

## **Remuneration system 2021 for the members of the Supervisory Board**

The currently applicable rules on the remuneration of the Supervisory Board of Sixt Leasing SE are set out in Article 15 of the Articles of Association.

§ Article 15 of the Articles of Association of Sixt Leasing SE reads as follows:

### **"§ 15 Remuneration**

1. The members of the Supervisory Board receive a fixed remuneration for each full financial year of their membership of the Supervisory Board, which amounts to EUR 50,000.00 for the Chairman of the Supervisory Board and EUR 40,000.00 for each of the other members. If the office as a member and/or Chairman of the Supervisory Board is not held for a full financial year or if a financial year is shorter than a calendar year, the aforementioned remuneration is granted pro rata temporis in accordance with the length of membership of the Supervisory Board or the office as Chairman. The remuneration is due for payment at the end of each financial year. The remuneration of the first Supervisory Board is decided by the Annual General Meeting in accordance with Section 113 para. 2 sentence 2 AktG.
2. The members of the Supervisory Board are also reimbursed for their expenses. They are also reimbursed for the VAT payable on their remuneration and expenses.
3. The company must take out a directors' and officers' liability insurance policy (D&O insurance) in favour of the members of the Supervisory Board at standard market terms and conditions, which the statutory liability arising from the Supervisory Board's activities; to the extent permitted by law, no deductible must be provided for."

These regulations are based on the following remuneration system within the meaning of Sections 113 para. 3 sentence 3, 87a para. 1 sentence 2 AktG:

In line with the prevailing market practice for listed companies in Germany, the remuneration of Supervisory Board members is structured as purely fixed remuneration without variable components. The Executive Board and Supervisory Board are of the opinion that purely fixed remuneration for Supervisory Board members is best suited to strengthening the independence of the Supervisory Board and into account the advisory and monitoring function of the Supervisory Board, which is to be fulfilled independently of the company's success. The amount and structure of Supervisory Board remuneration ensure that the company is in a position to attract qualified candidates for membership of the company's Supervisory Board; in this way, Supervisory Board remuneration makes a sustainable to promoting the company's business strategy and long-term development.

The system for the remuneration of Supervisory Board members is decided by the Annual General Meeting at the proposal of the Executive Board and Supervisory Board. The remuneration of Supervisory Board members is reviewed regularly, at least every four years, by the Executive Board and Supervisory Board to determine whether the amount and structure still in line with the market and in proportion to the tasks of the Supervisory Board and the situation of the company. In the opinion of the Executive Board and Supervisory Board, it remains appropriate in its current form.

The remuneration and employment conditions of the employees not and are not included in the design of the remuneration system for the members of the Supervisory Board, as the remuneration of the Supervisory Board is granted for an activity that differs fundamentally from that of the employees due to its advisory and supervisory function. Any conflicts of interest in the review of the remuneration system are counteracted by the statutory authorisation system, as the decision-making authority regarding Supervisory Board remuneration is assigned to the Annual General Meeting and a proposal for a resolution is submitted to it by both the Executive Board and the Supervisory Board. A system of mutual control is therefore already anchored in the statutory regulations.

In addition, it is announced that the members of the company's Supervisory Board who are affiliated with the current main shareholder of the company - namely Mr Jochen Klöpper, Mr Thomas Hanswillemenke, Mr Chwihan Yoon and Ms Hyunjoo Kim - have each waived remuneration for their work on the Supervisory Board with effect from the start of the term of office beginning with the election by the Annual General Meeting on 10 December 2020 until further notice, insofar as this goes beyond the reimbursement of expenses and VAT as well as D&O insurance cover.