

## Declaration of conformity in accordance with section 161 AktG from December 2024

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### The Management Board and Supervisory Board of Sixt SE declare:

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The recommendations of the “German Corporate Governance Code” in the version of 28 April 2022 (hereinafter referred to as “Code”) announced by the Federal Ministry of Justice in the official section of the Bundesanzeiger (Federal Gazette) on 27 June 2022 has been and will be complied with, with the following exceptions:

- Recommendation C.10 with respect to the chairman of the Supervisory Board: In C.7, the Code contains a list of criteria which are suitable for denying the independence of Supervisory Board members, but which do not necessarily exclude it. Two of these criteria apply to the Chairman of the Supervisory Board, Mr. Erich Sixt. The Supervisory Board is of the opinion that Mr. Erich Sixt will exercise the function as Chairman of the Supervisory Board in the best interests of Sixt SE, regardless of his former position as member of the Management Board and his family relationships with two members of the Management Board.

From the recommendations below, the deviations only occurred with respect to Management Board service contracts that were or are still subject to the remuneration system approved by the Annual General Meeting on 21 April 2021. Under the current remuneration system, approved by the Annual General Meeting on 23 May 2023 (Remuneration System 2023), there are no longer any deviations from the recommendations listed below. With one exception, the Remuneration System 2023 already applies to all members of the Management Board.

- Recommendations G.1. and G.2.: The Supervisory Board believed that the determination of individual target total compensation in addition to a maximum compensation offered neither an additional incentive for the Management Board nor a further advantage for Sixt SE.
- Recommendation G.7: The Supervisory Board believed that a long-term determination of performance criteria for variable compensation components was more beneficial to sustainability than an annual determination for the upcoming fiscal year.
- Recommendation G.10: The contracts based on the former remuneration system do not stipulate that variable compensation amounts are to be invested predominantly in shares of the Company or granted accordingly. The Supervisory Board believed that such a structure would not be more beneficial to the long-term promotion of the Company's well-being and to ensuring sustainable and long-term success of the Company.

Pullach, 17 December 2024

**The Management Board**

**The Supervisory Board**