

Declaration of conformity in accordance with section 161 AktG from December 2025

The Management Board and Supervisory Board of Sixt SE declare:

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 exception:

- 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.

In the most recently published declaration of conformity dated 17 December 2024, deviations from recommendations G.1, G.2, G.7 and G.10 were declared. These deviations remained in effect until 30 September 2025 with regard to the service contract of one member of the Management Board. Since 1 October 2025, the remuneration system approved by the company's Annual General Meeting on 23 May 2023 (Remuneration System 2023) applies to all Management Board service contracts, which is why there are no further deviations from the aforementioned recommendations since then.

Pullach, 16 December 2025

The Management Board

The Supervisory Board