

INVITATION

to the virtual
Annual General Meeting
of **SIXT SE 2023**

May, 23rd | 10 A.M. (CEST)

THE SIXT GROUP IN FIGURES

in EUR million	2022	2021	Change 2022 on 2021 in %	2020	2019
Revenue	3,066	2,282	34.3	1,532	2,501
Segment Germany	870	740	17.6	679	978
Segment Europe	1,278	946	35.1	577	1,033
Segment North America	908	585	55.4	264	483
Other	10	13	-19.5	12	7
Earnings before net finance costs and taxes (EBIT)	589	479	22.9	-49	339
Corporate EBITDA¹	699	573	22.1	81	419
Earnings before taxes (EBT)	550	442	24.4	-82	308
Return on revenue before taxes (in %)	17.9	19.4	-1.5 points	-5.3	12.3
Consolidated profit/loss	386	313	23.2	2	247
Net income per share (basic)					
Ordinary share (in Euro)	8.21	6.66	23.2	-0.73	4.97
Preference share (in Euro)	8.23	6.68	23.1	-0.68	5.02
Total assets	5,551	4,521	22.8	4,428	6,249
Rental vehicles¹	3,833	2,857	34.2	2,205	3,035
Equity	1,979	1,746	13.4	1,395	1,592
Equity ratio (in %)	35.7	38.6	-2.9 points	31.5	25.5
Financial liabilities	2,505	2,001	25.2	2,378	3,437
Dividend per share					
Ordinary share (in Euro)	6.11 ²	3.70	65.1	-	-
Preference share (in Euro)	6.13 ²	3.72	64.8	0.05	0.05
Total dividend, net	287.2²	174.0	65.1	0.8	0.8
Average fleet size³	270,900	242,000	11.9	205,400	284,500
Share of premium vehicles (in %)⁴	57	57	0 points	55	50
Share of electric vehicles, including plug-in hybrids and mild hybrids (in %)	11	9	2 points	3	1
Number of employees⁵	7,509	6,399	17.3	6,921	8,105
Number of stations worldwide (31 Dec.)⁶	2,098	2,180	-3.8	2,067	2,111

¹ Rights of use for leased vehicles financed via leasing contracts, which were previously included in the item property, plant and equipment, have been reported in the item leased vehicles since 2022. The depreciation attributable to these rights of use has been reclassified to depreciation of rental vehicles. The figures for the previous year have been adjusted accordingly.

² Proposal by the management including a special dividend of EUR 2.00 per share

³ Including franchisees

⁴ Share of vehicles added to the fleet in terms of value

⁵ Average for the year

⁶ Including franchise countries



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

Event ID
SIX2052023HV

**Invitation convening
the Annual General Meeting of Shareholders
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

23 May 2023, 10 a.m.

In accordance with section 26n (1) Introductory Act to the Stock Corporation Act (EgAktG), the Annual General Meeting will be held, with the consent of the Supervisory Board, as a virtual Annual General Meeting as per section 118a (1) sentence 1 of the German Stock Corporation Act (AktG)* without the shareholders or their authorised representatives being physically present at the venue of the Annual General Meeting (the proxies appointed by the Company are excepted from this rule).

Shareholders and their authorised representatives who are duly registered for the Annual General Meeting can connect to and thus attend the virtual Annual General Meeting by means of electronic communication

via the Company's password protected online service for the Annual General Meeting (**AGM portal**), which can be accessed online at

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

Information on how shareholders and authorised representatives can access the AGM portal can be found in section "III. Further information and notes; Accessing the AGM portal and electronic connection to the Annual General Meeting".

The shareholders and their authorised representatives, who have registered in due time and form, can exercise their voting rights exclusively by electronic postal vote or by authorising the Company's designated voting proxies.

The Annual General Meeting within the meaning of the German Stock Corporation Act (AktG) will be held at Kistlerhofstr. 70, Building 75, 81379 Munich. Shareholders and their authorised representatives (with the exception of voting proxies designated by the Company) are not entitled to and will not be able to physically attend the Annual General Meeting.

†) The masculine form is used in this invitation solely in order to improve the readability of the document and shall be considered gender-inclusive for all persons.

*) The provisions applicable to stock corporations with their registered office in Germany, in particular those of the German Commercial Code (HGB) and the German Stock Corporation Act (AktG), apply to the Company on the basis of the reference provisions in article 5, article 9 (1) lit. c) ii), article 53 as well as article 61 Council Regulation (EC) no. 2157/2001 of 8 October 2001 on the Statute for a European company (SE) (**SE Regulation**), unless otherwise provided for in more specific provisions of the SE Regulation.

I. 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 of the German Commercial Code (HGB) as well as the report of the Supervisory Board, each for financial year 2022**

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). These can be accessed also during the Annual General Meeting via the Company website at <http://ir.sixt.com/Hauptversammlung>. 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 2022

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

The unappropriated profit for financial year 2022 of EUR 390,475,238.20 shown in the adopted annual financial statements is to be appropriated as follows:

Payment of a dividend of EUR 4,11 as well as an additional special dividend of EUR 2.00 (total EUR 6.11) per dividend-bearing ordinary share	EUR	185,543,054.32
Payment of a dividend of EUR 4.13 as well as an additional special dividend of EUR 2.00 (total EUR 6.13) per dividend-bearing preference share	EUR	101,612,387.98
Carry-forward to new account	EUR	103,319,795.90
		<hr/>
	EUR	390,475,238.20

The claim of the shareholders to the dividend is due for payment on Friday, 26 May 2023 (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 2022

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 2022 be each granted approval for their actions in financial year 2022.

4. Resolution on the approval of the actions of the members of the Supervisory Board of Sixt SE for financial year 2022

The Management Board and the Supervisory Board propose that all members of the Supervisory Board of Sixt SE who were in office in financial year 2022 be each granted approval for their actions in financial year 2022, namely:

- a. Erich Sixt,
- b. Dr. Daniel Terberger,
- c. Dr. Julian zu Putlitz,
- d. Anna Magdalena Kamenetzky-Wetzel (member since 2 June 2022).

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

5. Appointment of the auditor for financial year 2023 and of the auditor for any review of the interim financial statements/financial information in financial year 2023

The Supervisory Board proposes – based on the recommendation of the Audit Committee – to elect Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, as auditor of the Company and the Group for financial year 2023 and for any review of interim financial statements/financial information of the Company for financial year 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 for financial year 2022

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 2022 was audited by the auditor in accordance with the requirements of section 162 (3) of the German Stock Corporation Act (AktG). The auditor's opinion is attached to the Remuneration Report.

The Remuneration Report for financial year 2022 and the confirmation by the auditor that it has been reviewed is enclosed below after the agenda in the supplementary information on agenda item 6. The report can also be accessed via the Company website at <http://ir.sixt.com/Hauptversammlung> and will be made available there throughout the Annual General Meeting.

The Management Board and the Supervisory Board propose that the Remuneration Report for financial year 2022, prepared and audited in accordance with section 162 of the German Stock Corporation Act (AktG), be approved.

7. Resolution on the approval of the remuneration system for members of the Management Board

Section 120a (1) of the German Stock Corporation Act (AktG) stipulates that annual general meetings of listed companies must pass a resolution on every material change and at least once every four years on the approval of the remuneration system for management board members submitted by a supervisory board in accordance with section 87a of the German Stock Corporation Act (AktG). The Supervisory Board has decided to further develop and revise the current remuneration system for the members of the Management Board, which was approved by the Annual General Meeting on 29 June 2021 pursuant to section 120a (1) of the German Stock Corporation Act (AktG). The main reason for this decision was the Supervisory Board's wish to firmly establish the sustainability strategy (ESG strategy) of the Sixt Group in the remuneration of the Management Board and to take into account the increased expectations that the capital market places on the structure of remuneration systems. The amended remuneration system is to be presented at the Annual General Meeting for approval.

On 28 March 2023, the Supervisory Board, taking into account the requirements of section 87a (1) of the German Stock Corporation Act (AktG), passed a resolution on the system for the remuneration of Management Board members as set out in the additional information on agenda item 7. This can also be accessed via the Company website at <http://ir.sixt.com/Hauptversammlung> and will be made available there throughout the Annual General Meeting.

The Supervisory Board proposes that this system for remunerating the members of the Management Board be approved in accordance with section 120a (1) of the German Stock Corporation Act (AktG).

8. Resolution on an amendment to article 17 of the Company's Articles of Association

Based on article 2 of the Act on the Introduction of Virtual General Meetings of Stock Corporations and Amendment of Cooperative and Insolvency and Restructuring Law Provisions (Federal Law Gazette I 2022, p. 1166 et seq.) a new section 118a was added to the German Stock Corporation Act (AktG). This provision is to make it possible to hold virtual general meetings on a permanent basis once the special regulation, which was put in place for the COVID-19 pandemic, expires. Therefore, it is necessary to amend the Articles of Association so that virtual Annual General Meetings can be held for a maximum of five years. Pursuant to section 118a (1) sentence 1 of the German Stock Corporation Act (AktG), the Articles of Association may either stipulate (alternative 1) or authorise the Management Board to stipulate (alternative 2) that the Annual General Meeting be held without the shareholders or their authorised representatives being physically present at the venue of the Annual General Meeting. It is proposed that the Annual General Meeting pass a resolution to authorise the Management Board accordingly within the meaning of section 118a (1) sentence 1 alternative 2 of the German Stock Corporation Act (AktG). Article 17 of the Company's Articles of Association is to be amended accordingly.

The authorisation to hold virtual Annual General Meetings is to be granted to the Management Board for the duration of around two years instead of the legally permissible five years, without having taken a fundamental decision as to whether future annual general meetings will be held as virtual or in-person events. For future Annual General Meetings, the decision as to whether the Company shall make use of the authorisation to hold a general meeting as a virtual annual general meeting shall be decided separately in each case, taking into account the circumstances of the respective individual case. When taking its decisions, the Management Board will take into account the interests of the Company and its shareholders, and in doing so will pay particular attention to protecting shareholder rights as well as to expenses and costs, resolutions on the agenda of the Annual General Meeting and sustainability matters.

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

- a) Article 17 of the Company's Articles of Association shall be supplemented by the following item 4:

"4. For Annual General Meetings which are held on or before 30 June 2025, the Management Board is authorised to provide for the Annual General Meeting to be held without the shareholders or their authorised representatives being physically present at the venue of the Annual General Meeting. (virtual Annual General Meeting).

- b) The title of article 17 in the Company's Articles of Association is reworded as follows:

"Invitation; venue of the Annual General Meeting; virtual Annual General Meeting"

9. Resolution on the amendment to article 18 of the Company's Articles of Association

As a rule, the members of the Supervisory Board shall be physically present at the Annual General Meeting. Pursuant to section 118 (3) sentence 2 of the German Stock Corporation Act (AktG), however, the Articles of Association may provide for certain situations where members of the Supervisory Board may attend the Annual General Meeting by means of video and audio communication. This possibility shall be used and the members of the Supervisory Board shall be permitted to attend the Annual General Meeting by means of video and audio communication.

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

Article 18 of the Company's Articles of Association shall be supplemented by the following item 5:

- "5. If an Annual General Meeting is held as a virtual Annual General Meeting, the members of the Supervisory Board may also participate by means of video and audio communication; however, this shall not apply to the chairman of the meeting if such person is a member of the Supervisory Board."

II. Additional information on agenda items

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

REMUNERATION REPORT

1. FOREWORD BY THE SUPERVISORY BOARD

Dear Shareholders,

The Supervisory Board of Sixt SE (“the company”) is pleased to present the Remuneration Report 2022 to you. 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 the company in financial year 2022. The Report complies with the requirements of Section 162 of the German Stock Corporation Act (“AktG”) and the relevant accounting standards.

The Annual General Meeting of Sixt SE on 25 May 2022 approved the Remuneration Report prepared for financial year 2021 under agenda item 6 by a majority of 81.16% of the votes cast. While it received broad support, the approval rate was also significantly lower than the approval rate for the other agenda items. This prompted the Supervisory Board to form a Remuneration Committee. As a first step, it considered the constructive criticism and suggestions for improvement received from our shareholders before, during and after the 2022 Annual General Meeting.

The feedback on the Remuneration Report 2021 related mainly to the structure laid out in the company's remuneration system and to a lesser extent to the actual content of the report. In view of this, among other aspects, the Supervisory Board decided to further develop and revise the current remuneration system. The Supervisory Board will therefore submit a revised, new remuneration system to the Annual General Meeting for approval in 2023. The new remuneration system takes the further increased expectations of the capital market with regard to the structure of remuneration systems into account. In addition, the Supervisory Board would also like to anchor the sustainability strategy (ESG strategy) of Sixt Group in the remuneration of the Management Board. The current sustainability strategy was approved in September 2022.

In addition, we have supplemented the Remuneration Report for 2022 with further information compared to the previous year in order to meet another request from our shareholders.

We would like to take this opportunity to thank our shareholders for their feedback and look forward to continuing the communication.

The Supervisory Board of Sixt SE

2. THE REMUNERATION SYSTEMS FOR THE MANAGEMENT BOARD AND SUPERVISORY BOARD

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). The service contracts of all current Management Board members are in line with the approved remuneration system.

The Supervisory Board members were remunerated in accordance with Section 113 (3) AktG by the Annual General Meeting of Sixt SE on 16 June 2021 on agenda item 8 and by the Annual General Meeting of Sixt SE on 25 May 2022 on agenda item 9. By resolution of 25 May 2022 under agenda item 9, the previous remuneration was adjusted by increasing the fixed remuneration and introducing additional remuneration to pay tribute to the increased workload of the members and the Chairman of the Audit Committee, as well as the increased requirements and increased time commitment of all Supervisory Board members in recent years. In all other respects, the remuneration structure for the members of the Supervisory Board remained unchanged.

Detailed information on the remuneration systems of the Management Board and Supervisory Board can be found on the company's website at 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.

3. REMUNERATION OF THE MANAGEMENT BOARD IN FINANCIAL YEAR 2022

The company pursues the goal of intensifying the growth course of Sixt Group, further advancing its focus on integrated and digitally based mobility services and expanding its positioning as a 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:

- ∥ Transparent and comprehensible remuneration based on the economic success of the entire Group contributes to the Management Board's overall ability to take action strategically and to 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.

2022 was another record year for SIXT, despite the uncertain general conditions. Group revenue increased by 34.3% from EUR 2.28 billion to EUR 3.07 billion. Consolidated earnings before taxes (EBT) reached a record level of EUR 550.2 million, an increase of 24.4% over the previous year (EUR 442.2 million). We have thus succeeded in continuing our growth course. The Supervisory Board would like to express its sincere thanks to the Management Board and all employees for this achievement.

The Supervisory Board reviews the appropriateness of the remuneration components at regular intervals to ensure a customary and competitive system. To assess the appropriateness of remuneration of the members

of the Management Board, the Supervisory Board conducts both a horizontal and a vertical comparison. To assess the horizontal commonality, companies are considered that are comparable to the company with regard to relevant criteria, such as industry and size (measured in terms of revenue, profitability, employees and market capitalisation). The majority of the comparable companies are based in Germany. Companies domiciled abroad may also be taken into account. Furthermore, the Supervisory Board compares the level of remuneration of the members of the Management Board in relation to the remuneration structure in the Sixt Group. As part of this vertical comparison, the Supervisory Board takes the remuneration structure and level of remuneration of the company's senior executives and managers below the Management Board level, as well as the members of management of Sixt Group companies (in particular the national operating subsidiaries) and the workforce as a whole into account.

In the context of the expansion of the Management Board in 2022, the Supervisory Board focused on publicly listed German companies that are included in the SDAX, MDAX or DAX and are comparable to Sixt in terms of revenue, number of employees and market capitalisation. MDAX and SDAX companies were used for the most part. In connection with the determination of the maximum remuneration and the structure of the new remuneration system, the Supervisory Board used all companies listed in the MDAX as a guide. The companies listed in the MDAX are particularly well suited as a decisive comparison group in terms of size and country. The relative positioning of the company in terms of revenue, number of employees and market capitalisation was also taken into account. In addition, individual companies in comparable industries with their registered offices abroad were also considered as an additional indicator in the development of the new remuneration system.

The following table shows the total remuneration granted and owed to the respective members of the Management Board in financial year 2022 in accordance with Section 162 (1) Sentence 1 of the German Stock Corporation Act (AktG). The table thus contains all amounts that accrued to the individual members of the Management Board in financial year 2022 (granted remuneration) and all remuneration that is legally due but has not yet accrued (remuneration owed). The bonus for 2022 is considered granted remuneration, since the relevant performance was rendered by 31 December 2022 and the remuneration was thus earned in principle.

The bonus for 2022 is thus stated as part of the total remuneration, although the payment is only made after the end of the financial year in two tranches (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. For reasons of clarity, the bonus for 2021 for current and former members of the Management Board that was paid in financial year 2022 is not reported again. Please refer to the Remuneration Report for 2021 for more information on this and the remaining figures for the previous year.

Members of the Management Board	Alexander Sixt	Konstantin Sixt	Prof. Dr. Kai Andrejewski	Nico Gabriel	Vinzenz Pflanz	James Adams
	Co-Chairman of the Board	Co-Chairman of the Board	CFO	COO	CBO since 1 Oct. 2022	CCO since 1 Oct. 2022
in EUR thousand	2022	2022	2022	2022	2022	2022
Basic remuneration	1,700	1,700	685	500	175	175
Fringe benefits ¹	39	29	17	22	8	4
Total fixed remuneration components	1,739	1,729	702	522	183	179
Relative share of fixed remuneration components in % of the total remuneration	40%	40%	33%	27%	46%	45%
Bonus for 2022 (payment to be distributed in 2023 and 2024)	2,600	2,600	1,425	1,425	216	216
Relative share of the bonus for 2022 in % of the total remuneration	60%	60%	67%	73%	54%	55%
Multi-year variable remuneration ²	-	-	-	-	-	-
Total remuneration	4,339	4,329	2,127	1,947	399	395

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

² No payment from the Share Performance Programme resolved in financial year 2021 was made in 2022 because the four-year waiting period has not yet elapsed. The details of the Share Performance Programme, in particular the respective allocation amount for each member of the Management Board are presented below. In total, Mr. Alexander Sixt, Mr. Konstantin Sixt, Prof. Dr Kai Andrejewski and Mr. Nico Gabriel received 27,051 virtual shares (allocation amount: EUR 3.2 million). 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 which depends on the development of the share price. No allocation or payment was made in 2022 from long-term remuneration components granted to individual members of the Management Board in previous years (see the general comments on the Matching Stock Programme 2012 for members of the Management Board and executives in the Notes to the Consolidated Financial Statements).

Non-performance-related remuneration

The basic remuneration shown here was paid out in twelve equal monthly instalments. The amount of the basic remuneration is based on the range of tasks, departmental responsibilities and experience of the respective Management Board member. The base salaries of the Co-Chairmen of the Management Board and the other members of the Management Board already serving in 2021 have remained unchanged compared to 2021.

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). 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 2022 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 2022 are dependent on the earnings from ordinary business activities before taxes (EBT) as a performance indicator reported in the Consolidated Financial Statements of the company for financial year 2022. 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 Group as a whole due to the clarity and transparency of its calculation and the fact that it is fundamentally earnings-related and oriented towards the Group 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 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 can be taken from the following table. The overview also shows the EBT relevant for the calculation. In 2022, the best financial year in the company’s history to date, this EBT figure amounted to EUR 550 million, therefore the respective agreed EBT minimum values, the EBT additional threshold and, in the case of the Co-Chairmen of the Management Board, Mr. Alexander and Mr. Konstantin Sixt, the maximum amount were all achieved.

Members of the Management Board	Alexander Sixt		Konstantin Sixt		Prof. Dr. Kai Andrejewski		Nico Gabriel		Vinzenz Pflanz		James Adams	
	Co-Chairman of the Board		Co-Chairman of the Board		CFO		COO		CBO since 1 Oct. 2022		CCO since 1 Oct.2022	
	2022	2021 ¹	2022	2021 ¹	2022	2021 ¹	2022	2021 ¹	2021		2022	2021 ¹
EBT minimum (in EUR million)	100	100	100	100	200	200	200	200	200	n/a	200	n/a
EBT additional threshold (in EUR million)	400	400	400	400	300	300	300	300	300	n/a	300	n/a
EBT reported by Sixt Group (in EUR million)	550	442	550	442	550	442	550	442	550	442	550	442
Maximum amount for the bonus per year (cap) (in EUR thousand)	2.600	2.600	2.600	2.600	2.000	2.000	2.000	2.000	2.00	0	2.00	0
Total bonus (payment distributed over two years)	2.600	1.890	2.600	1.890	1.425	547	1.425	895	216	n/a	216	n/a

¹ In addition to the 24.4% increase in EBT, the different totals result from the fact that Mr. Nico Gabriel and Prof. Dr. Kai Andrejewski took up their positions during the year and that Mr. Alexander and Mr. Konstantin Sixt have only held the position of Co-Chairmen of the Management Board since 17 June 2021.

In accordance with the requirements of the remuneration system, the bonus entitlement for 2022 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 2023 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.

For transparency reasons, the entire bonus figure was reported as part of total remuneration for 2022.

Thus, the following amounts from the bonus for financial year 2022 will be due for payment in financial years 2023 and 2024, whereby the payment in the year 2024 for the current members of the Management Board depends on the achievement of the EBT minimum target applicable for financial year 2023:

Bonus for 2022 after the due date	Alexander Sixt	Konstantin Sixt	Prof. Dr. Kai Andrejewski	Nico Gabriel	Vinzenz Pflanz	James Adams
in EUR thousand						
2023	1,297	1,297	711	711	108	108
2024	1,303	1,303	714	714	108	108
Total	2,600	2,600	1,425	1,425	216	216

Share-based Virtual Share Performance Programme

In financial year 2022, the Group had an employee participation programme (Matching Stock Programme – MSP) that was initiated in 2012 (MSP 2012) and has since been terminated. 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 2022, as the payment requirements were not met.

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. The number of virtual ordinary shares allocated 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 receive a cash payment from the SPP. Payment for the allocation made in 2022 will therefore be made in 2026 if the respective member of the Management Board is still in office. 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.

On 1 June 2022, the members appointed to the Executive Board at that time were allocated virtual ordinary shares in accordance with the table below. The table also shows the minimum EBT, the maximum grant amount (cap) and the payout cap (in the case of a payout after four years). Mr. Pflanz and Mr. Adams were not yet members of the Executive Board at the time of the allocation. Both were participants in the SPP set up for employees as executives in 2022 and were allocated virtual shares in this capacity.

Members of the Management Board	Alexander Sixt	Konstantin Sixt	Prof. Dr. Kai Andrejewski	Nico Gabriel
	Co-Chairman of the Management Board	Co-Chairman of the Management Board	CFO	COO
in EUR thousand	2022	2022	2022	2022
EBT minimum amount (in EUR million)	100	100	100	100
Maximum allotment amount (CAP) (in EUR thousand)	1,500	1,500	500	800
Payout cap	1,500	1,500	500	800
Allocated amount (1 June 2022) (in EUR thousand)	1,105	1,105	332	663
Share price at the time of allocation in EUR ¹	118,50	118,50	118,50	118,50
Number of virtual shares allocated	9,328	9,328	2,798	5,597

¹ The allocation price is determined from the volume-weighted average price of the Sixt SE ordinary share in Xetra trading on the Frankfurt Stock Exchange during the last ten trading days prior to the respective allocation date.

Total remuneration and maximum remuneration

The total remuneration of the members of the company's Management Board for financial year 2022 amounted to a total of EUR 13.5 million. As part of the remuneration system, maximum remuneration for the entire Management Board was set at EUR 23 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. As stated above, Mr. Alexander Sixt, Mr. Konstantin Sixt, Prof. Dr. Kai Andrejewski and Mr. Nico Gabriel received 27,051 virtual shares in 2022. Since a payment from this tranche will not be made until 2026, the actual payout from the LTI cannot be determined yet. However, due to the agreed payment caps for the LTI (see table above), it is already clear that the maximum remuneration will be complied with. The result of the final review of compliance with the maximum remuneration for financial year 2022 will be reported in the Remuneration Report for financial year 2026.

Clawback of variable remuneration components / third party benefits / miscellaneous

No variable remuneration components were reclaimed from members of the Management Board in financial year 2022. 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. No loans were granted or promised by the company to any member of the Management Board.

There are no pension entitlements of current or former members of the Management Board.

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

No members of the Management Board stepped down from the board in financial year 2022.

4. REMUNERATION OF THE SUPERVISORY BOARD IN FINANCIAL YEAR 2022

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 purely fixed remuneration of the Supervisory Board members is best suited to strengthen the independence of the Supervisory Board and to take its advisory and supervisory function into account, which is to be fulfilled independently of the company's success.

Based on the resolution adopted by the Annual General Meeting of Sixt SE on 25 May 2022 under agenda item 9, the members of the Supervisory Board are to receive fixed remuneration of EUR 75,000 for each full financial year of membership of the Supervisory Board. The Chairman receives twice this amount (EUR 150,000). For membership in the Audit Committee, the relevant members of the Supervisory Board receive fixed remuneration of EUR 20,000 for each full financial year of their membership in the Audit Committee, in addition to the remuneration in accordance with the above rates; for the Chairman of the Audit Committee, this additional remuneration amounts to EUR 25,000. For financial year 2022, this shall apply pro rata temporis from the beginning of 26 May 2022. The previous regulation applies up to and including 25 May 2022, – pro rata temporis – according to which members of the Supervisory Board receive fixed remuneration of EUR 50,000 for each full financial year of their membership of the Supervisory Board and the Chairman receives twice this amount (EUR 100,000). Remuneration for membership of the Audit Committee was not provided for until 25 May 2022.

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. 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 2022 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 2022 (granted remuneration) and all remuneration legally due but not yet received (remuneration owed). The fixed remuneration for 2022 is regarded as remuneration granted, as the relevant service was rendered by 31 December 2022 and the remuneration was thus earned in principle. The actual payment was made at the beginning of financial year 2023. The fixed remuneration for financial year 2021 was paid at the beginning of financial year 2022. This has already been reported on in the 2021 Remuneration Report to which reference is made here.

Members of the Supervisory Board	Fixed remuneration in 2022	Remuneration for work on the Audit Committee in 2022	Fringe benefits in 2022	Total remuneration in 2022
in EUR thousand				
Erich Sixt (Chairman of the Supervisory Board)	130	-	43 ¹	173
Dr. Daniel Terberger ²	65	12	-	77
Anna Magdalena Kamenetzky-Wetzel (member of the Supervisory Board since 2 June 2022) ²	44	6	-	50
Dr. Julian zu Putnitz (Chairman of the Audit Committee) ²	65	15	-	80

¹ The Chairman of the Supervisory Board receives a company car that is also for private use.

² Dr. Julian zu Putnitz, Dr. Daniel Terberger and Mrs. Anna Magdalena Kamenetzky-Wetzel are members of the Audit Committee. Dr. Julian zu Putnitz is its Chairman. Mrs. Anna Magdalena Kamenetzky has been a member of the Audit Committee since 13 September 2022

5. 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 first time. 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. If a member joined the Management Board or Supervisory Board during the previous year, the figures are extrapolated to a full year for better comparability. The change in the Management Board members compared to 2021 shown is due in particular to the increase in variable remuneration as a result of the very good business development in financial year 2022. In the case of Mr. Alexander and Mr. Konstantin Sixt, it should also be taken into account that they were not appointed Co-Chairmen of the Management Board until 2021. For the Supervisory Board members, there is an increase in remuneration due to the resolution adopted by the Annual General Meeting of Sixt SE on 25 May 2022 under agenda item 9. As a result of this resolution, the previous remuneration has been adjusted by increasing the fixed remuneration and introducing additional remuneration to pay tribute to the higher workload for the members and the Chairman of the Audit Committee, as well as the increased requirements and the increased time commitment of all members of the Supervisory Board in recent years.

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 ¹	Change in % from 2021 to 2022
Current members of the Management Board		
Alexander Sixt	294%	31%
Konstantin Sixt	294%	31%
Prof. Dr. Kai Andrejewski	-	32%
Nico Gabriel	-	40%
Vinzenz Pflanz (since 1 October 2022)	-	-
James Adams (since 1 October 2022)	-	-
Former members of the Management Board		
Daniel Marasch (CVTO until 31 December 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	-	30%
Dr. Julian zu Putlitz	-	60%
Dr. Daniel Terberger	0%	54%
Anna Magdalena Kamenetzky-Wetzel (Member of the Supervisory Board since 2 June 2022)	-	-
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 Sections 275 (3) No. 16 HGB	-29% ²	47%
Result from ordinary activities of Sixt Group (EBT) according to IFRS	n/a % ³	24%
Result of Sixt Group according to IFRS	15,828% ⁴	24%
	11%	12%
Average remuneration of employees ⁵	(in 2021: EUR 73,332)	(in 2022: EUR 81,768)

¹ The change from 2020 to 2021 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.

² 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

³ 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 442,169 thousand in 2021. Because of the negative result in 2020, it makes no sense to report the change as a percentage.

⁴ The result of Sixt Group according to IFRS was EUR 1,966 thousand in 2020 and EUR 313,150 thousand in 2021.

⁵ The average remuneration of employees is based on the workforce of Sixt SE and the companies affiliated with Sixt SE that are based in Germany. Consideration was given to payments for wages and salaries as well as fringe benefits, employer contributions to social security as well as the short-term variable remuneration components attributable to the respective financial year.

Pullach, 28 March 2023

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 2022, 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 have not audited 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 objective is to obtain reasonable assurance about whether the disclosures required under Section 162 (1) and (2) AktG have been made, in all material respects, in the remuneration report, and to express an opinion on this in a report.

We planned and conducted our audit in such a way 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 have neither audited the correctness of the content of the disclosures, nor the completeness of the content of the individual disclosures, nor the adequate presentation of the remuneration report.

Munich/Germany, 28 March 2023

Deloitte GmbH
Wirtschaftsprüfungsgesellschaft

(Klaus Löffler)
German Public Auditor

(Florian Korte)
German Public Auditor

Additional information on agenda item 7 (Resolution on the approval of the remuneration system for the members of the Management Board)

Remuneration system for members of the Management Board of Sixt SE

The Supervisory Board of Sixt SE adopted the existing remuneration system for the members of the Management Board on 23 April 2021, which was subsequently approved by the Annual General Meeting of Shareholders on 16 June 2021. The Supervisory Board has decided to further develop and revise the existing remuneration system. The main reason for this decision was the Supervisory Board's wish to firmly establish the sustainability strategy (ESG strategy) of the Sixt Group in the remuneration system and to take into account the increased expectations of the capital market on the structure of remuneration systems. The following new elements in particular are worth noting:

- In future, one part of the Short Term Incentive (STI) variable remuneration component will depend on ESG targets being achieved. Another part of the STI will depend on one or more key financial indicators being achieved. For a third part, earnings before taxes (EBT) will continue to be the determining factor.
- The Long Term Incentive (LTI) remuneration component will still comprise the allotment of virtual shares. In future, however, 1/3 of the allotted virtual shares will be adjusted following a four-year vesting period according to the performance of the Sixt share in an MDAX comparison over the vesting period (referred to as the total shareholder return, or TSR performance). A further 1/3 of the virtual shares will depend on the ESG targets being achieved and will be adjusted on the basis of the average ESG target achievement over the vesting period.
- Share ownership guidelines will also be introduced.

On this basis, the Supervisory Board of Sixt SE has adopted the following remuneration system.

1. Key features of the remuneration system and its contribution to supporting the business strategy and long-term performance of Sixt SE

Sixt SE pursues the goal of intensifying the growth of the Sixt Group and positioning Sixt as the world's leading international provider of mobility services. As a provider of mobility services, the Sixt Group is changing how the world moves. Its main product is car rentals, which is complemented by an entire mobility ecosystem. By placing the customer at the centre of its focus, Sixt creates a genuine premium experience and makes mobility as easy and flexible as possible. At the same time, Sixt's ambitious goals are driving forward the shift to green mobility, also taking into account social, economic and environmental sustainability.

The remuneration system for the Management Board of Sixt SE plays a key role in implementing and promoting the business strategy and long-term success of the Sixt Group. Given its structure with fixed remuneration on the one hand as well as variable Short Term Incentive (STI) and Long Term Incentive (LTI) remuneration components, the system provides an incentive for performance-based, sustainable corporate governance. This is reinforced by the fact that the LTI remuneration exceeds that of the STI component. The Management Board's remuneration is measured by the performance of the Management Board members and the commercial success of Sixt SE. This also includes the extent to which environmental, social and governance (ESG) targets are met. The firm establishment of ESG targets will ensure that Company operations are sustainable and future-oriented and is to help Sixt live up to its responsibilities in these areas.

The remuneration system is transparent and clearly structured. It meets the requirements of the German Stock Corporation Act (AktG) as amended by the German Act on Implementing the Second Shareholder Rights Directive (ARUG II) dated 12 December 2019 (Federal Law Gazette I 2019, No. 50 dated 19 December 2019) as well as the recommendations and proposals of the German Corporate Governance Code in the version that entered into force on 27 June 2022. The structure of the remuneration system

also takes shareholders' interests into consideration. The Supervisory Board used the following guidelines and principles in designing the remuneration system for the Management Board:

- ➔ The remuneration system makes a significant contribution to promoting the business strategy.
- ➔ The remuneration system and the performance criteria of the variable components provide incentives for the strategic actions of the Management Board and promote sustainable growth of the Sixt Group. Variable remuneration components are mostly long-term and share-based, and are thus aligned with shareholder interests.
- ➔ The remuneration system provides for appropriate and competitive Management Board remuneration in line with the market.
- ➔ Sustainability and Environmental-Social-Governance (ESG) aspects are taken into consideration to ensure future-oriented, sustainable, responsible and social Board action.
- ➔ The total remuneration of each individual Management Board member depends on the Managing Board member's individual responsibilities and performance. The remuneration system ensures that both positive and negative developments are appropriately reflected in the remuneration ("pay for performance").
- ➔ Total remuneration, both in terms of amount and structure, is in line with market practice and takes into account the size and international nature, the complexity and the economic situation of the Company.

2. Responsibility and procedure for setting, implementing and reviewing the remuneration system

The Supervisory Board is responsible for setting and regularly reviewing the Management Board remuneration system in accordance with article 9 (1) point (c) ii) of the SE Regulation in conjunction with section 87a (1) of the German Stock Corporation Act (AktG). The Supervisory Board has formed a Remuneration Committee. Based on the above principles and guidelines, in compliance with legal requirements and considering the recommendations of the German Corporate Governance Code as amended, the Remuneration Committee develops the remuneration system for members of the Management Board and presents this to the full Supervisory Board for consultation and resolution.



If necessary, the Remuneration Committee and Supervisory Board may consult external remuneration experts and other external advisors for guidance in further developing the remuneration system and assessing how appropriate the remuneration is. In doing so, they must ensure they are independent of the Management Board and the Company. External remuneration experts have regularly been consulted in the past to assess the appropriateness of the remuneration.

To avoid any potential conflicts of interest, the members of the Supervisory Board are required to disclose any conflicts of interest to the Supervisory Board. If there is a conflict of interest, the Supervisory Board or Committee member in question may not take part in any relevant discussions and may not vote in the Supervisory Board or Remuneration Committee meetings.

The Supervisory Board regularly reviews the remuneration system for the Management Board on the basis of the provisions and recommendations of the Remuneration Committee. If necessary, the Supervisory Board decides on amendments. The remuneration system is presented to the Annual General Meeting for approval after every major amendment, or at least every four years. If the Annual

General Meeting does not approve the remuneration system, a revised remuneration system shall be presented to it no later than at the next Annual General Meeting.

The present remuneration system will go into effect once the system has been approved by the Annual General Meeting on 23 May 2023, to take effect on 1 January 2024 for all members of the Management Board whose employment contracts are concluded or renewed after the remuneration system is approved. For the members of the Management Board already appointed when the remuneration system is approved by the Annual General Meeting, the new remuneration system will go into effect starting 1 January 2024. In order to implement the remuneration system, the Supervisory Board will reach out to the already appointed members of the Management Board with the aim to reach an agreement with them on the relevant changes to the employment contracts on behalf of Sixt SE. As the number of members on the Management Board increased in autumn 2022, the cap for the annual remuneration of the entire Board will be replaced by individual caps for each member starting in the 2023 financial year following approval by the Annual General Meeting.

3. Remuneration structure

3.1 Overview

The remuneration system for the members of the Management Board of Sixt SE consists of a non-performance-related component (fixed remuneration) and two performance-related (variable) components, the sum of which make up the total remuneration of the Management Board.

The fixed component comprises a set basic salary and customary fringe benefits.

The variable component is comprised of a short-term variable remuneration, also referred to as the Short Term Incentive (STI), and a long-term variable remuneration, referred to as the Long Term Incentive (LTI).

Members of the Management Board do not receive pension benefits or a company pension. The Supervisory Board deliberately rejected these due to the greater degree of complexity they would create and because the Supervisory Board did not believe they would appreciably contribute to the Company's long-term success.

The following table provides an overview of the remuneration system components and other contractual agreements. All remuneration components are explained in detail under item 4 below.

Non-performance-related remuneration	Fixed remuneration	Fixed basic remuneration paid out as salary in 12 monthly instalments.	
	Fringe benefits	Provision of up to two cars, option of a chauffeur service, use of a company mobile phone, bodyguard if appropriate (in the presence of certain risks), monthly contribution to health and nursing care insurance, accident insurance, D&O insurance and legal expenses insurance	
	Other	For new appointees in individual cases: Possibility of a signing bonus and/or reimbursement of moving expenses	
Performance-related remuneration	Variable Short Term Incentive (STI)	Assessment period	1 year
		Targets	70% EBT 20% ESG (one or more non-financial sustainability targets) 10% other financial indicators(s) (other KPIs)
		Payment	Maximum payment is limited by a cap. If certain minimum EBT thresholds are not met,

			the entire STI is forfeited. If minimum thresholds for ESG or other KPI targets are not met, the respective portion is forfeited in its entirety.
	Variable Long Term Incentive (LTI)		<ul style="list-style-type: none"> • Virtual stock programme • Four-year vesting period • Caps are set for the maximum allotment and maximum payment • 1/3 of the volume of allotted virtual shares is subject to adjustment based on a "Sixt share vs. MDAX" total shareholder return (0 – 150%) • 1/3 of the volume of allotted virtual shares is subject to adjustment based on the average ESG target achievement over the vesting period (0 – 150%) • The payment amount depends on the performance of the Sixt ordinary share price and corresponds to the number of virtual shares (adjusted depending on the target achievement) multiplied by the average share price in a reference period immediately prior to payment
Other requirements	Share ownership guideline		The members of the Management Board are required to invest the equivalent of at least 50% of their gross annual fixed remuneration in preference or ordinary shares of the Company (own investment contribution). The holding period concludes one year after the end of the employment contract.
	Maximum remuneration (cap)		Co-chairmen of the Management Board: € 8,000,000 For all other Management Board members: € 4,000,000
	Malus and clawback provisions		Malus and clawback provisions in the event of an intentional or grossly negligent breach of the requirements set out in section 93 of the German Stock Corporation Act (AktG) as well as serious violations of legal regulations subject to administrative fines or punitive damages (compliance violation). A clawback is also possible if it is revealed that the variable remuneration was paid unjustly, either in full or in part, due to the payment amount having been calculated on the basis of incomplete or false information.
	Severance pay cap		No contractual commitments to pay severance compensation in the event of premature termination of a Management Board member's term of office. Any severance compensation to be paid including any fringe benefits may not exceed the value of two annual remunerations, and is limited to the remuneration amount owed for the remaining term of the contract.
	Change of control		No severance compensation agreements in the event of a change of control or takeover offer.

3.2 Specification and composition of target total remuneration

a) Specification

The remuneration system stipulates that the Supervisory Board specify the concrete target total remuneration (i.e., the total remuneration to be paid out if 100% of the targets are achieved) for each member of the Management Board. In doing so, the Supervisory Board is to consider the size and global focus, economic situation, performance, and future prospects of the Sixt Group. The amount of remuneration should also be sufficient to attract international talent among executives, thereby incentivising qualified Management Board members to join the Company and remain for the long term. The amount determined should also take into account the complexity and magnitude of each

Management Board member's responsibilities as well as their experience and contribution to the Company's success. The Supervisory Board regularly examines the appropriateness of the Management Board's remuneration.

Horizontal comparison

The Supervisory Board shall use both a horizontal and a vertical comparison to assess the appropriateness of the Management Board members' remuneration. To determine the normal level in a horizontal comparison, enterprises comparable to Sixt in terms of relevant criteria like sector and size (as measured by sales revenue, profitability, employees and market capitalisation) are used. Most of the comparable enterprises are German (most recently: MDAX), but companies headquartered outside of Germany may also be considered.

Vertical comparison

The Supervisory Board shall also compare the level of remuneration of Management Board members in relation to the Sixt Group's remuneration structure on the basis of the fixed and variable remuneration if one hundred percent of the targets are (assumed to be) achieved. In this vertical comparison, the Supervisory Board considers the remuneration structure and the amount received by senior managers and executives below the Management Board level as well as by the managing directors at the consolidated companies of the Sixt Group (in particular the operating national subsidiaries) and the rest of the workforce.

Differentiation by department demands

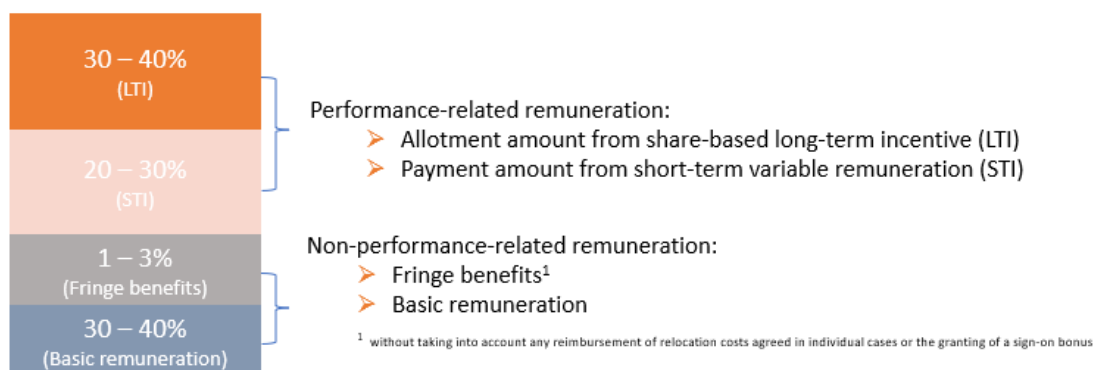
The remuneration system gives the Supervisory Board the flexibility to set the target total remuneration at an amount that differentiates between the various demands of each management board function as well as market conditions, qualification, experience and length of tenure.

b) Composition of the Management Board

The Management Board member's contribution to the long-term performance of Sixt SE should be recognised with an explicitly dominant share of performance-related (variable) remuneration. In contrast, not meeting the set targets will result in a significant reduction of the variable remuneration. Furthermore, in accordance with the recommendations of the German Corporate Governance Code, the Supervisory Board shall ensure that the variable remuneration arising from long-term targets being achieved (i.e., LTI) exceeds the short-term variable remuneration (STI). This ensures that the remuneration system remains focused on the long-term success of the Sixt Group and is aligned with the interests of shareholders.

In order to offer individualised and adequate remuneration packages to current and future members of the Management Board, the Supervisory Board has determined the following ranges for the individual elements of the remuneration structure.

Target remuneration structure for the Management Board



3.3 Upper limits (caps) and maximum remuneration

Limits are placed on both the amount of the Management Board's remuneration based on individual variable remuneration components and the entirety of all remuneration components pursuant to section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act (AktG) (maximum remuneration). The maximum remuneration comprises the basic remuneration, fringe benefits, variable short-term remuneration, variable long-term share-based remuneration, and any special payments to compensate for the loss of wages from a prior employment contract and/or any reimbursements of real estate agent fees and moving expenses or costs relating to running two households for new appointments. This is determined for the financial year for which it is granted, regardless of when the respective remuneration component is paid out. LTI payments are allocated to the financial year in which the tranche was allotted. If the maximum amount is exceeded, the LTI payment is reduced accordingly.

The maximum remuneration for a financial year is EUR 8,000,000 for each co-chairman and EUR 4,000,000 for each other member of the Management Board, regardless of whether the remuneration is paid in that financial year or at a later date.

The maximum remuneration stipulated in the remuneration system merely constitutes the maximum scope permitted within the remuneration system and not the remuneration amount targeted by the Supervisory Board. The Supervisory Board is not obliged to fully utilise this scope.

4. Remuneration components in detail

4.1 Non-performance-related (fixed) remuneration

The (fixed) non-performance-related remuneration for members of the Management Board is comprised of a basic remuneration, individually set fringe benefits, and other benefits granted to new appointees in certain exceptions.

a) Basic remuneration

The members of the Management Board receive a fixed basic salary per financial year that is paid out monthly in twelve equal instalments. The fixed basic remuneration ensures an adequate base salary and deters members of the Management Board from taking undue risks to achieve short-term targets. The amount of the basic salary is based on the range of duties, the area of responsibility and the experience of the Management Board member in question.

b) Fringe benefits

The non-performance-related remuneration also includes fringe benefits in kind. This refers to the provision of up to two cars for private and business-related use, the possibility to use a chauffeur service, the use of a company mobile phone for business-related as well as private purposes and, in the presence of certain risks, a bodyguard. The members of the Management Board also receive contributions to health and nursing care insurance. Moreover, Sixt SE may, within reasonable limitations, take out insurance policies for its Management Board members. At present, accident insurance, D&O insurance with deductible, and legal expenses insurance have been taken out on behalf of the Management Board members.

The amount of contractual fringe benefits that each member of the Management Board is entitled to is limited to a contractually defined gross total amount per financial year.

c) Other

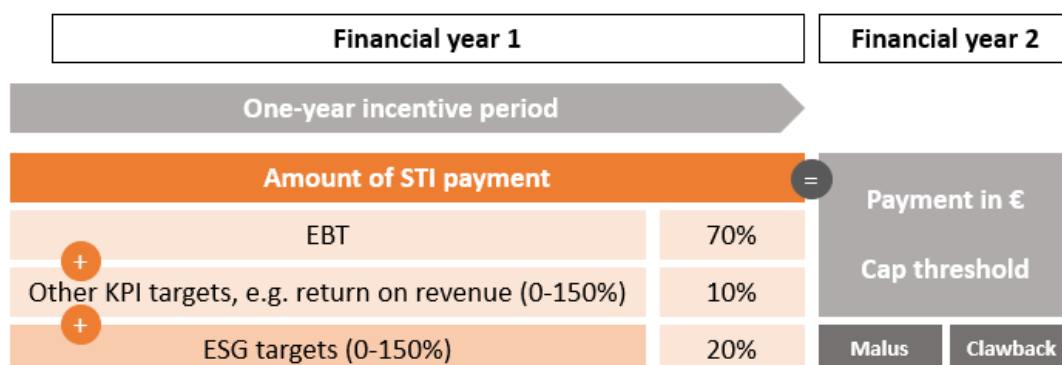
Furthermore, the Supervisory Board may decide in individual cases to grant new appointees to the Management Board one-off payments, in particular to compensate for payments no longer received for previous employment and/or to cover real estate agent fees and moving expenses or the cost of running two households.

4.2 Performance-related remuneration

The performance-related (variable) component is comprised of a short-term variable remuneration, also referred to as the Short Term Incentive (STI), and a long-term variable remuneration, referred to as the Long Term Incentive (LTI). The performance-related remuneration incentivizes sustainable, results-driven corporate governance in line with the Sixt Group's strategy.

a) Short Term Incentive (STI)

The STI is a bonus based on performance measured over a period of one year. The key criteria for assessing performance are the earnings before taxes (EBT) as reported in the consolidated financial statements of Sixt SE, as well as one other financial indicator determined by the Supervisory Board (e.g., return on revenue of the Sixt Group) – referred to as the other KPIs – and a non-financial sustainability (environmental, social and governance, or ESG) target. The Supervisory Board may also set multiple other KPIs and ESG targets.



The Supervisory Board uses Sixt SE's forecasts for the coming financial year to set the EBT and other KPIs targets. For the other KPIs target, the Supervisory Board identifies one or more financial figures relevant to the management of the Sixt Group (e.g., return on revenue) prior to the start of

the financial year. It may also agree to key segment-related or individual financial figures as targets, if appropriate in light of the respective Management Board member's range of duties.

The Supervisory Board uniformly determines the non-financial sustainability (ESG) targets for all members of the Management Board prior to the start of the financial year in question. This may comprise one or more targets. The target, derived from Sixt SE's sustainability strategy, shall reflect the Company's environmental, social and societal responsibility. The Supervisory Board strives to set a quantitative goal for the sustainability target. If this does not seem feasible, the targets set may be qualitative instead. Based on the recently adopted sustainability strategy, environmental targets, for example, may be a certain increase in the number of electric vehicles in the fleet or a reducing the Company's CO₂ footprint (e.g., at the branches) to a certain degree.

The individual elements of the STI are weighted in such a way that for 100% target achievement, 70% of the STI is paid for meeting the EBT target, 10% for the other KPI target and 20% for the ESG target. In the event that the Supervisory Board sets several financial or ESG targets, it must determine how the targets will be weighted at the time they are set, prior to the start of the respective financial year.

EBT is Sixt SE's main key performance indicator; as an earnings-related target geared toward the Company as a whole, this indicator provides an incentive for sustainable, earnings-oriented growth of the Sixt Group. Minimum, i.e. threshold, EBT values are determined in each Management Board member's employment contract. If such thresholds are not reached, the Board member is not entitled to the STI payment.

After the end of the financial year, the Supervisory Board evaluates the extent to which the targets in each criterion were achieved and determines the STI amount for that financial year. Retroactive changes to the target figures are not permitted.

To calculate the STI payment, each Management Board member's employment contract shall stipulate how much will be deducted from or added to the STI target figure for every million euro amount that the actual EBT figure exceeds or falls short of the EBT target.

The EBT target represents 70% of the amount calculated. The remaining portion is determined depending on the extent to which the ESG and other KPIs targets are achieved, and this portion is adjusted as follows.

The proportion that refers to the ESG targets (20%) is raised or lowered depending on the degree of ESG target achievement. If the target achievement exceeds 100%, the payment relating to the ESG target is increased on a straight-line basis up to 150% of target achievement. No additional increase is allowed beyond the ESG target achievement of 150% (ESG cap). If the target achievement is below 100%, the payment relating to the ESG target is decreased on a straight-line basis to 60% of target achievement. If the target achievement is below 60% (ESG threshold), the payment relating to the ESG target is EUR 0.

The proportion that refers to the other KPI target (10%) is raised or lowered depending on the degree of other KPI target achievement. If the target achieved exceeds 100%, the payment relating to the other KPI target is increased on a straight-line basis up to 150% of the target achievement. No additional increase is allowed beyond the other KPI target achievement of 150% (KPI cap). If the target achievement is below 100%, the payment relating to the other KPI target is decreased on a straight-line basis to 60% of the target achievement. If the target achievement is below 60% (other KPI threshold), the payment relating to the other KPI target is EUR 0.

Finally, the STI payment is calculated as the adding the figures determined for each of the three elements together (EBT amount, other KPIs amount and ESG amount).

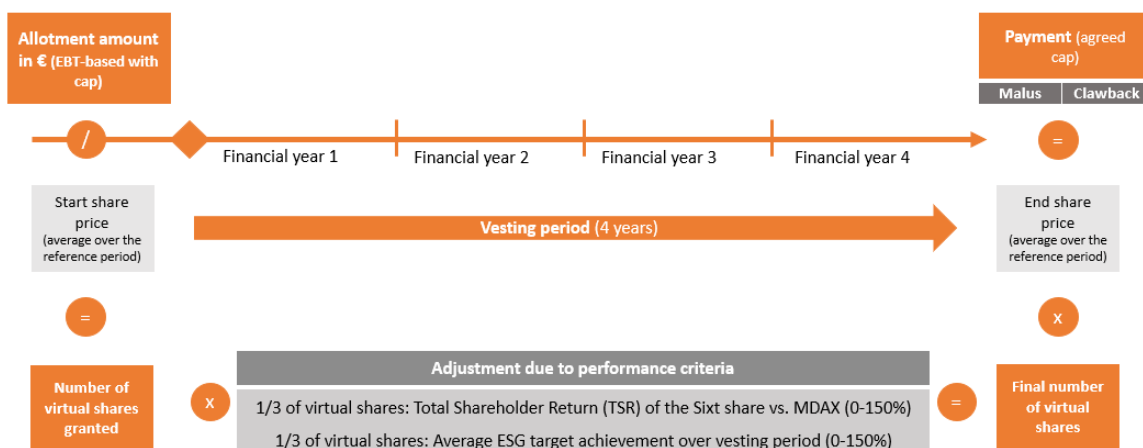
The total annual STI payment is capped at a maximum amount in the employment contract of each member of the Management Board. The STI payment may also be eliminated entirely if the minimum threshold set for EBT is not reached.

The payment is made after having been confirmed by the Supervisory Board. In cases where the Management Board member's employment contract begins and/or ends during the respective financial year, the STI is paid out pro rata temporis.

The EBT, other KPI (e.g., targeted return on revenue), and sustainability target(s) as well as the target achievement for each financial year are disclosed **ex post** in the Remuneration Report for that financial year.

b) Long Term Incentive (LTI)

LTI at a glance



The variable Long Term Incentive (LTI) is a performance-based remuneration element spanning several years and is awarded in annual tranches. The LTI is a virtual stock programme, for which annual tranches of virtual ordinary shares are allocated. The allotment amount is set out individually in the employment contract and depends on the EBT figure reached in the respective financial year, presuming a minimum threshold has been reached.

If the conditions set out below have been met, the member of the Management Board is entitled to payment four years after the allotment of the virtual ordinary shares (vesting period).

After four years, the number of virtual shares to be paid out is adjusted as follows:

1/3 of the virtual shares will be adjusted according to the performance of the Sixt share compared to the MDAX over the vesting period (total shareholder return, or TSR performance).

1/3 of the number of virtual shares will be adjusted according to the average ESG target achievement over the vesting period.

1/3 of the virtual shares will not be adjusted.

The TSR performance factor is calculated on the basis of the total shareholder return (TSR). It is assumed here that all dividends would have been reinvested. To calculate the TSR performance factor, the overall performance of the Sixt SE ordinary share (Sixt TSR) is compared with that of the MDAX Performance Index (MDAX TSR) during the vesting period. This ensures that the interests of the Management Board largely align with those of the shareholders and creates an incentive to outperform the capital market.

The Supervisory Board has identified MDAX companies as a comparison group given their comparability to Sixt in terms of market value, size and reputation. In the event of an index change, the Supervisory Board may instead shift its focus to the index in which Sixt's ordinary share is managed at the time of payment.

To calculate the performance factor, the difference between Sixt's TSR and that of the MDAX is determined.

This calculation is then used to adjust the number of virtual shares allotted. With regard to the TSR performance factor, 1/3 of the allotted virtual shares are subject to adjustment. If the difference between the two TSR figures is 0, the target achievement is 100%. For a difference of -25 (threshold), the TSR target achievement is 75%. Below this threshold, the TSR target achievement is 0%.

For a difference in excess of 50, the maximum TSR target achievement is capped at 150%. Between these points, the calculation runs on a straight-line basis. As a next step, 1/3 of the allotted virtual shares are adjusted according to the degree of target achievement. If the TSR target achievement is 0%, 1/3 of the allotted virtual shares are eliminated and not paid out.

The ESG performance factor is calculated using the average achievement figure for the ESG targets determined via the STI over the vesting period (e.g., average target achievement of 100% over four years). This is intended to incentivise the ESG targets being reached over the long term as well.

This calculation is then used to once again to adjust the number of allotted virtual shares. With regard to the ESG performance factor, another 1/3 of the allotted virtual shares are subject to adjustment. If the ESG performance factor is 100%, the ESG target achievement is 100%. If the ESG performance factor is 75% (threshold), the target achievement is 75%. Below this threshold, the ESG target achievement is 0%. If the ESG performance factor reaches or exceeds 150%, the maximum ESG target achievement is capped at 150%. Between these points, the calculation runs on a straight-line basis. If the ESG target achievement is 0%, 1/3 of the allotted virtual shares are eliminated and not paid out.

Virtual ordinary shares are allotted and the LTI is paid out as follows, and under the following conditions:

- The allotment amount is set out individually in the employment contract and varies depending on the EBT figure reached in the respective financial year, presuming a minimum threshold has been reached. The number of virtual ordinary shares is determined by the allotment amount, which is capped at an individually agreed maximum amount, divided by the weighted closing price of the ordinary share in the XETRA trading system of the Frankfurt Stock Exchange during a certain reference period prior to the allotment date of the virtual ordinary shares. If a member of the Management Board is appointed during the year, the allotment is calculated on a pro rata temporis basis for each full month in office.

- After the four-year vesting period, the Supervisory Board adjusts the final number of virtual shares relating to the payment based on the process outlined above (i.e., depending on how much of the performance target is reached).
- If the member of the Management Board leaves office before the end of the vesting period, the payment is calculated after the vesting period on a pro rata basis for the time the Management Board member was in office during that period.
- The amount of the cash payment equals the number of virtual ordinary shares ultimately determined after adjustment multiplied by the weighted closing price of the ordinary shares for a certain reference period before the date of payment, up to an agreed maximum cap. At its own discretion, the Supervisory Board is authorised to issue ordinary or preference shares of Sixt SE to the member of the Management Board in place of a cash payment.

The calculations underlying the long-term share-based performance-related remuneration component are clear, transparent and simple. Linking these to the long-term share price performance and a relative comparison with MDAX companies reflects the interests of shareholders, while ensuring a sustainable corporate strategy.

5. Share ownership guidelines

The share ownership guidelines aim to align the interests of the Management Board with those of the shareholders, thereby promoting sustainable corporate governance. They are a key component of the Management Board's remuneration system. The members of the Management Board are obliged to invest the equivalent of at least 50% of their gross annual fixed remuneration in preference or ordinary shares of the Company (own investment contribution). The preference or ordinary share price at the time of purchase is relevant in this regard. The own investment contribution must be reached within five years, whereby the members of the Management Board are entitled to contribute existing shares. The shares can be held directly or indirectly. The own investment contribution may be exceeded at any time. The minimum share ownership holding period ends one year after the end of the employment contract.

6. Remuneration-related transactions

6.1 Management Board employment contract terms

The Supervisory Board complies with the requirements set out by the German Stock Corporation Act (section 84 AktG) for the appointment of members of the Management Board and the terms of Management Board employment contracts. The appointment period and contract term for new appointees to the Management Board is generally three years. Reappointments are possible for a maximum of five years. In the case of a reappointment, the term of the Management Board employment contract is extended accordingly and must be adjusted accordingly if the remuneration system is amended in the meantime. The Supervisory Board determines an age limit when considering the duration of the appointment and term of the employment contracts.

6.2 Premature termination

No commitments have been made to pay severance compensation in the event of premature termination of a Management Board member's term of office. Nevertheless, any severance compensation to be paid including any fringe benefits may not exceed the value of two annual remunerations, and is limited to the remuneration amount owed for the remaining term of the contract. In general, annual remuneration is calculated as the basic remuneration and the last STI payment.

A contractually agreed non-competition clause stipulates that if a Management Board member's term of office is terminated prematurely, any severance payment must be offset against compensation from the non-competition clause.

6.3 Change of control

No severance compensation agreements exist in the event that a Management Board member's term ends prematurely due to a change of control or a takeover offer.

6.4 Post-contractual non-competition clause

The Supervisory Board may agree to a post-contractual non-competition clause of up to two years with members of the Management Board. A monthly compensation payment is earmarked for the duration of a post-contractual non-competition agreement, against which other income can be offset. Any severance payment must be taken into account in the calculation of compensation payment in accordance with the recommendations of the German Corporate Governance Code. The Company reserves the right to unilaterally waive compliance with a post-contractual non-competition clause so as not to be obligated to pay compensation.

7. Malus and clawback

Malus and clawback provisions are additional components of the employment contracts. In the event of an intentional or grossly negligent breach of the requirements set out in section 93 of the German Stock Corporation Act (AktG) or of serious violations of legal regulations subject to administrative fines or punitive damages (compliance violations), the Supervisory Board may, at its dutiful discretion, withhold any unpaid variable remuneration components in part or in full ("**malus**"). In such cases, the Supervisory Board may also, at its dutiful discretion, reclaim any already paid variable remuneration components in part or in full ("**clawback**"). The Supervisory Board may also temporarily refuse payment if reasonable suspicion of such a violation exists.

Furthermore, the Supervisory Board may, at its dutiful discretion, reclaim any already paid variable remuneration components in part or in full if it determines such variable remuneration to have been paid out partially or entirely unjustly as a result of the payment amount having been calculated on the basis of incomplete or false information ("**performance clawback**").

Such payments may also be withheld after the Management Board member has left office and/or following the end of the Board member's employment contract. The Supervisory Board may – even after the Management Board mandate has ended – enforce a clawback up to two years after the end of the employment contract.

Furthermore, in the event of an extraordinary termination of the employment contract by the Company, any unpaid LTI and STI claims are forfeited.

8. Secondary employment and remuneration for holding office

Any paid or unpaid secondary employment requires prior approval by the Supervisory Board of Sixt SE. This also includes the assumption of public office or positions on supervisory boards, advisory committees and other similar positions as well as work on scientific panels.

For Management Board members holding office at affiliates, any remuneration shall, in principle, count towards their remuneration as a member of the Company's Management Board. The same applies to positions held at joint venture companies and those in which the Company directly or indirectly holds an equity interest of more than 20%, as well as positions within organisations and similar associations belonging to the Company based on its commercial activities.

The Supervisory Board makes decisions relating to how remuneration from external supervisory board positions shall count towards the fixed remuneration.

9. Exceptional developments

Pursuant to the recommendations of the German Corporate Governance Code, in special cases where justified, the Supervisory Board may consider exceptional developments or events within reason when determining STI and LTI target achievement.

Exceptional developments or events are deemed to exist if circumstances have occurred or are extremely likely to occur that could not have been foreseen when setting the targets for the variable remuneration components, and that have a material influence on the total remuneration of the members of the Management Board. Specifically, this may include major acquisitions, significant changes to accounting requirements, or similar events.

10. Temporary deviation

Pursuant to section 87a (2) sentence 2 of the German Stock Corporation Act (AktG), in exceptional cases, there may be temporary deviations from individual components of the described remuneration system if deemed necessary for the Company's long-term well-being. Examples include a severe economic or Company crisis.

In such a case, the Supervisory Board identifies the exception and, at the recommendation of the Remuneration Committee, determines what deviations are necessary. In doing so, the Supervisory Board must also identify the circumstances leading to the deviation. When a deviation occurs, the remuneration must continue to be aligned with the Company's long-term, sustainable performance and remain consistent with the Company's success and the performance of the Management Board member. The remuneration system components that may be deviated from are the procedure, the remuneration structure and amount, and the individual remuneration components and their relation to one another. In such cases, the Supervisory Board may also introduce new remuneration components.

The exceptional situation and any changes made must be described in the Remuneration Report.

III. Further information and notes

Total number of shares and voting rights

At the time of publishing this 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 made out to the bearer) 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. 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. 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

The transitional provision of section 26n (1) of the Introductory Act to the Stock Corporation Act (EgAktG) provides that for Annual General Meetings convened up to and including 31 August 2023, the Management Board may decide, with the consent of the Supervisory Board, that the Annual General Meeting be held as a virtual Annual General Meeting as per section 118a of the German Stock Corporation Act (AktG). Section 118a of the German Stock Corporation Act (AktG) and the other new statutory provisions on holding virtual annual general meetings were introduced by the Act on the Introduction of Virtual General Meetings of Stock Corporations and Amendment of Cooperative and Insolvency and Restructuring Law Provisions (Federal Law Gazette I No. 27 2022, p. 1166 et seq.) and came into force on 27 July 2022.

With the consent of the Supervisory Board, the Management Board of Sixt SE has decided on the basis of section 26n (1) of the Introductory Act to the Stock Corporation Act (EgAktG) to hold the Annual General Meeting 2023 as a virtual Annual General Meeting as per section 118a of the German Stock Corporation Act (AktG) without the shareholders or their authorised representatives being physically present at the venue of the Annual General Meeting. The Annual General Meeting will be held at Kistlerhofstr. 70, Gebäude 75, 81379 Munich, being the venue of the Annual General Meeting within the meaning of German Stock Corporation Act (AktG). Shareholders or their authorised representatives (with the exception of the Company's designated voting proxies) cannot be physically present at the venue of the Annual General Meeting.

Holding the Annual General Meeting as a virtual Annual General Meeting as per the new statutory provision in section 118a of the German Stock Corporation Act (AktG) entails some modifications regarding the order of events at the meeting and the exercising of shareholder rights compared both to a physical annual general meeting and the most recent Annual General Meeting held as a virtual annual general meeting in accordance with the special legislation in connection with the COVID-19 pandemic. Therefore, we kindly ask you to pay special attention to the following information, in particular regarding the possibility to follow the Annual General Meeting both by audio and video, the possibility to exercise voting rights, the right to submit statements, the right to file motions, the right to speak at the meeting, the right to request information and the right to lodge objections.

Shareholders and their authorised representatives who are duly registered may follow the entire Annual General Meeting on Tuesday, 23 May 2023, from 10 a.m. onwards, as a live video and audio broadcast via the AGM portal, which can be accessed online at

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

Information on how shareholders and authorised representatives can access the AGM portal can be found in section "Accessing the AGM portal and electronic connection to the Annual General Meeting". Shareholders or their authorised representatives can exercise their voting rights exclusively by electronic postal vote or by authorising the Company's designated voting proxies to vote on their behalf as described below.

Accessing the AGM portal and electronic connection to the Annual General Meeting

The Company has set up an AGM portal for the Annual General Meeting. Shareholders who are duly registered can connect electronically to the AGM portal and attend the Annual General Meeting to exercise their shareholder rights and follow the entire Annual General Meeting as a live video and audio broadcast. With regard to using the AGM portal, special features apply to intermediaries (such as banks), associations of shareholders, proxy advisors as well as persons who offer a professional service to shareholders for exercising voting rights in an annual general meeting; this concerns in particular how to access the AGM portal. The AGM portal can be accessed online at

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

Authorised representatives will receive their own login to the AGM portal if they are authorised in due time (as described in more detail in the section “Procedure for proxy-voting via other authorised representatives”).

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

Shareholders wishing to attend the virtual Annual General Meeting (i.e., connecting electronically to the Annual General Meeting) or wishing to exercise their shareholder rights, in particular 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 shareholder rights, especially 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. Tuesday, 2 May 2023, 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 (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 and to exercise their shareholder rights by virtue of these registered shares, even if they have duly registered, if they are 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 no later than midnight on Tuesday, 16 May 2023, having been sent to the following address:

Sixt SE
c/o Better Orange IR & HV AG
Haidelweg 48
81241 Munich
Germany
Email: anmeldung@better-orange.de

Regarding access to the AGM portal, please see the instructions above in the section “Accessing the AGM portal and electronic connection to the Annual General Meeting”.

Once the above-stated conditions for attending have been met, AGM tickets will be sent to the shareholders or their authorised representatives entitled to attend the virtual Annual General Meeting so that they can exercise their associated rights. AGM tickets also contain the personal login information required to access the AGM portal. In order to ensure the AGM tickets are 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.

Upon or after registration, you may choose whether to cast your vote by electronic postal vote or whether to authorise the Company's designated voting proxies or other authorised representatives – for example, an intermediary (such as a bank), an association of shareholders, a proxy advisor or a person who offers a professional service to shareholders for exercising voting rights in an annual general meeting. Details of these options are explained in more detail in the following sections.

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 shareholder rights, especially 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) and the shareholder rights 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 and other shareholder rights of the holders of no-par value ordinary and preference bearer shares. The same applies to any acquisition of (additional) 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, nor are they entitled to other shareholder rights. 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 (electronic postal vote) without attending the Annual General Meeting. In this case, the above-stated prerequisites for attending the virtual Annual General Meeting and for exercising shareholder rights must be met, in particular, shareholders must have registered for the Annual General Meeting in due time.

Electronic postal votes (and, if applicable, their amendment or revocation) may only be submitted to the Company via the AGM portal, which can be accessed online at

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

and must have been received by the Company no later than the point in time when the chairman of the meeting closes the vote. The personal login data for the AGM portal will automatically be sent to duly registered shareholders or their authorised representatives together with their AGM ticket.

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 pre-requisites for attending the virtual Annual General Meeting and for exercising shareholder 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, motions and nominations as instructed; the voting proxies may not exercise any discretion of their own when exercising voting rights. The Company's designated voting proxies do not accept instructions to exercise other shareholder rights, in particular, to submit motions or nominations, to speak or ask questions at the meeting or to lodge objections against resolutions passed by the Annual General Meeting. 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 Monday, 22 May 2023, midnight, at the following address; electronic transmission may also be made to this address via email:

Sixt SE
c/o Better Orange IR & HV AG
Haidelweg 48
81241 Munich
Germany
Email: sixt@better-orange.de

- or, until the point in time determined by the chairman in the scope of the votes on the day of the Annual General Meeting via the AGM portal, which can be accessed online at

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

The personal login information 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 AGM ticket.

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 shareholder rights, especially the voting rights on their behalf. In this case, the above-stated pre-requisites must be met in order to be eligible for attending the virtual Annual General Meeting and for exercising shareholder rights. If the shareholder grants more than one person power of attorney, the Company may reject one or more of them.

As such authorised representatives cannot physically attend the Annual General Meeting as it is being held as a virtual Annual General Meeting, these authorised representatives may also, for their part, only exercise the voting right at the Annual General Meeting by way of electronic communication via electronic postal vote or by (sub)authorising the Company's designated voting proxies.

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

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.

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 Better Orange IR & HV AG
Haidelweg 48
81241 Munich
Germany
Email: sixt@better-orange.de

The declaration or evidence must be received by the Company at the above-stated address no later than Monday, 22 May 2023, midnight.

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 until the point in time determined by

the chairman in the scope of the votes on the day of the Annual General Meeting, or electronically via the AGM portal, which can be accessed online at

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

Neither the authorised representative (with the exception of the Company's designated voting proxies) nor shareholders can physically attend the virtual Annual General Meeting. They can only exercise the voting right of the shareholders they represent by means of electronic postal vote or by (sub)authorising the Company's designated voting proxies. In this respect, the information above applies accordingly.

After having been duly registered by the shareholder, the authorised representatives will be sent login information enabling the representative to use the AGM portal and to exercise the rights by way of electronic communication via the AGM portal. Therefore, the power of attorney should be granted as soon as possible in order to guarantee that the authorised representative receives the login information on time. If the power of attorney is granted too late, the principal is responsible for ensuring the authorised representative receives the personal login information sent to the principal with the AGM ticket in order for the authorised representative to exercise the rights by way of electronic communication via the AGM portal.

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 AGM portal, (2) in accordance with section 67c (1) und (2) sentence 3 of the German Stock Corporation Act (AktG) in conjunction with article 2 (1) and (3) and article 9 (4) Commission Implementing Regulation (EU) 2018/1212, (3) by email, (4) by letter.

If an individual vote is held on an agenda item without this having been communicated prior to 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 electronic 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 electronic 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 8 to 9 are subject to a binding vote, while the votes planned for agenda items 6 and 7 are 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 in favour, to vote 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.

The shareholders' right to add items to the agenda pursuant to section 122 (2) of the German Stock Corporation Act (AktG) in conjunction with article 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 Civil Code (BGB)) to the Management Board of Sixt SE and must be received by the Company by no later than Saturday, 22 April 2023, 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. They will also be made accessible on the Company website at <http://ir.sixt.com/Hauptversammlung>.

Counter-motions and nominations by shareholders as per section 126 (1) and (4), sections 127, 130a (5) sentence 3, section 118a (1) sentence 2 no. 3 AktG

Each shareholder has the right to submit to the Company counter-motions 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. Counter-motions (and the underlying statement of reasons) as well as nominations that are to be made accessible prior to the Annual General Meeting must be sent to the Company at the following address:

Sixt SE
– Investor Relations –
Zugspitzstraße 1
82049 Pullach, Germany

or by email to
Email: hv@sixt.com

Counter-motions and nominations that are received at the above-stated address by the Company no later than on Monday, 8 May 2023, 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. Counter-motions 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 counter-motions or nominations and the statement of reasons.

Motions or nominations by shareholders that are to be made accessible in accordance with section 126 or section 127 of the German Stock Corporation Act (AktG) are deemed pursuant to section 126 (4) AktG to have been made as soon as they have been made accessible. Voting rights with regard to such motions or nominations can be exercised in accordance with the above-mentioned procedures, provided the person exercising the right is duly authorised and registered; 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) in conjunction with article 56 sentence 2 and 3 SE Regulation and section 50 (2) German SE Implementation Act. If the shareholder making the motion is not duly authorised and not duly registered for the Annual General Meeting, the motion need not be addressed in the meeting.

Counter-motions and nominations as well as other motions can also be submitted during the Annual General Meeting by means of video communication via the AGM portal in the scope of the right to speak at the meeting (please also refer to the section on the right to speak at the meeting as per section 130a (5) and (6) AktG in this respect).

Right to submit statements as per section 130a (1) to (4) AktG

Before the Annual General Meeting, shareholders and their representatives who are duly registered for the meeting can submit statements on items on the agenda by means of electronic communication. Such statements must be submitted in writing (Textform) via the Company's AGM portal, which can be accessed online at

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

and must be received at the above-mentioned address no later than Wednesday, 17 May 2023, midnight. Statements may not exceed a maximum of 10,000 characters (including spaces). We will publish statements by shareholders that are to be made public, including the name and place of residence or registered office of the shareholder, making them accessible to duly registered shareholders in the AGM portal at

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

(no later than on Thursday, 18 May 2023, midnight). If the requirements of section 126 (2) sentence 1 no. 1, 3 and 6 of the German Stock Corporation Act (AktG) are met, statements will not be made accessible (section 130 (3) sentence 4 of the German Stock Corporation Act (AktG)). Statements will not be made accessible if they have more than 10,000 characters (including spaces). Any statements made by management will also be published in the above-mentioned AGM portal.

The possibility to submit statements does not constitute a possibility to submit questions as per section 131 (1a) of the German Stock Corporation Act (AktG); any questions included in statements will therefore not be addressed at the virtual Annual General Meeting, unless they are asked by way of video communication during the Annual General Meeting. Motions, nominations and objections against resolutions of the Annual General Meeting included in statements will not be addressed either; these must be submitted or lodged exclusively through the procedures described in this invitation.

Right to speak at the meeting as per sections 118a (1) sentence 2 no. 7, 130a (5) and (6) AktG

Shareholders and their representatives who are duly registered for and electronically connected to the Annual General Meeting have a right to speak at the meeting by means of video communication. Motions and nominations as per section 118a (1) sentence 2 no. 3 of the German Stock Corporation Act (AktG) and requests for information as per section 131 (1) of the German Stock Corporation Act (AktG) may be submitted while speaking at the meeting. Requests to speak must be made during the Annual General Meeting after the chairman has invited participants to make their requests via the AGM portal, which can be accessed online at

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

The chairman will explain the procedure for requesting to speak and being granted the right to speak in more detail in the Annual General Meeting.

Pursuant to article 19 (3) of the Company's Articles of Association, the chairman may impose reasonable time limits on the right to ask questions and speak and may specify further requirements in this respect. The chairman is authorised, in particular, to determine a reasonable time frame for the entire course of the Annual General Meeting, certain items on the agenda and individual questions or speaking times of shareholders either at the start of or during the Annual General Meeting.

The company reserves the right to monitor the functionality of the video communication between the shareholder and the Company during the Annual General Meeting and prior to their turn to speak, and to refuse such speaker if functionality is not ensured. The minimum technical requirements for live video connection are therefore an Internet-enabled device with a camera and microphone and a stable Internet connection. Recommendations for optimal functionality of the video communication are accessible at

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

Right to request information as per sections 118a (1) sentence 2 no. 4, 131 (1) AktG

After having duly registered for the Annual General Meeting as per section 131 (1) of the German Stock Corporation Act (AktG), shareholders and their representatives may request information from the Management Board on Company matters, the Company's legal and business relations to affiliated companies and the position of the Group and the companies included in the consolidated financial statements or information on an item on the agenda in order to be able to make a fact-based assessment.

Pursuant to article 19 (3) of the Company's Articles of Association, the chairman may impose reasonable time limits on the right to ask questions and speak and may specify further requirements in this respect. The chairman is authorised, in particular, to determine a reasonable time frame for the entire course of the Annual General Meeting, certain items on the agenda and individual questions or speaking times of shareholders either at the start of or during the Annual General Meeting.

It is intended that the chairman will determine as per section 131 (1f) of the German Stock Corporation Act (AktG) that the right to request information as per section 131 (1) may only be exercised by way of video communication via the AGM portal at the Annual General Meeting, i.e. in the scope of the right to speak at the meeting (please also refer to the section on the right to speak at the meeting as per section 130a (5) and (6) AktG in this respect). Another option for submitting questions by means of electronic or other communication is not provided for, neither before nor during the Annual General Meeting.

Objections to be recorded in the minutes as per section 118a (1) sentence 2 no. 8 in conjunction with section 245 AktG

Shareholders and their representatives who are duly registered for and electronically connected to the Annual General Meeting have the right to lodge objections against resolutions of the Annual General Meeting by means of electronic communication. Such objections can be lodged via the AGM portal, which can be accessed online at

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

as soon as the virtual Annual General Meeting is opened until it is closed by the chairman.

The notary has authorised the Company to receive objections via the AGM portal and will also receive the objections via the AGM portal.

Publication on the website as per section 124a AktG/additional information

This invitation to the Annual General Meeting, the documents and motions by shareholders as well as other information to be made accessible, in particular the information as per section 124a of the German Stock Corporation Act (AktG) are also accessible on the Company website at

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

All of these documents will also be accessible throughout the Annual General Meeting itself via the above-stated website.

Furthermore, the voting results will also be published in accordance with section 130 (6) of the German Stock Corporation Act (AktG) at the above-mentioned website after the Annual General Meeting.

The above-mentioned website also provides access to the AGM portal, which allows duly registered shareholders to exercise, among others, their voting right before and throughout the Annual General Meeting and which also provides an audio and video broadcast of the entire meeting.

The list of attendees will be made accessible at the above-mentioned website to all the shareholders and shareholder representatives who are electronically connected to the Annual General Meeting via the AGM portal during the virtual Annual General Meeting as soon as it has been completed.

Further explanations regarding the rights of shareholders pursuant to section 122 (2) of the German Stock Corporation Act (AktG) in conjunction with article 56 sentence 2 and 3 SE Regulation and section 50 (2) German SE Implementation Act, sections 126 (1) and 4 AktG, section 127 AktG, section 130a AktG and section 131 (1) AktG and section 118a (1) sentence 2 no. 8 in conjunction with section 245 AktG as well as the invitation convening the Annual General Meeting and all the other information required under section 124a AktG will be made accessible on the Company website at

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

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 on the AGM ticket 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.

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 2023

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 of the shareholders and their representatives in connection with the preparation, organisation and follow-up of the virtual Annual General Meeting (e.g. first name and surname, place of residence or registered office, address, email address, number of shares, share class, instructions to proxies, how the shares are held, number on the AGM ticket and any questions brought forward by the respective shareholder). This data processing serves, in particular, to enable shareholders to exercise their rights within the context of the Annual General Meeting and to comply with other legal requirements to which Sixt SE is subject in connection with the Annual General Meeting. Controller within the meaning of the General Data Protection Regulation (“GDPR”) is

Sixt SE
Zugspitzstraße 1
82049 Pullach, Germany

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

dataprotection@sixt.com

Sixt SE uses third-party service providers to organise and carry out 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.

With regard to their 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, if applicable, 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.

More information on the processing of your personal data and your rights under the GDPR can be requested at any time on our website at <http://ir.sixt.com/Hauptversammlung> or at the above-mentioned address.

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