necessary to process the personal data in order for Sixt SE to fulfil its legal obligations in connection with the Annual General Meeting. The legal basis for processing is art. 6 (1) point (c) GDPR. To the extent that the Company provides the name and, if applicable, the place of residence or registered office of the shareholder asking the question and/or their proxy in the context of answering questions, the legal basis for this is point (f) of Art. 6 (1) GDPR with regard to our legitimate interest in properly conducting the virtual Annual General Meeting.

Personal data are stored as long as is necessary for fulfilling the legal obligations of Sixt SE and are then deleted. For data recorded in connection with Annual General Meetings, the storage period is usually up to three years, unless it is necessary in individual cases to process data for a longer period in order to process applications, decisions or legal proceedings in connection with the Annual General Meeting or for other reasons.

Sixt SE engages external service providers for the purpose of organising and handling the Annual General Meeting (in particular, annual general meeting service provider specialists for the registration and execution of the Annual General Meeting). These service providers only receive such personal data from Sixt SE as is required to carry out the commissioned service and shall process the data exclusively according to the instructions of Sixt SE. Within the framework of statutory provisions, personal data are also made available in connection with the Annual General Meeting to third parties, in particular shareholders and shareholder representatives, namely via the list of attendees (section 129 of the German Stock Corporation Act (AktG)), in connection with publishing shareholder requests to add topics to the agenda (section 122 (2) of the German Stock Corporation Act (AktG)) as well as counter-motions and nominations by shareholders (sections 126, 127 of the German Stock Corporation Act (AktG)) and in connection with answering shareholder questions.

With regard to the processing of personal data, shareholders and shareholder representatives may request from Sixt SE, subject to the relevant legal requirements, to provide information pursuant to art. 15 GDPR, rectification pursuant to art. 16 GDPR, erasure pursuant to art. 17 GDPR as well as restriction of processing pursuant to art. 18 GDPR; furthermore, subject to the relevant legal requirements, there is a right to data portability pursuant to art. 20 GDPR and a right to object to the processing of personal data pursuant to art. 21 GDPR. Shareholders and shareholder representatives may assert these rights free of charge vis-à-vis Sixt SE using the contact details provided in this section.

In addition, shareholders and shareholder representatives have a right to lodge a complaint with the data protection supervisory authorities pursuant to art. 77 GDPR.

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