

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	2022	2021 ¹	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	2.000	n/a	2.000	n/a
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 Putlitz (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 Putlitz, Dr. Daniel Terberger and Mrs. Anna Magdalena Kamenetzky-Wetzel are members of the Audit Committee. Dr. Julian zu Putlitz 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 Pätsch (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%
	(in 2021: EUR 73,332)	(in 2022: EUR 81,768)
Average remuneration of employees ⁵		

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
