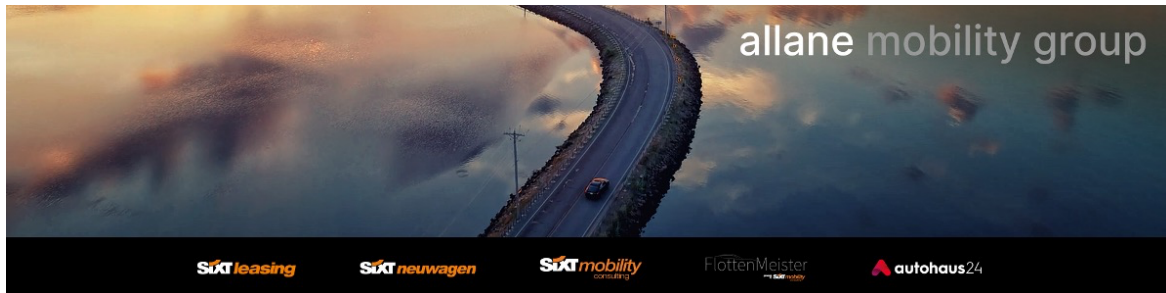


CONVENIENCE TRANSLATION. FOR READING PURPOSES ONLY!



allane mobility group

Allane SE
Pullach im Isartal

Ordinary bearer shares
WKN A0DPRE
ISIN DE000A0DPRE6
Identifier GMETLNSX0622

Invitation to
the ordinary shareholders' meeting
of Allane SE, Pullach im Isartal
registered with Local Court of Munich, HRB 227195

We invite our shareholders to the ordinary shareholders' meeting on

June 29, 2022, at 11:00 a.m.,

that will, with approval of the Supervisory Board and based on Section 1 of the Act on Measures in the Law on Companies, Cooperatives, Associations, Foundations and Condominiums to Combat the Effects of the COVID-19 Pandemic of March 27, 2020, as currently applicable (COVID-19 Act), be held as

virtual meeting of shareholders

without physical attendance of shareholders or their representatives.

For the shareholders and their representatives, the entire shareholders' meeting will be broadcast live by audio and video transmission over the internet. Exercising the voting rights by the shareholders or their representatives will only be possible via electronic communication (absentee voting) or by authorizing proxy representatives appointed by the Company. Further provisions and explanations regarding the attendance of the shareholders in the virtual shareholders' meeting and the exercise of voting rights are imprinted further below following the agenda.

AGENDA

- 1. Presentation of the adopted annual financial statements and the approved consolidated financial statements of Allane SE, the management report for the group and Allane SE, including the explanatory notes on the information pursuant to Sections 289a, 315a of the German Commercial Code (HGB), and the report of the Supervisory Board, in each case for the fiscal year 2021**

The Supervisory Board has approved the financial statements and consolidated financial statements prepared by the Management Board; thereby, the financial statements have been adopted. In this case, the law does not provide for the adoption of the financial statements and the approval of the consolidated financial statements, respectively, by the shareholders' meeting. The statutory law (Section 176 para. 1 sentence 1 of the German Stock Corporation Act (*Aktiengesetz*, "**AktG**") rather provides that the above-mentioned documents only have to be made available to the shareholders' meeting. Accordingly, no resolution of the shareholders' meeting is required with respect to agenda item.

- 2. Resolution on the use of the balance sheet profits for the fiscal year 2021**

The Management Board and the Supervisory Board propose to resolve as follows:

The balance sheet profits for the fiscal year 2021 in the amount of EUR 23,065,846.70 reported in the approved financial statements of the Company shall be used as follows:

Distribution of a dividend of EUR 0.06 per share entitled to dividend	EUR 1,236,695.58
Balance to be carried forward to the new accounting period	EUR 21,829,151.12
<hr/>	
	EUR 23,065,846.70

The shareholders' entitlement to the dividend is due on Monday, July 4, 2022 (Section 58 para. 4 sentence 2 AktG).

* * *

Pursuant to Section 71b AktG, treasury shares held directly or indirectly by the Company are not entitled to dividends. The above proposal for the use of balance sheet profits takes into account that the Company does not hold any treasury shares at the time of the announcement of the convening of the shareholders' meeting in the Federal Gazette and that therefore all 20,611,593 no-par value shares issued by the Company are entitled to dividends at the time of the announcement of the convening of the shareholders' meeting in the Federal Gazette (*Bundesanzeiger*). Should the total number of shares entitled to dividend change until the date of the shareholders' meeting, a correspondingly adjusted proposal for resolution will be put to the vote at the shareholders' meeting, which, with an unchanged amount of the dividend per no-par value share entitled to dividend, will provide for correspondingly adjusted amounts for the total dividend and for the balance to be carried forward to the new accounting period.

3. Formal approval of the acts of the members of the Management Board of Allane SE for the fiscal year 2021

The Management Board and the Supervisory Board propose that the members of the Management Board holding the office in the fiscal year 2021 be granted formal approval for their activities in the fiscal year 2021.

4. Formal approval of the acts of the members of the Supervisory Board of Allane SE for the fiscal year 2021

The Management Board and the Supervisory Board propose that the members of the Supervisory Board holding the office in the fiscal year 2021 be granted formal approval for their activities in the fiscal year 2021.

5. Appointment of the auditor for the fiscal year 2022 as well as the auditor for a review or audit of financial reports/financial information during the fiscal year

2022 and in the fiscal year 2023 during the period until the next ordinary shareholders' meeting

The Supervisory Board proposes – based on the recommendation of its Audit Committee – that PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Munich, be appointed

- as auditor for the Company and the group for the fiscal year 2022 as well as for the auditor's possible review or audit of financial reports/financial information set up during the fiscal year 2022; and
- for the auditor's possible review or audit of financial reports/financial information set up during the fiscal year 2023 in the period until the next ordinary shareholders' meeting in 2023.

* * *

In accordance with Article 16 para. 2 subparagraph 3 of Regulation (EU) No. 537/2014 (EU Audit Regulation), the Audit Committee of the Supervisory Board has declared in its recommendation that it 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 or audit firm within the meaning of Article 16 para. 6 of the EU Audit Regulation.

6. Resolution on the approval of the remuneration report

Pursuant to Section 162 AktG, the Management Board and the Supervisory Board shall 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 past financial year (remuneration report) and submit this remuneration report to the Annual General Meeting for approval pursuant to Section 120a para. 4 AktG.

The remuneration report prepared by the Management Board and the Supervisory Board for the financial year 2021 was audited by the auditor in accordance with the requirements of Section 162 para. 3 AktG. The auditor's report is attached to the remuneration report.

The remuneration report is printed below following the agenda in the supplementary information on agenda item 6.

The Management Board and the Supervisory Board propose that the remuneration report for the financial year 2021, which has been prepared and audited in accordance with Section 162 AktG, be approved.

7. Elections to the Supervisory Board

Pursuant to Art. 40 para. 3 SE Regulation, Section 17 para. 1 SEAG in conjunction with Section 10 para. 1 and 2 of the Articles of Association of the Company and Section 10.4 of the Agreement of February 25, 2016 with the Special Negotiating Body on Employee Participation at Sixt Leasing SE, the Supervisory Board of the Company shall consist of six members, all of whom shall be elected by the Annual General Meeting. The Annual General Meeting is not bound by election proposals.

By resolution of the Extraordinary General Meeting of December 20, 2020, amending the Articles of Association, the number of seats on the Supervisory Board was increased from three to six. By way of court appointment, dated March 28, 2022, Mr. Norbert van den Eijnden was appointed as a member of the Supervisory Board for the previously vacant sixth seat on the Supervisory Board. The court appointment is limited in time until the end of the present shareholders' meeting. Thus, Mr. van den Eijnden shall now be elected as a member of the Supervisory board for the remaining term of office of the current Supervisory Board.

Furthermore, the previous members of the Supervisory Board Ms. Hyunjoo Kim and Mr. Chi Whan Yoon each resigned from office with effect as of the end of May 31, 2022. Ms. Hyunjoo Kim and Mr. Chi Whan Yoon were each appointed until the end of the shareholders' meeting which resolves on the formal approval of their acts for the fiscal year 2023. Supplementary elections for two further seats on the Supervisory Board are therefore necessary.

The Supervisory Board proposes, on the recommendation of its Nomination Committee, to elect the following persons as members of the Supervisory Board:

- 7.1 Mr. Norbert van den Eijnden, independent advisor, resident in Maarsse, Netherlands,
- 7.2 Mr. Su Ho Kim, Senior Vice President of Hyundai Capital Service Inc., Seoul, Republic of Korea, resident in Seoul, Republic of Korea; and
- 7.3 Mr. Hyung Seok Lee, CFO of Hyundai Capital Service Inc., Seoul, Republic of Korea, resident in Seoul, Republic of Korea

The election is made in each case with effect from the end of the present Annual General Meeting and for the period until the end of the shareholders' meeting which resolves on the formal approval of the acts of the Supervisory Board members for the fiscal year 2023, but for no longer than six years.

* * *

It is intended to conduct the above elections by way of individual elections.

Mr. Hyung Seok Lee has expertise in the field of auditing. Together with Supervisory Board chairman Jochen Klöpffer, who has expertise in the field of accounting, the requirements of Section 100 para. 5 of the German Stock Corporation Act are met.

The above election proposals of the Supervisory Board take into account the objectives resolved by the Supervisory Board for its composition and aim to fulfill the competence profile resolved by the Supervisory Board for the full Board. An explanation of the composition targets resolved by the Supervisory Board and the competence profile of the Supervisory Board is provided on pages 72 - 75 of the Company's Annual Report 2021, which is available on the Company's website at <https://ir.allane-mobility-group.com/>.

Information on the personal and business relationships of the persons proposed for election to the Company, the corporate bodies of the Company and a shareholder with a material interest in the Company which, in the opinion of the Supervisory Board, are significant for the election decision:

Mr. Norbert van den Eijnden already belongs to the Supervisory Board of the Company as a court-appointed member.

Mr. Hyung Seok Lee is a member of the Supervisory Board of Hyundai Capital Bank Europe GmbH, Frankfurt am Main, Germany, which is a majority shareholder of the Company. He also holds management positions at Hyundai Capital Service, Inc., a major shareholder in Hyundai Capital Bank Europe GmbH.

Mr. Su Ho Kim will in the future be a member of the Supervisory Board of Hyundai Capital Bank Europe GmbH, Frankfurt am Main, Germany, a majority shareholder of the Company. He also holds management positions at Hyundai Capital Service, Inc., a shareholder with a substantial interest in Hyundai Capital Bank Europe GmbH.

The curriculum vitae of the persons proposed for election, which in each case also contain information on memberships in other statutory supervisory boards and comparable domestic and foreign supervisory bodies of business enterprises as well as an overview of significant activities in addition to the Supervisory Board mandate with the Company, are printed below following the agenda in the supplementary information on agenda item 7.

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

Remuneration Report 2021

The remuneration report for the Management Board and the Supervisory Board for the financial year 2021 was prepared jointly by the Management Board and the Supervisory Board of Allane SE (hereinafter also "**Allane**") in accordance with Sec. 162 of the German Stock Corporation Act (hereinafter also "**AktG**"). The remuneration report explains the basic features of the remuneration systems for the members of the Management Board

and the Supervisory Board of the company and provides information on the remuneration granted and owed by the company to each current and former member of the Management Board and the Supervisory Board in the financial year 2021, as well as the other disclosures required by law.

I. Remuneration of the Management Board in the 2021 financial year

The remuneration system describes the basic features and components of the remuneration of the Management Board of the company. It complies with the statutory provisions of the German Stock Corporation Act (AktG) and - where applicable - the German Banking Act (hereinafter also “**KWG**”) and the Remuneration Ordinance for Institutions (Institutsvergütungsverordnung). The current system of remuneration for the members of the Management Board of the company was adopted by the Supervisory Board in accordance with Sec. 87 para. 1, Sec. 87a para. 1 AktG and approved by the Annual General Meeting on 29 June 2021 with a majority of 95.71% of the capital represented. It applies to all newly appointed or reappointed Management Board members after the Annual General Meeting of the company on 29 June 2021.

1. Principles of the remuneration system for the Management Board

The remuneration system for the members of the Management Board is aligned with the sustainable and long-term development of the company and the achievement of the objectives set out in the company's business and risk strategy. The remuneration system supports the sustainable growth strategy and development of the Allane Group as one of the leading platforms in vehicle leasing in online-supported direct sales as well as a specialist in the management and full-service leasing of corporate fleets. This is achieved in particular through the design of the remuneration parameters derived from the corporate strategy and the multi-year orientation of the remuneration system. The remuneration system is transparent and takes into account the corporate culture. At the same time, the remuneration system avoids incentives to take disproportionate risks. With the remuneration system, the Supervisory Board pursues the goal of offering the members of the Management Board a remuneration package that is both customary in the market and competitive within the legal framework in order to ensure that qualified Management Board members can be retained by the company in the future and that new Management Board members can be recruited for the company.

2. Procedures for determining, reviewing and implementing the Management Board remuneration system

The Supervisory Board as a whole decides on the system for the remuneration of the Management Board. In doing so, the Supervisory Board observes the requirements of the German Stock Corporation Act (AktG), in particular Sec. 87, 87a AktG, as well as the requirements of the German Banking Act (Kreditwesengesetz) and the Remuneration Ordinance

for Institutions (Institutsvergütungsverordnung), to the extent applicable. There is no delegation of tasks related to the Management Board remuneration system to a committee of the Supervisory Board. In accordance with the requirements of the German Stock Corporation Act (AktG), the remuneration system adopted by the Supervisory Board is submitted to the Annual General Meeting for approval at least every four years and whenever there is a significant change. Based on the remuneration system presented to the General Meeting, the Supervisory Board determines the specific target remuneration of the Management Board members. In doing so, the Supervisory Board pays attention to the appropriateness of the remuneration with regard to the tasks of the individual Management Board member, his personal performance, the economic situation, the success and the future prospects of the company, taking into account the requirements of Sec. 87 para. 1 AktG and - as far as applicable - the regulatory requirements according to the German Banking Act (Kreditwesengesetz) and the Remuneration Ordinance for Institutions (Institutsvergütungsverordnung). If the General Meeting does not approve the remuneration system, the Supervisory Board shall submit a revised remuneration system for approval at the latest at the following ordinary General Meeting.

The Supervisory Board regularly reviews the remuneration system for the Management Board for its appropriateness and customary nature as well as compliance with the applicable legal and regulatory requirements in order to ensure a customary and competitive system within this framework. In assessing the appropriateness and customary nature of the remuneration, the Supervisory Board takes into account the relationship of the company's Management Board remuneration in relation to other, comparable companies (horizontal comparison) as well as the appropriateness of the remuneration within the company (vertical comparison). Within the framework of the vertical comparison, the Supervisory Board shall take into account both the relationship to the remuneration of the executives of the first management level immediately downstream of the Management Board (senior management) and in relation to the total workforce of the company in Germany and their remuneration and employment conditions, also in the development over time. Should the Supervisory Board identify a need for change in the course of its regular review of the remuneration system, it shall pass resolutions on corresponding changes. In the event of significant changes, the Supervisory Board shall again submit the remuneration system to the Annual General Meeting for approval. If the Supervisory Board consults an external remuneration expert to develop the remuneration system and to assess the appropriateness of the remuneration, it shall ensure that the expert is independent of the Management Board and the company. The members of the Supervisory Board are obliged to act exclusively in the interest of the company. They may not pursue personal interests or use business opportunities of the company for themselves or a third party within the scope of their Supervisory Board activities. Conflicts of interest shall be disclosed to the Chairman of the Supervisory Board without delay. In its annual report to the General Meeting, the Supervisory Board shall report, among other things, on any conflicts of interest that have arisen and how they have been dealt with. If a member of the Supervisory Board is subject to a conflict of interest that is not merely temporary, he or she shall resign from office.

3. Principles of remuneration determination in the remuneration system

The fixed remuneration and the variable remuneration together make up the total remuneration for a member of the Management Board. The Supervisory Board defines target and maximum amounts (upper limit) for all remuneration components.

a) Structure of the remuneration system

The remuneration system consists of non-performance-related (fixed) and performance-related (variable) components that comply with the provisions of the German Stock Corporation Act and - where applicable - supervisory law on remuneration, in particular in accordance with the Remuneration Ordinance for Institutions (Institutsvergütungsverordnung). The fixed remuneration consists of the basic annual salary and fringe benefits. The variable remuneration components are performance-related and consist of an upfront cash component, an upfront instrument component, a deferral cash component and a deferral instrument component.

aa) Fixed remuneration components

The fixed remuneration is granted irrespective of performance and consists of the basic annual salary and fringe benefits.

(1) Basic salary

The members of the Management Board receive a fixed basic salary based on the function and area of responsibility of the respective Management Board member. It is paid in 12 equal monthly instalments.

(2) Ancillary services

In addition to the fixed basic salary, the company grants the Management Board members fringe benefits in line with the market. For example, the company provides the Management Board members with a company car, which is also permitted for private use. Furthermore, the members of the Management Board are granted insurance policies in line with the market (D&O/legal expenses insurance, group accident insurance). For the D&O insurance, there is a deductible in accordance with the requirements of the German Stock Corporation Act in the amount of 10% of the damage, limited per calendar year to one and a half times the fixed annual remuneration. In addition, housing allowances, relocation allowances, school allowances and comparable fringe benefits may be granted in individual cases. The same applies within the framework of the supervisory requirements for special payments dependent on the individual case, such as retention bonuses, recognition bonuses or transaction bonuses.

bb) Variable remuneration components

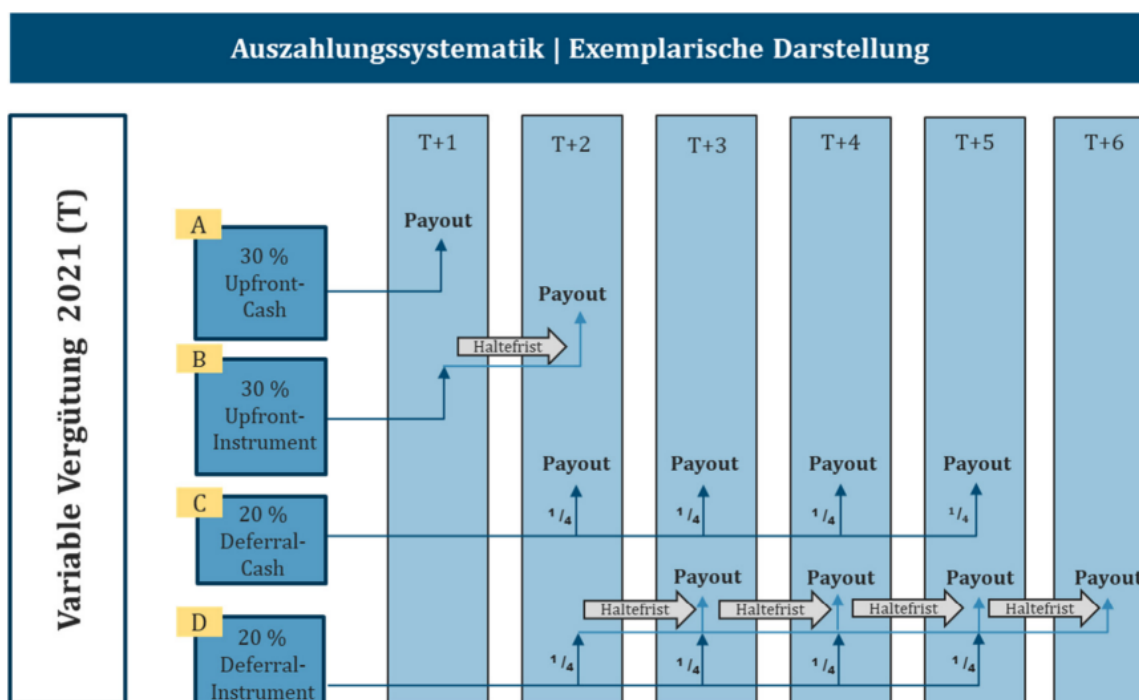
The variable remuneration of the Management Board members in the form of a bonus is linked to operational and strategic corporate goals as well as individual or departmental goals for the Management Board members, which are set by the Supervisory Board before the beginning of a financial year. The target setting is aligned with the business and risk strategy of the company as well as the multi-year planning and aims at a success-oriented, sustainable corporate management taking into account the risks assumed.

In this way, the goals contribute to the promotion of the business strategy and the long-term and sustainable development of the company and also take into account social/environmental parameters. Within the framework of the objectives, financial and non-financial as well as quantitative and qualitative performance criteria are taken into account. The performance criteria to be determined by the Supervisory Board within the framework of the corporate objectives can be linked to strategic initiatives of the company (e.g. project-related, product-related, customer-related or business partner-related initiatives) as financial and non-financial objectives on the one hand, and on the other hand as quantitative, in particular financial, as well as other financial or operational objectives related to the success of the company (e.g. financial ratios). The individual or departmental targets take into account in particular the function and the area of responsibility of the individual board member, whereby both financial and non-financial as well as quantitative and qualitative parameters (e.g. project-related, customer-related, employee-related, departmental targets) can be taken into account. Together with the determination of the targets, the Supervisory Board annually determines for the upcoming business year the amount of the target bonus in case of 100% overall target achievement, the maximum bonus output amount to be determined for the business year as well as demanding threshold, target and maximum values for each target and for the overall target achievement as well as the weighting of the individual targets in relation to each other for each member of the Management Board. The target values are derived from the company's planning and correspond to 100% target achievement. If a set target is missed in such a way that it falls below the threshold value, the target achievement for this target corresponds to 0%. If the set maximum value is reached, the degree of target achievement for the target is capped and does not increase further. A change in the set targets during the year is generally excluded. An exception is conceivable in accordance with regulatory requirements in the event of a change in the business and risk strategy of the company. Unforeseeable (in particular exogenous, uncontrollable) special influences or extraordinary developments that could not be taken into account at the time the targets were set, or not to the extent that they were realised, and that have led to significant changes in the general conditions (e.g. acquisition or sale of companies, changes in the risk situation, etc.) are not taken into account. (e.g. acquisition or sale of parts of the company, fundamental changes in the market situation, natural disasters, pandemics as well as comparable circumstances) may be considered within the framework of a narrowly limited, bound discretion of the Supervisory Board when determining target achievement by correcting the overall target achievement level upwards or downwards by up to 20 percentage points, insofar as this does not conflict with mandatory legal provisions. The initial amount of the bonus to be granted for a financial year is determined

by the Supervisory Board on the basis of the target achievement of the performance criteria. This is done by means of an actual-target comparison for the quantitatively measurable financial and non-financial targets or by means of an assessment by the Supervisory Board according to its dutiful discretion with regard to the qualitative, non-financial targets. Based on the defined threshold, target and maximum values of the individual performance criteria as well as the defined weighting of the performance criteria among each other, the Supervisory Board determines the overall target achievement of the Management Board members. On this basis, the Supervisory Board determines the starting amount of the bonus for a financial year by multiplying the overall target achievement level by the target bonus of the individual Management Board member. The initial amount of the bonus determined for a financial year is granted under further conditions in the form of the following variable remuneration components, whereby the Supervisory Board decides on the design of the components in detail (namely regarding the duration of the deferral periods and the holding periods) and the weighting of the components on the basis of the banking supervisory requirements. Currently, the variable remuneration components are weighted as follows:

- Upfront cash component (30% weighting)
- Upfront instrument component (30% weighting)
- Deferral cash component (20% weighting)
- Deferral instrument component (20% weighting)

The following diagram illustrates the system:



[Auszahlungssystematik means Payment system; Exemplarische Darstellung means Exemplary presentation; Variable Vergütung means Variable remuneration and Haltefrist means Holding Period]

The granting or payment of variable remuneration always requires that the applicable regulatory requirements in this regard, in particular with regard to the risk-bearing capacity and the earnings situation as well as the equity capital and liquidity of the company, are fulfilled. In the event of changes to the remuneration regulations of the Management Board members required by supervisory law, the Supervisory Board is entitled to implement these in the remuneration agreements with the Management Board members.

(1) Upfront cash component

The part of the variable remuneration to be granted as an upfront cash component is paid out in cash to the Management Board member in the next salary cycle or the one after that in accordance with the regulatory requirements following the Supervisory Board's determination of the starting amount of the bonus. The upfront cash component is not paid out prematurely, even if the Management Board member leaves the company.

(2) Upfront instrument component

The amount of variable remuneration determined as an upfront instrument component is converted into upfront instruments following the Supervisory Board's findings on the determination of the starting amount of the bonus in accordance with the regulatory requirements and granted to the Management Board member in the form of upfront instruments. The conversion is made at a nominal value determined by the Supervisory Board, currently the nominal value of EUR 1.00 (gross) per upfront instrument. The upfront instruments are subject to a holding period to be determined by the Supervisory Board, currently a holding period of one year. The holding period begins at the end of 31 December of the financial year preceding the granting of the upfront instruments ("initial date"). No interest is paid on the upfront instruments during the holding period. The upfront instruments may be made heritable. The upfront instruments are not paid out before the end of the holding period. This also applies if the member of the Management Board leaves the company. At the end of each holding period, the Supervisory Board determines the sustainable performance of the company during the defined holding period on the basis of certain parameters set by the Supervisory Board in advance and taking into account the regulatory requirements. If there is an increase in value, this leads to an increase in the payment amount resulting from the upfront instruments. A decline in value, on the other hand, leads to a reduction in the payout amount. The payout amount determined in this way is paid out in cash to the Management Board member after the corresponding determinations within the framework of the supervisory requirements and the corresponding determinations of the Supervisory Board.

(3) Deferral cash component

The deferral cash component is subject to a retention period to be determined by the Supervisory Board that meets the regulatory requirements (currently at least four years). At

the beginning of the retention period, the amount determined as the deferral cash component is credited to a virtual account held for the Management Board member as a calculation item in accordance with the regulatory requirements, without the crediting already creating an entitlement or claim to the corresponding amount. Before the end of the retention period, there is only a claim for the correct determination of the part of the variable remuneration that has not yet become an entitlement or claim. Interest is not paid on the deferral cash component during the retention period. The deferral cash component can be made heritable. During the retention period, the Supervisory Board decides after the end of each financial year following the crediting, in accordance with the regulatory requirements, on the granting of a proportionate share (currently one quarter) of the amount credited as a deferral cash component. Whether the part of the deferral cash component determined in this way is paid out depends on the backtesting, malus and clawback regulations to be determined by the Supervisory Board in accordance with item (5). A payment of the deferral cash component shall be made in cash with the next salary statement after determination of the portion of the deferral cash component to be paid out, within the framework of the regulatory requirements and the corresponding determinations of the Supervisory Board. A payment of the deferral cash component before the end of the respective retention period is excluded. This shall also apply in the event of termination of the service contract.

(4) Deferral instrument component

The deferral instrument component is subject to a retention period to be determined by the Supervisory Board that complies with the regulatory requirements (currently at least four years). At the beginning of the retention period, the amount determined as the deferral instrument component is credited to a virtual account maintained for the Management Board member in accordance with the regulatory requirements as a calculated item in the form of deferral instruments with a nominal value determined by the Supervisory Board, currently a nominal value of EUR 1.00 (gross) per deferral instrument, without the crediting of the deferral instruments already creating an entitlement or claim of the Management Board member to the corresponding amount or the deferral instruments. Before the end of the retention period, there is only a claim for an error-free determination of the part of the deferral instrument component that has not yet grown into an entitlement or claim. Amounts withheld as deferral instruments do not accrue interest until a decision is made on their award. Deferral instruments may be made heritable. During the retention period, the Supervisory Board shall decide at the beginning of each financial year following the crediting, applying the backtesting, malus and clawback rules to be determined by the Supervisory Board in accordance with item (5), on the granting of a pro rata share (currently one quarter) of the credited deferral Instruments. The deferral instruments to be granted thereafter are subject to a holding period to be determined by the Supervisory Board, currently a holding period of one year. In this respect, the relevant regulations for the upfront instruments regarding the holding period, the determination of the performance and the determination of the payment amount apply accordingly, with the proviso that the starting date in each case is the end of 31 December of the financial year preceding the crediting of the deferral instruments to the virtual account maintained for the Management Board member. The amount to be paid out to the Management Board member on the deferral instruments after

expiry of the holding period is determined on this basis - depending on the performance of the company during the holding period. The payment is made in cash after the corresponding determinations at the end of the holding period within the framework of the regulatory requirements and the corresponding determinations of the Supervisory Board. The deferral instruments are not granted or paid out before the end of the respective retention period. This also applies in the event of termination of the employment relationship.

(5) Backtesting, malus and clawback

Before a decision is made on granting a tranche of the deferral cash component or the deferral instrument component, the target achievement levels on which the respective remuneration component is based are reviewed again (backtesting) in accordance with the regulatory requirements of the Remuneration Ordinance for Institutions (Institutsvergütungsverordnung). If the result of the back-testing deviates negatively from the target achievement levels on which the variable remuneration was originally based, the respective deferral cash component or deferral instrument component shall be adjusted on the basis of the corrected target achievement level as determined in more detail by the Supervisory Board. An increase of the variable remuneration in the context of backtesting is excluded. In addition, breaches of duty by a member of the Management Board against legal, supervisory or contractual obligations in particular can lead to a reduction or cancellation of variable remuneration components that have not yet been paid out (malus regulation), as determined in more detail by the Supervisory Board in accordance with the supervisory requirements. The Supervisory Board dutifully decides on the extent of a reduction or cancellation according to the circumstances of the individual case. In particular, serious breaches of duty can lead to a complete reduction of the variable remuneration to be granted for the corresponding financial year in accordance with the regulatory requirements. In particular, in the event of a serious breach of duty, Management Board members may also be obliged to repay variable remuneration components already paid out for the corresponding financial year (clawback provision). This applies, as determined in more detail by the Supervisory Board in accordance with regulatory requirements, namely in cases in which there have been significant losses or a significant regulatory sanction to the detriment of the company. The clawback period begins, as further determined by the Supervisory Board in accordance with the regulatory requirements, with the payment of the non-retained portion of the variable remuneration (upfront cash component) for the financial year in which the clawback occurred and ends two years after the expiry of the retention period of the last component of the deferral cash component to be granted for this financial year.

cc) Maximum remuneration

The remuneration of the Management Board is limited, taking into account all remuneration components in accordance with Sec. 87a para. 1 sentence 2 no. 1 AktG (maximum remuneration). The maximum remuneration limits the total of all remuneration payments made to the Management Board member for a financial year and includes all remuneration components including fixed remuneration, all variable remuneration components as well as

fringe benefits and bonuses of any kind. The maximum remuneration for Management Board members is EUR 1,200,000.00 (gross). This regulation on maximum remuneration applies to all Executive Board members who were newly appointed or reappointed after the Annual General Meeting on June 29, 2021. If the maximum amount is exceeded, the payment of the variable remuneration is reduced accordingly. For the current service contracts, the regulations on the upper limit of remuneration agreed therein apply. In addition, the remuneration of the Management Board is also limited in terms of the variable remuneration components. On the one hand, this limit is set by means of the maximum target achievement levels of the Management Board members to be determined by the Supervisory Board, which are decisive for the determination of the variable remuneration. On the other hand, the annual variable remuneration of the Management Board members may not exceed the annual fixed remuneration in accordance with the regulatory requirements pursuant to Sec. 25a para. 5 KWG, unless the Annual General Meeting resolves to approve a higher variable remuneration, which may not exceed 200 % of the fixed remuneration. The Annual General Meeting made use of this option and approved a higher variable remuneration of up to 200 % of the fixed remuneration component for the Management Board members, which is valid for an unlimited period of time.

dd) Further remuneration-related provisions in the employment contract

(1) Terms of Management Board service contracts, incapacity to serve, death

The Management Board employment contracts are concluded in each case for the duration of the appointment period. When appointing members of the Management Board, the Supervisory Board observes the requirements of Sec. 84 AktG, in particular the maximum term of appointment of five years. For initial appointments, the term shall not exceed three years. In accordance with the German Stock Corporation Act, an ordinary termination option is not provided for in the employment contracts; the right to terminate the employment contract without notice for good cause remains unaffected. In the event of an effective revocation of the appointment as a member of the Management Board pursuant to Sec. 84 para. 4 AktG, the resignation from office by the Management Board member or any other termination of the Management Board member's office, the Management Board employment contract shall end upon the expiry of a notice period of six months to the end of a calendar month, but no later than the regular end of the contract. Any earlier termination of this contract for good cause (Sec. 626 German Civil Code) of this contract remains unaffected. The Management Board service contracts shall also end automatically six months after the permanent incapacity for work has been established in the event of the occurrence of a permanent incapacity for work, insofar as the contract does not end at an earlier point in time due to the expiry of time or termination. In the event of a temporary, non-permanent incapacity for work, the fixed annual basic salary shall continue to be paid to the Management Board member for a period of up to six months, but no longer than until the termination of the contract. Sickness benefits and similar benefits which the Management Board member may claim on the basis of an insurance relationship shall be offset against the continued payment of remuneration. If a member of the Management Board dies during the term of

his service contract, his spouse and, in the event of his death, his children (insofar as they have not yet reached the age of 25 and are still in education) shall be entitled as joint creditors to the continued payment of the monthly basic salary for the month of death and the following three months, but not longer than until the termination of the contract by the passage of time. In addition, in this case, a portion of the annual bonus for the financial year in which the death occurred is granted to the surviving dependants pro rata temporis. The amount of this bonus is determined by considering the total bonuses granted to the Management Board member in the previous three years. In addition, there is no entitlement to the "regular" bonus for the financial year in which the death occurred.

(2) Benefits upon termination of Board membership

In the event of an effective revocation of the appointment as a member of the Management Board pursuant to Sec. 84 para. 4 AktG, the resignation of the Management Board member or any other termination of the Management Board member's office, the company shall be entitled to release the Management Board member from work for the remaining term of the contract, taking into account any existing unused holiday entitlements. In the event of release, the Management Board member shall be entitled to pro rata payment of the basic salary for the duration of the release. Any claims to variable remuneration are excluded for the period of a leave of absence. If there is a reason for extraordinary termination of the Management Board member, the company's entitlement to reduce or cancel remuneration components to an appropriate extent (malus) also relates to the parts of the deferral cash component and the deferral instrument component that are in the retention period. In the event of an effective extraordinary termination of a member of the Management Board for good cause, all components of the deferral cash component and the deferral instrument component in the retention period shall be forfeited.

(3) Post-contractual non-competition clauses

Post-contractual non-competition clauses can be agreed with the members of the Management Board for a period of 12 months after the end of the employment contract. If these are applied, the members of the Management Board receive for the duration of the post-contractual non-competition clause - subject to defined crediting mechanisms with regard to other income - a monthly waiting allowance in the amount of the monthly basic salary of the Management Board member applicable at the time of the termination of the employment relationship. Any other remuneration that the Management Board member earns or maliciously refrains from earning during the duration of the post-contractual non-competition clause by utilising his or her labour shall be offset against the compensation, provided that the other remuneration together with the compensation exceeds the amount of the last gross annual basic salary received. The company shall have the right to waive the post-contractual non-competition clause until the termination of the employment relationship with the effect that it shall end with immediate effect and that no waiting compensation shall be payable after the expiry of six months. The non-competition clause shall not come into

effect if the Management Board member leaves the employment relationship and retires or, at the latest, at the time he reaches the statutory retirement age.

(4) Change of control

The members of the Management Board are not entitled to benefits in the event of premature termination of their Management Board activities due to a change of control.

(5) Remuneration for the assumption of board functions and other positions at affiliated companies

The remuneration from the employment contract covers all activities of the members of the Management Board in the form of Supervisory Board mandates, management mandates and comparable positions in companies of the Allane Group, the Santander Group and/or the Hyundai Motor Group. Any remuneration that the Management Board member should nevertheless receive as a result of assuming these offices and mandates must be transferred to the company or can be offset against the Management Board remuneration.

(6) Authority of the supervisory authority to issue orders

Pursuant to Sec. 45 KWG, the competent financial supervisory authority is entitled to issue orders regarding the remuneration systems of institutions under more closely defined conditions. Pursuant to Sec. 45 para. 2 no. 10 KWG, it may be ordered under certain conditions that the company limits the total annual amount it provides for the variable remuneration of all managers as well as employees (total amount of variable remuneration) to a certain proportion of the annual result or eliminates it completely. Pursuant to Sec. 45 para. 2 no. 11 KWG, the payment of variable remuneration components may also be prohibited in certain cases or limited to a certain proportion of the annual result. After or together with a prohibition of the payment of variable remuneration components pursuant to Sec. 45 para. 2 no. 11 KWG, it may also be ordered pursuant to Sec. 45 para. 7 KWG, if further circumstances exist, that the claims to the granting of variable remuneration components lapse in whole or in part. If the competent financial supervisory authority issues an order with respect to the remuneration systems of the

company pursuant to Sec. 45 KWG or another statutory regulation, the Management Board member may not derive any rights from the employment contract that conflict with the order issued by the supervisory authority. The company shall be entitled to unilaterally implement supervisory orders in relation to the Management Board member.

(7) Hedging prohibition

Management Board members are contractually prohibited from engaging in personal hedging or other hedging strategies or other countermeasures to limit or eliminate the risk orientation of the variable remuneration (hedging prohibition).

ee) Temporary deviation from the Management Board remuneration system

In accordance with the statutory regulation of Sec. 87a para. 2 sentence 2 AktG, the Supervisory Board may exceptionally and temporarily deviate from the remuneration system if extraordinary circumstances make a deviation necessary in the interest of the long-term well-being of the company (e.g. also to implement regulatory or supervisory requirements). The components of the remuneration system from which deviation is possible are, in particular, the remuneration structure, the performance criteria and bonus curves of the variable remuneration as well as the metrics for determining target achievement in the variable remuneration and the granting of further fringe benefits or bonuses. This requires a Supervisory Board resolution that establishes the necessity of a deviation in a transparent and justified manner. The components of the remuneration system specifically affected by the deviation and the necessity of the deviation are explained to the shareholders in the respective remuneration report.

b) Composition of the total target remuneration

The total target remuneration is made up of the sum of the fixed and variable remuneration components, whereby the variable remuneration components are based on a target achievement of 100 %. Within the scope of the total target remuneration, the individual remuneration components are allocated the following relative shares:

Zielgesamtvergütung					
Fixe Bestandteile		Variable Bestandteile			
Grundgehalt ~ 52,5% - 62,5%	Nebenleistungen ~ 2 - 12%	Upfront-Cash ~ 5% - ~ 15%	Upfront-Instrument ~ 5% - ~ 15%	Deferral-Cash ~ 4% - ~ 10%	Deferral-Instrument ~ 4% - ~ 10%

[Zielgesamtvergütung means Target total remuneration; Fixe Bestandteile means fixed components; Variable Bestandteile means variable components; Grundgehalt means Basic salary and Nebenleistungen means fringe benefits]

4. Application of the remuneration system of the Management Board in the financial year 2021

a) Remuneration granted and owed pursuant to Sec. 162 AktG

The following tables present the remuneration granted and owed within the meaning of Sec. 162 para. 1 sentence 1 and sentence 2 no. 1 AktG to current and former members of the Management Board. This requires the disclosure of all fixed and variable remuneration components as well as their respective relative shares in the total remuneration. All amounts that actually accrued to the Management Board member in the reporting period

("granted remuneration") as well as all legally due but not yet accrued remuneration ("remuneration owed") are relevant. Pursuant to Sec. 162 para. 2 AktG, benefits promised to a member of the Management Board by a third party with regard to his activity as a member of the Management Board or granted in the financial year as well as benefits promised to a member of the Management Board in the event of premature termination of his activity, including changes to these promises agreed during the last financial year, must also be listed. Furthermore, the benefits promised to a member of the Management Board in the event of regular termination of his activity shall be disclosed with their cash value and the amount spent or set aside by the company for this purpose during the last financial year, including any changes to these commitments agreed during the last financial year. In addition, the benefits promised to a former member of the Management Board who terminated his employment in the course of the last financial year and granted in the course of the last financial year must be disclosed.

According to these standards, in addition to the basic salary and fringe benefits, the variable remuneration paid in the reporting year from previous years and severance payments made in the reporting year to members of the Management Board who left the Management Board are also presented below. With regard to the variable remuneration, the components are listed that were actually paid out in the financial year. This applies regardless of whether they have a one-year or multi-year assessment basis. Accordingly, components of the variable remuneration for the 2021 financial year, which will not be paid out until 2022, are not shown in these tables. These are the subject of remuneration reporting in accordance with

Sec. 162 AktG for later financial years.

Members of the Management Board in office as at 31.12.2021	Donglim Shin (since 01.07.2021)		Álvaro Hernández (since 01.10.2021)	
	Remuneration 2021 in €	Remuneration 2020 in €	Remuneration 2021 in €	Remuneration 2020 in €
Basic salary	290.971 (78,6%)	0 (0%)	100.000 (74,3%)	0 (0%)
Taxable non-cash benefits and other fringe benefits	79.428 (21,4%)	0 (0%)	34.530 (25,7%)	0 (0%)
Fixed remuneration (total)	370.399 (100%)	0 (0%)	134.530 (100 %)	0 (0%)
Variable remuneration	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total remuneration within the meaning of Sec. 162 AktG	370.399 (100%)	0 (0%)	134.530 (100%)	0 (0%)

Former members of the Board of Directors	Michael Martin Ruhl (until 30.06.2021)		Björn Waldow (until 30.09.2021)	
	Remuneration 2021 in €	Remuneration 2020 in €	Remuneration 2021 in €	Remuneration 2020 in €
Basic salary	200.000 (31,7%)	400.000 (31,4%)	314.589 (47,8%)	400.000 (34,4%)
Taxable non-cash benefits and other fringe benefits	6.812 (1%)	20.811 (1,6%)	14.589 (2,2%)	20.884 (1,8%)
Fixed remuneration (total)	206.812 (32,7%)	420.811 (33%)	329.178 (50%)	420.884 (36,2%)
Transaction bonus	0 (0%)	750.000 (58,8%)	0 (0%)	400.000 (34,4%)

Further bonus	224.567 (35,6%)	104.324 (8,2%)	262.554 (39,9%)	340.530 (29,4%)
Variable remuneration (total)	224.567 (35,6%)	854.324 (67%)	262.554 (39,9%)	740.530 (63,8%)
Severance pay	200.000 (31,7%)	0 (0%)	66.667 (10,1%)	0 (0%)
Total remuneration within the meaning of Sec. 162 AktG	631.379 (100%)	1.275.135 (100%)	658.399 (100%)	1.161.414 (100%)

Parts of the variable remuneration paid in 2020 and 2021 were still based on the remuneration system that applied in the financial years before 2020. According to this remuneration system, the total remuneration of the Management Board also consisted of a fixed basic remuneration and a variable salary component (bonus). The bonus was determined and set by the Supervisory Board for each past financial year on the basis of the EBT achieved in euros in accordance with the IFRS consolidated financial statements. The entitlement to a bonus arose from the adoption of the audited annual financial statements for the financial year. In addition, the variable remuneration was linked to certain performance conditions for the individual members of the Management Board. One third of the bonus entitlement was paid out directly. The remaining two-thirds were deferred and, subject to certain performance conditions, one-third was paid out in each of the following two years. Depending on the achievement of the performance conditions, the amount paid out could be reduced (down to zero) or increased (up to 125 % of the respective third). In addition, the members of the Management Board received fringe benefits such as a company car, fuel card, mobile phone and contributions to accident insurance. Furthermore, a D&O insurance policy was taken out for the members of the Management Board. There were no pension commitments for the members of the Management Board.

The variable remuneration presented for 2020 also includes a transaction bonus paid to the members of the Management Board in office at that time as part of the sale of the Company to Hyundai Capital Bank Europe GmbH (HCBE). Specifically, Mr. Ruhl received an amount of 750,000.00 euros and Mr. Waldow an amount of 400,000.00 euros. This was promised in 2019. The final entry requirements occurred with the closing of the transaction in 2020, accordingly the bonus payments were executed in 07/2020 and are included in the performance-related compensation in terms of amount.

b) Targets and target achievement for the 2021 financial year

The targets and target achievements of the members of the Management Board for the 2021 financial year are shown below. The goals of the Management Board members consist of corporate goals on the one hand and departmental and individual goals on the other.

Within the scope of the corporate goals, whose weighting within the overall goals amounts to 60 %, strategic goals as well as profitability, efficiency and volume goals are applied. Within the framework of the departmental and individual goals, which are weighted with a share of 40 % within the overall goals, goals are decisive that are derived from the corporate goals and are aligned with the strategy and business development of the company for the respective area of responsibility of the individual Management Board member.

The target achievement of the individual Management Board members in the reporting period is as follows:

Board member	Corporate goals	Departmental / Individual Goals	Overall target achievement
Donglim Shin	90 %	78 %	85,2 %
Álvaro Hernández	90 %	100 %	94 %

No variable remuneration was granted for the Management Board members Ruhl and Waldow for the 2021 financial year and no target achievement was determined.

c) Termination agreements with members of the Management Board

The company concluded a termination agreement with Mr Michael Martin Ruhl on first of April 2021. According to this agreement, the appointment as a member of the Management Board and the employment contract ended on 30 June 2021. The originally agreed end of the employment contract on 31 December 2021 was thus brought forward by mutual agreement. In return, Mr Ruhl received a severance payment of 200,000.00 euros with regard to the early termination of the appointment and the cancellation of the employment contract. This was paid out with the salary run for the Management Board members in June 2021.

Furthermore, the company concluded a termination agreement with Mr Björn Waldow on 30th August 2021. On this basis, the employment contract with Mr Waldow was prematurely terminated with effect from 30 September 2021 against payment of a severance payment of 66,666.66 euros. This severance payment was due on 30.09.2021 and paid out with the subsequent salary run of the Management Board members.

d) Compliance with the fixed maximum remuneration

The company has complied with the maximum remuneration set for the individual members of the Management Board.

e) Possibility of reclaiming variable remuneration

In the 2021 financial year, no circumstances occurred that would have justified the reclaiming of variable remuneration that had already been paid out. Accordingly, the Supervisory Board did not make use of the option to reclaim variable remuneration already paid out in the 2021 financial year.

f) Deviations from the remuneration system

There was no temporary deviation from the remuneration system in accordance with Sec. 87a para. 2 sentence 2 AktG.

II. Remuneration of the Supervisory Board in the 2021 financial year

The confirmation of the remuneration of the members of the Supervisory Board was resolved by the Annual General Meeting on 29 June 2021 with a majority of 95.71% of the capital represented, in accordance with Sec. 113 para. 3 sentence 1 and 2 AktG.

1. Principles of the remuneration system for the Supervisory Board

The currently applicable regulation on the remuneration of the Supervisory Board of Allane results from Sec. 15 of the Articles of Association. Sec. 15 of Allane's Articles of Association reads as follows:

Sec. 15 Remuneration

No. 1: "The members of the Supervisory Board shall receive a fixed remuneration for each full financial year of their membership in the Supervisory Board, which shall amount 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 member and/or Chairman of the Supervisory Board does not exist for a full financial year or if a financial year is shorter than a calendar year, the above remuneration shall be granted *pro rata temporis* according to the duration of the membership in the Supervisory Board or the office as Chairman. The remuneration shall be due for payment at the end of each financial year. The remuneration of the first Supervisory Board shall be decided by the general meeting in accordance with Sec. 113 para. 2 sentence 2 AktG."

No. 2: "The members of the Supervisory Board shall also be reimbursed for their expenses. In addition, they shall be reimbursed for the value added tax payable on their remuneration and expenses."

No. 3: "The company shall take out a pecuniary loss liability insurance (D&O insurance) for the benefit of the members of the Supervisory Board at reasonable conditions customary in the market, which covers the legal liability arising from the Supervisory Board activities; to the extent permitted by law, no deductible shall be provided for."

These regulations are based on the following remuneration system within the meaning of Sec. 113 para. 3 sentence 3, Sec. 87a para. 1 sentence 2 AktG: The remuneration of the members of the Supervisory Board is structured as pure fixed remuneration without variable components, in accordance with the predominant market practice at listed companies in Germany. The Management Board and the Supervisory Board are of the opinion that a purely fixed remuneration of the Supervisory Board members is best suited to strengthen the independence of the Supervisory Board and to take into account the advisory and supervisory function of the Supervisory Board, which is to be fulfilled independently of the company's success. The amount and structure of the Supervisory Board remuneration ensure that the company is able to attract qualified candidates for membership on the company's Supervisory Board; in this way, the Supervisory Board remuneration contributes sustainably to the promotion of the business strategy and the long-term development of the company. The system for the remuneration of the members of the Supervisory Board is decided by the Annual General Meeting on the proposal of the Management Board and the Supervisory Board. The remuneration of the Supervisory Board members is reviewed regularly, at least every four years, by the Management Board and the Supervisory Board to determine whether the amount and structure are still in line with the market and in an appropriate relationship to the tasks of the Supervisory Board and the situation of the company. In the opinion of the Management Board and the Supervisory Board, it continues to be appropriate in its current form. The remuneration and employment conditions of the employees were not and are not included in the design of the remuneration system for the members of the Supervisory Board, since the Supervisory Board remuneration is granted for an activity that is fundamentally different from the activity of the employees due to their advisory and supervisory function. Possible conflicts of interest in the examination of the remuneration system are counteracted by the legal order of competences, as the decision-making power on Supervisory Board remuneration is assigned to the General Meeting and a resolution proposal is submitted to it by both the Management Board and the Supervisory Board. Thus, a system of mutual control is already anchored in the legal regulations.

In addition, it is announced that the members of the Supervisory Board of the company who are affiliated with the current major shareholder of the company - these are Mr Jochen Klöpfer, Mr Thomas Hanswillemenke, Mr Chi Whan Yoon and Ms Hyunjoo Kim - have each waived remuneration for their activities on the Supervisory Board vis-à-vis the company with effect from the beginning of the term of office commencing with the election by the Annual General Meeting on 10 December 2020 until further notice, insofar as it goes beyond the reimbursement of expenses and VAT as well as D&O insurance cover.

2. Application of the remuneration system of the Supervisory Board in the financial year 2021

According to these standards, the remuneration granted and owed to the individual members of the Supervisory Board in the reporting period is as follows:

As at 31.12.2021 incumbent Members of the Supervisory Board	Thomas Hanswillemenke (since 05.08.2020)		Hyunjoo Kim (since 26.01.2021)	
	Remuneration 2021 in €	Remuneration 2020 in €	Remuneration 2021 in €	Remuneration 2020 in €
Fixed remuneration	0 (0%)	0 (0%)	0 (0%)	0
Variable remuneration	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total remuneration within the meaning of Sec. 162 AktG	0	0	0	0

As at 31.12.2021 incumbent Members of the Supervisory Board	Jochen Klöpfer (since 05.08.2020)		Dr Julian zu Putlitz	
	Remuneration 2021 in €	Remuneration 2020 in €	Remuneration 2021 in €	Remuneration 2020 in €
Fixed remuneration	0 (0%)	0 (0%)	40.000 (100%)	40.000 (100%)
Variable remuneration	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total remuneration within the meaning of Sec. 162 AktG	0	0	40.000	40.000

As at 31.12.2021 incumbent Members of the Supervisory Board	Chi Whan Yoon (since 26.01.2021)	
	Remuneration 2021 in €	Remuneration 2020 in €
Fixed remuneration	0 (0%)	0 (0%)
Variable remuneration	0 (0%)	0 (0%)

Total remuneration within the meaning of Sec. 162 AktG	0	0
--	---	---

Since 05 April 2022, Mr Norbert van den Eijnden has been a member of the Supervisory Board of the company who, in the absence of an appointment during the reporting period, did not receive any remuneration in the 2021 financial year.

The remuneration granted and owed to former Supervisory Board members in the reporting period is measured as follows:

Previous Members of the Supervisory Board	Prof. Dr Marcus Englert (until 31.07.2020)		Erich Sixt (until 15.07.2020)	
	Remuneration 2021 in €	Remuneration 2020 in €	Remuneration 2021 in €	Remuneration 2020 in €
Fixed remuneration	0 (0%)	21.480 (100%)	0 (0%)	26.850 (100%)
Variable remuneration	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total remuneration within the meaning of Sec. 162 AktG	0	21.480	0	26.850

III. Comparative presentation of the remuneration and earnings development

The vertical comparison in the table below shows the development of the company's earnings, the annual change in the remuneration of the members of the Management Board and Supervisory Board and the annual change in the average remuneration of the employees on a full-time equivalent basis. With regard to the remuneration of the members of the Management Board and the Supervisory Board, the total remuneration granted, i.e. actually paid out, in the respective financial year is taken as a basis. Since the company within the meaning of Sec. 162 para. 1 sentence 2 no. 2 AktG is the legally independent individual company, the development of earnings is only to be presented for this company. However, the annual result (annual surplus / annual deficit) of the individual company is to be regarded as income. The development of earnings is presented here on the basis of the financial performance indicator EBT (Earnings Before Taxes) of the company.

With regard to the annual change in the average remuneration of employees, the principle requires a comparison over the last five financial years. In the present case, the change compared to the previous year is presented on the basis of Sec. 26j para. 2 sentence 2 of

the Introductory Act to the German Stock Corporation Act (EAG) for the comparative years 2020 and 2021. The annual change in the average compensation of employees on a full-time equivalent basis is based on the total annual gross compensation of the Company's workforce (excluding the members of the Board of Management).

	2020 in €	2021 in €	Change in %
Board of Directors			
Michael Martin Ruhl	1.275.135	631.379	-50,5
Björn Waldow	1.161.414	658.399	-43,3
Donglim Shin	0	370.399	/
Álvaro Hernández	0	134.530	/
Supervisory Board			
Prof. Dr Marcus Englert	21.480	0	-100
Thomas Hanswillemenke	0	0	/
Hyunjoo Kim	0	0	/
Jochen Klöppner	0	0	/
Dr Julian zu Putlitz	40.000	40.000	0
Erich Sixt	26.850	0	-100
Chi Whan Yoon	0	0	/
Earnings development of the company			
EBT	6.172.000	1.533.000	-75,16
Average remuneration of employees			
Workforce	60.393	66.870	10,72

With regard to the annual change in the remuneration of the Management Board members, it should be noted that Mr Michael Martin Ruhl left the Management Board on 30 June 2021 and Mr Björn Waldow on 30 September 2021. Mr Donglim Shin has been a member of the Management Board since 01.07.2021 and Mr Álvaro Hernández since 01.10.2021.

For the Management Board:

Donglim Shin

Alvaro Hernandez

CEO

CFO

Allane SE

Allane SE

For the Supervisory Board:

Jochen Klöpfer

Chairman of the Supervisory Board of Allane SE

Report of the independent auditor on the formal audit of the remuneration report pursuant to § 162 Abs. 3 AktG

Disclaimer: Translation, only the German version is legally binding.

To Allane SE, Pullach i. Isartal

Opinion

We have formally audited the remuneration report of the Allane SE, Pullach i. Isartal, for the financial year from January 1 to December 31, 2021 to determine whether the disclosures pursuant to § [Article] 162 Abs. [paragraphs] 1 and 2 AktG [Aktiengesetz: German Stock Corporation Act] have been made in the remuneration report. In accordance with § 162 Abs. 3 AktG, we have not audited the content of the remuneration report.

In our opinion, the information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the accompanying remuneration report. Our opinion does not cover the content of the remuneration report.

Basis for the opinion

We conducted our formal audit of the remuneration report in accordance with § 162 Abs. 3 AktG and IDW [Institut der Wirtschaftsprüfer: Institute of Public Auditors in Germany] Auditing Standard: The formal audit of the remuneration report in accordance with § 162 Abs. 3 AktG (IDW AuS 870). Our responsibility under that provision and that standard is further described in the "Auditor's Responsibilities" section of our auditor's report. As an audit firm, we have complied with the requirements of the IDW Quality Assurance Standard: Requirements to quality control for audit firms [IDW Qualitätssicherungsstandard - IDW QS 1]. We have complied with the professional duties pursuant to the Professional Code for German Public Auditors and German Chartered Auditors [Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer - BS WP/vBP], including the requirements for independence.

Responsibility of the Management Board and the Supervisory Board

The management board and the supervisory board are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of § 162 AktG. They are also responsible for such internal control as they determine is 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 information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the remuneration report and to express an opinion thereon in an auditor's report.

We planned and performed our audit to determine, through comparison of the disclosures made in the remuneration report with the disclosures required by § 162 Abs. 1 and 2 AktG, the formal completeness of the remuneration report. In accordance with § 162 Abs 3 AktG, we have not audited the accuracy of the disclosures, the completeness of the content of the individual disclosures, or the appropriate presentation of the remuneration report.

Munich, May 2, 2022

**PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft**

Michael Henneberger
Wirtschaftsprüfer
(German Public Auditor)

ppa. Sabrina Riedl
Wirtschaftsprüferin
(German Public Auditor)

Supplementary information on agenda item 7 (Election to the Supervisory Board)

Curriculum vitae and overview of the main activities of the persons proposed for election

Norbert van den Eijnden

Personal information

Name: Norbert van den Eijnden

Year of birth: 1959

Residence: Maarssen, Netherlands

Current activity and professional career

- Since 2020: Independent advisor
- Since 2020: Honorary activity as chairman of the foundation Duurzame Vecht
- 2008 - 2019: BMW AG, CEO Alphabet International GmbH
- 1994 - 2007: Athlon Holding N.V. / Athlon Car Lease International
- 1990 - 1994: Manager Volvo Leasing & Fleet Sales
- 1986 - 1990: Mercedes-Benz Nederland B.V.
- 1983 - 1986: Area Manager Personal Audio Philips International N.V.

Education

- Technical University of Eindhoven, Netherlands: Masters Technical Engineering
- Nyenrode Business University, Netherlands: Advanced Management Program
- BMW: Various Executive Leadership Programs
- Hemingway Profession Governance, Netherlands: Hemingway Profession Governance Chamber Program

Memberships in other statutory boards (listed under (i) below) and comparable domestic and foreign supervisory bodies of companies (hereinafter listed under (ii)):

- (i) none
- (ii) Member of the supervisory board of Bovemij N.V., Nijmegen, Netherlands

Su Ho Kim

Personal information

Name: Su Ho Kim

Year of birth: 1976

Residence: Seoul, Republic of Korea

Current activity and professional career

- Since 2021: Senior Vice President and Head of Strategy, Business Development and Digital Unit at Hyundai Capital Service, Inc., Seoul, Republic Korea
- 2004 - 2021: Head of FIG Korea at McKinsey & Company, Seoul, Republic Korea

- 2010 - 2011: Director for Corporate Development and Strategy bei Dell Computer Corporation, Singapore
- 2000 - 2003: Project Manager at Nexon Corporation, Seoul, Republic Korea.

Further, Mr. Su Ho Kim is currently member of the Risk Control Committee as well as the Venture Investment Review Board at Hyundai Capital Service, Inc., Seoul, Republic Korea.

Education

- MIT Sloan School of Management, United States of America: Master of Business Administration
- Seoul National University, Republic of Korea: Bachelor of Arts in Economics

Memberships in other statutory boards (listed under (i) below) and comparable domestic and foreign supervisory bodies of companies (hereinafter listed under (ii)):

- (i) none
- (ii) Member of the Board of Directors (non-executive) of Korea Credit Data Corporation, Seoul, Republic Korea
in the future: Member of the Supervisory Board of Hyundai Capital Bank Europe GmbH, Frankfurt am Main, Germany

Hyung Seok Lee

Personal information

Name: Hyung Seok Lee

Year of birth: 1972

Residence: Seoul, Republic of Korea

Current activity and professional career

- Since 2021: Chief Financial Officer (CFO) at Hyundai Capital Services, Inc., Seoul, Republic Korea
- 2019 - 2021: Hyundai Capital Services, Inc. & Hyundai Card Corporation, Seoul, Korea: Head of Strategy since 07/2019, Head of Treasury since 03/2020
- 2016 - 2019: Chief Financial Officer (CFO) at Hyundai Capital America Est.(HCA), Irvine, CA, USA
- 2012 - 2016: Hyundai Capital UK Est.(HCUK), London, United Kingdom: Deputy Managing Director since 06/2012, Managing Director since 08/2015

- 2004 - 2012: Hyundai Capital Services Inc.(HCS) & Hyundai Card Corporation(HCC) Seoul, Republic Korea: General Manager since 02/2004, Team Head since 06/2009

Education

- Western University, Ontario, Canada: Master of Business Administration
- Yonsei University, Republic of Korea: Bachelor of Arts in Applied Statistics

Memberships in other statutory boards (listed under (i) below) and comparable domestic and foreign supervisory bodies of companies (hereinafter listed under (ii)):

- (i) none
- (ii) Member of the Supervisory Board at Hyundai Capital Bank Europe GmbH, Frankfurt am Main, Germany (*group position*)
Member of the Supervisory Board at Hyundai Capital America Corporation, Irvine/CA, USA (*group position*)
Member of the Supervisory Board at Banco Hyundai Capital Brazil S.A., São Paulo, Brazil (*group position*)
Member of the Supervisory Board at Hyundai Capital France SAS, Lille, France (*group position*)

Documents regarding the Agenda

Starting at the time of convocation of the shareholders' meeting, in particular, the following documents will be made available on the Company's website at <https://ir.allane-mobility-group.com/agm/>:

The invitation to the shareholders' meeting;

- the adopted annual financial statements and the approved consolidated financial statements, the management report for the group and Allane SE, including the explanatory notes on the information pursuant to Sections 289a, 315a of the German Commercial Code (HGB), and the report of the Supervisory Board of Allane SE, in each case for the fiscal year 2021, and
- the Management Board's proposal on the use of balance sheets profits (as part of the invitation to the shareholders' meeting).

All aforementioned documents will be available on the above-mentioned website also during the shareholders' meeting.

Total number of shares and voting rights

The Company's share capital at the time of the publication of convocation of the shareholders' meeting in the Federal Gazette (*Bundesanzeiger*) amounts to EUR 20,611,593.00 and is divided into 20,611,593 no-par value bearer shares. Each share grants one vote in the shareholders' meeting. The total number of voting rights in the Company therefore amounts to 20,611,593 at the time of the publication of convocation of the shareholders' meeting in the Federal Gazette.

Treasury shares directly or indirectly held by the Company confer no voting rights pursuant to Section 71b AktG. At the time of publication of the convocation of the shareholders' meeting in the Federal Gazette, the Company holds no treasury shares.

Virtual shareholders' meeting without physical attendance of the shareholders and their representatives

Against the background of the effects of the COVID-19 pandemic, the Management Board of Allane SE has decided, for preventive healthcare reasons and in consideration of possible administrative restrictions on holding physical meetings, to hold also this year's annual shareholders' meeting, based on Section 1 of the Act on Measures in the Law on Companies, Cooperatives, Associations, Foundations and Condominiums to Combat the Effects of the COVID-19 Pandemic of March 27, 2020 in its currently applicable version (COVID-19 Act), without the physical attendance of shareholders or their representatives as virtual shareholders' meeting.

The shareholders' meeting will be held at the premises of the Company, Dr.-Carl-von-Linde-Straße 2, 82049 Pullach im Isartal, Germany, as place of the shareholders' meeting within the meaning of the law.

However, a physical attendance of the shareholders or their representatives at the shareholder's meeting is excluded – with the only exception being the proxy representatives appointed by the Company – due to the holding of the shareholders' meeting as a virtual shareholders' meeting.

Instead, in accordance with the provisions of the COVID-19-Act for a virtual shareholders' meeting, the following applies:

- For the shareholders and their representatives, the entire shareholders' meeting will be broadcast live by audio and video transmission over the internet through a password-protected online service (Shareholders' Portal).
- Shareholders and their representatives may exercise their voting rights via electronic communication (absentee voting) or by authorizing proxy representatives appointed by the Company.

- Shareholders and their representatives will be granted the right to ask questions via electronic communication.
- By derogating from Section 245 no. 1 AktG, shareholders or their representatives who have exercised their voting rights are offered the opportunity to object to a resolution of the shareholders' meeting via electronic communication without the requirement to attend in person at the shareholders' meeting.

For further details, please refer to the below explanations.

As the conduct of the shareholders' meeting as virtual shareholders' meeting based on the COVID-19-Act results in modifications to the meeting procedure and the exercise of shareholders' rights, we ask the shareholders to pay particular attention to the following information regarding registration for the shareholder's meeting, exercise of voting rights as well as further shareholders' rights.

Requirements for attending the virtual shareholders' meeting and for exercising voting rights

Shareholders who intend to participate in the virtual shareholders' meeting and/or to exercise their voting rights must register prior to the shareholders' meeting. The registration must be in text form in German or English.

Furthermore, shareholders must provide evidence for the entitlement to participate in the virtual shareholders' meeting. To prove the entitlement to participate in the virtual shareholders' meeting (and therefore at the same time to exercise the voting right) it is necessary to provide an evidence of shareholding pursuant to Section 67c para. 3 AktG. The evidence must refer to the beginning of the 21st day prior to the shareholders' meeting (Record Date), that is Wednesday, June 8, 2022, 24:00 hrs.

The registration and the additionally required evidence for the entitlement to participate in the virtual shareholders' meeting must be received by Allane SE no later than Wednesday, June 22, 2022, 24:00 hrs, at the following address:

Allane SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Germany
E-Mail: inhaberaktien@linkmarketservices.de

After fulfilment of the above-mentioned requirements for attending, the shareholders entitled to participate or their representatives will receive voting cards for exercising the rights in relation to the virtual shareholders' meeting. The voting cards include the personal login data that are required to use the password-protected Shareholders' Portal for the shareholders' meeting. To ensure that the voting cards are received in time, we ask the shareholders to ensure that their registration and the separate evidence of shareholding are sent early to the registration office under the abovementioned address.

Significance of the Record Date

Regarding the participation in the shareholders' meeting and the exercise of voting rights as shareholder, a person is only deemed a shareholder in relation to the Company who has provided the above-mentioned evidence of shareholding. The shareholdings as of the Record Date are exclusively authoritative for the entitlement to participate in the virtual shareholders' meeting and the extent of the voting right. Neither the Record Date nor the registration to the shareholders' meeting constitute a restriction to sell shares. Therefore, shareholders can freely dispose of their shares also at or after the Record Date as well as after registering to the shareholders' meeting. Such transfers, however, do not affect the entitlement to participate in the virtual shareholders' meeting and the extent of the voting right. The same applies to acquisition or additional purchase of shares at or after the Record Date. Persons who purchase shares of the Company only at or after the Record Date are, therefore, with respect to these shares regarding the virtual shareholders' meeting neither entitled to participate nor to exercise voting rights from their own rights. The Record Date has no significance for the dividend entitlement.

Absentee voting (via electronic communication)

Shareholders or their representatives may exercise their voting rights via electronic communication without attending the shareholders' meeting in person (absentee voting). Also, in this case, the requirements for attending the virtual shareholders' meeting and exercise of voting rights mentioned above need to be fulfilled.

Such absentee votes (and, possibly, their modification or revocation) may be transmitted to the Company only via the password-protected Shareholders' Portal on the Company's website at

<https://ir.allane-mobility-group.com/agm/>

and must be received by the Company on this way no later than the beginning of the voting in the virtual shareholders' meeting on Wednesday, June 29, 2022. The personal login data for the Shareholders' Portal will be sent without request to shareholders eligible to participate or their representatives together with their voting card.

Please note that other communication channels for absentee voting are not available, in particular, absentee votes cannot be sent by post.

Procedure for voting by proxy representatives appointed by the Company

To exercise the voting rights in the course of the virtual shareholders' meeting, the Company furthermore offers its shareholders and their representatives the possibility to authorize proxy representatives appointed by the Company who are bound by instructions. Also,

in this case, the shareholders need to fulfill the requirements for attending the virtual shareholders' meeting and the exercise of voting rights mentioned further above.

The proxy representatives appointed by the Company, on the proxy form, have to be given binding instructions for exercising the voting rights; they are obliged to exercise the voting rights in accordance with the instructions given to them. The representation by proxy representatives appointed by the Company is limited to exercising the voting rights as instructed with respect to the voting regarding the agenda items; the proxy representatives appointed by the Company will not accept instructions for exercising other shareholder rights, in particular, to submit motions, ask questions or to object to resolutions. Granting proxies and providing instructions to the proxy representatives appointed by the Company requires text form.

The Company must receive such proxies and instructions to the proxy representatives appointed by the Company (as well as any modifications or revocations of such proxies and instructions) as follows:

- either, no later than Tuesday, June 28, 2022, 6:00 p.m., at the following address (whereby in particular, electronic transmission via e-mail is possible):

Allane SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich

Germany
E-Mail: inhaberaktien@linkmarketservices.de

- or, at the latest upon beginning of the voting during the virtual shareholders' meeting on Wednesday, June 29, 2022 via the password-protected Shareholders' Portal at the website

<https://ir.allane-mobility-group.com/agm/>

The personal login data for the Shareholders' Portal as well as a form for granting proxy and instructions to the proxy representatives appointed by the Company will be sent without request to the shareholders eligible to participate or their representatives together with the voting card; furthermore, a form for granting proxy and instructions to the proxy representatives is also available at the website <https://ir.allane-mobility-group.com/agm/>.

Procedure for voting by other representatives

Furthermore, shareholders have the option to grant proxy to another representative, also a bank or another intermediary or a shareholders' association, to exercise their voting right (and, possibly, other rights related to the shareholders' meeting). Also, in this case, the requirements for attending the virtual shareholders' meeting and the exercise of voting rights mentioned further above need to be fulfilled for the relevant shareholdings.

However, due to the holding of the shareholders' meeting as virtual shareholders' meeting pursuant to the COVID-19-Act, a physical attendance of such representatives is not possible; therefore, such representatives may only exercise the voting right in the shareholders' meeting via electronic communication by absentee voting or grant (sub)proxy to the proxy representatives appointed by the Company. The exercise of the voting right by a proxy representative via electronic communication through the password-protected Shareholders' Portal requires that the proxy representative receives the personal login data from the principal that has been sent with the voting card.

The statutory provisions apply to the proxy in the absence of a deviating provision in the Articles of Association. The granting of proxy, its revocation and the proof of authorization vis-à-vis the Company therefore require text form if neither a bank nor another intermediary nor an shareholders' association, a proxy advisor or any other person or association of individuals which, pursuant to Section 135 para. 8 AktG, is treated like an intermediary, are granted a proxy.

When granting a proxy to a bank or another intermediary, a shareholders' association, a proxy advisor or any other person or association of individuals which, pursuant to Section 135 para. 8 AktG, is treated like an intermediary, the specific provisions of Section 135 AktG apply which, besides others, require that the authorization shall be kept verifiable, but no text form requirement does apply. However, if applicable, the respective proxy recipients might determine their own requirements for the form; details can be obtained from the respective proxy recipient, if necessary.

If the shareholder grants a proxy to more than one person, the Company may reject one or more of them.

Proxy forms which can be used for granting a proxy will be sent to the shareholders entitled to participate without request together with the voting card regarding the shareholders' meeting and are also available at the website <https://ir.allane-mobility-group.com/agm/>.

The proxy can be granted and revoked by declaration vis-à-vis the Company as well as by declaration vis-à-vis the proxy recipient. For granting and revoking the proxy by declaration vis-à-vis the Company as well as for the transmission of the proof of a proxy which was granted by declaration vis-à-vis the proxy recipient or its revocation, respectively, the address mentioned below can be used to which, in particular, also electronic transmission by email is possible:

Allane SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Germany
E-Mail: inhaberaktien@linkmarketservices.de

The declaration or proof must be received by the Company at the aforementioned address by no later than Tuesday, June 28, 2022, 6:00 p.m.

The granting of a proxy by declaration to the Company (with the exception of the granting of a proxy to a bank or other intermediary, an association of shareholders, a voting advisor or any other person or association of persons equivalent to an intermediary pursuant to Section 135 para. 8 AktG) as well as its revocation may also be made electronically via the password-protected Shareholders' Portal portal at <https://ir.allane-mobility-group.com/agm/>.

at the latest until the start of voting in the virtual shareholders' meeting on Wednesday, June 29, 2022.

Supplementary regulations on the exercise of voting rights

If the Company receives different declarations on the exercise of voting rights for the same shareholding by different means of transmission, only the last declaration submitted will be taken into account. If the Company is unable to identify which of the declarations was submitted last, these declarations will be taken into account in the following order: (1) via the password-protected Shareholders' Portal, (2) by e-mail, (3) declarations sent by letter.

If an individual ballot is held on an agenda item without this having been communicated in advance of the Annual General Meeting, an instruction previously issued 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 postal vote shall also be deemed to be a corresponding instruction or corresponding vote for each item of the associated individual ballot, unless it is amended or revoked.

Likewise, an instruction issued to the proxies to exercise the voting right on the resolution proposal of the management on agenda item 2 of the Annual General Meeting (resolution on the use of balance sheet profits) or a vote cast on this resolution proposal by postal vote shall also apply to a resolution proposal of the management which is put to the vote at the Annual General Meeting in a correspondingly adjusted form as a result of a change in the number of dividend-bearing shares, provided that the instruction or vote is not amended or revoked.

Further information regarding the voting

The scheduled voting on agenda items 2 to 5 as well as 7 are binding, the scheduled vote on agenda item 6 is recommendatory in the sense of Table 3 of the Annex to Implementing Regulation (EU) 2018/1212. In each case, there is the option to vote yes (in favor), no (against) or to abstain from voting.

If voting rights are exercised by means of electronic absentee voting, the Company will electronically confirm receipt of the electronically cast vote to the person casting the vote in accordance with the statutory requirements.

In accordance with the statutory requirements, those voting may request confirmation from the Company within one month after the date of the shareholders' meeting as to whether and how their vote was counted. This confirmation can be requested after the shareholders'

meeting via the Shareholders' Portal using the personal access data printed on the voting card.

Shareholders' right to an addition to the agenda pursuant to Section 122 para. 2 AktG in conjunction with Art. 56 sentence 2 and 3 of the SE Regulation and Section 50 para. 2 SEAG

Shareholders whose aggregate shareholdings represent 5% of the share capital or the proportionate amount of EUR 500,000.00 of the share capital of Allane SE (this corresponds to 500,000 no-par value shares) may request that items be included on the agenda and published. Each new item of the agenda must also include reasoning or a resolution proposal. The request must be addressed in writing (Section 126a of the German Civil Code (*BGB*)) to the Management Board of Allane SE and must be received by the Company no later than Sunday, May 29, 2022, 24:00 hrs. Please send such requests to the following address:

Allane SE
– Vorstand –
Dr.-Carl-von-Linde-Str. 2
82049 Pullach
Germany

Additions to the agenda to be published will – if they have not already been published together with the convocation of the shareholders' meeting – be published without undue delay after receipt of the request the same way as the convocation.

Shareholders' counter motions and election proposals pursuant to Sections 126 para. 1, 127 AktG, Section 1 para. 2 sentence 3 COVID-19-Act

Every shareholder has the right to transmit counter motions to the proposals of the Management Board and/or the Supervisory Board on specific agenda items as well as proposals regarding an election of Supervisory Board members or auditors provided for in the agenda to the Company.

Counter motions and election proposals may be transmitted to the Company prior to the shareholders' meeting to the following address:

Allane SE
– Investor Relations –
Dr.-Carl-von-Linde-Str. 2
82049 Pullach
Germany
E-Mail: hv@allane.com

Counter motions and election proposals received by the Company at the above-mentioned address by no later than Tuesday, June 14, 2022, 24:00 hrs, will be made available without

undue delay including the shareholder's name and the reasoning (if any) as well as potential statements of the management on the website of the Company at <https://ir.allane-mobility-group.com/>. Countermotions and election proposals addressed differently will not be made available. Furthermore, the Company may, under certain additional conditions further specified in Sections 126 and 127 AktG, respectively, partially or completely refrain from making countermotions or election proposals available or may summarize countermotions or election proposals, respectively, and their reasoning.

Motions or election proposals by shareholders which are to be made available pursuant to Section 126 or Section 127 AktG are deemed to have been made at the meeting pursuant to Section 1 para. 2 sentence 3 Covid-19-Act if the shareholder making the motion or proposal for election is duly authorized and has registered for the shareholders' meeting. This applies mutatis mutandis to motions regarding agenda items which are subsequently placed on the agenda by separate announcement on the basis of a supplementary motion by shareholders pursuant to Section 122 para. 2 AktG.

Shareholders' right to ask questions pursuant to Section 1 para. 2 COVID-19-Act; right to request information pursuant to Section 131 para. 1 AktG

Pursuant to Section 1 para. 2 COVID-19-Act, shareholders must be granted the right to ask questions via electronic communication. The Management Board, with the approval of the Supervisory Board, has resolved that shareholders that have fulfilled the aforementioned requirements for attending the virtual shareholders' meeting and the exercise of the voting right or their proxy representatives may file questions as follows:

Questions need to be transmitted to the Company in German via the password-protected Shareholders' Portal at <https://ir.allane-mobility-group.com/agm/> and must be received by the Company on this way no later than Monday, June 27, 2022, 24:00 hrs. The option to submit questions via the Shareholders' Portal will presumably be activated on June 8, 2022. There is no possibility to ask questions during the virtual shareholders' meeting. The personal login data for the Shareholders' Portal will be sent without request to shareholders eligible to participate or their representatives together with the voting card.

The right to request information pursuant to Section 131 para. 1 AktG is not connected to the right to ask questions. Instead, pursuant to Section 1 para. 2 COVID-19-Act, the Management Board decides at its due, free discretion how the received questions are answered. The Management Board may, in particular, in the interest of a reasonable timeframe of the virtual shareholders' meeting, summarize questions and their answers. The Management Board reserves the right to answer repeatedly occurring questions in general form upfront in the Shareholders' Portal.

The Company reserves the right to state the name and, if applicable, place of residence or registered office of the shareholder asking the question and/or his proxy when answering the question, unless the naming is expressly objected to when the question is transmitted via the Shareholders' Portal.

Objections to resolutions of the shareholders' meeting

Shareholders who have exercised their voting right in the virtual shareholders' meeting or their representatives, have the opportunity to object to resolutions of the shareholders' meeting to the minutes by using the password-protected Shareholders' Portal at

<https://ir.allane-mobility-group.com/agm/>

The declaration of the objection is possible via the password-protected Shareholders' Portal from the beginning until the end of the shareholders' meeting.

Broadcasting of the shareholders' meeting on the internet

Shareholders who have fulfilled the above-mentioned requirements for attending the virtual shareholders' meeting and the exercise of voting rights or their representatives have the opportunity to follow the entire shareholders' meeting live by audio and video transmission via the password-protected Shareholders' Portal at

<https://ir.allane-mobility-group.com/agm/>

The personal login data for the Shareholders' Portal will be sent without request to duly registered shareholders or their representatives together with their voting card.

The aforementioned transmission of the shareholders' meeting does not allow an online participation of the shareholders in the shareholders' meeting within the meaning of Section 118 para. 1 sentence 2 AktG.

Publications on the Company's website

Further explanations on the shareholders' rights pursuant to Section 122 para. 2 AktG in conjunction with Art. 56 sentences 2 and 3 of the SE Regulation and Section 50 para. 2 SEAG, Sections 126 para. 1, 127 AktG and Section 131 para. 1 AktG in conjunction with Section 1 para 2 COVID-19-Act as well as the invitation to the shareholders' meeting and the further information pursuant to Section 124a AktG will be made available on the Company's website at <https://ir.allane-mobility-group.com/agm/>.

All documents that must be made available to the shareholders' meeting by law will be available there also during the virtual shareholders' meeting.

Furthermore, the voting results will also be published at this website after the shareholders' meeting.

Further information regarding absentee voting (via electronic communication) as well as the granting of proxies and instructions to the proxy representatives appointed by the Company as well as the granting of proxies to other representatives are contained on the voting

card and its respective explanations which will be sent to the shareholders who are entitled to participate or their representatives after fulfilling the requirements for attending and are also available via our password-protected Shareholders' Portal at the following website of the Company:

<https://ir.allane-mobility-group.com/agm/>

Time details

Unless expressly stated otherwise, all times stated in this invitation to the shareholders' meeting are times in Central European Summer Time (CEST) as applicable in Germany. Universal Time Coordinated (UTC) corresponds to Central European Summer Time (CEST) minus two hours.

* * *

The invitation to the shareholders' meeting has been passed on for publication in other media for which it can be assumed that they will disseminate the information in the entire European Union.

Pullach, May 2022

Allane
The Management Board

SE

* * *

Information for shareholders and shareholder representatives regarding data protection in connection with the (virtual) shareholders' meeting

Allane SE processes personal data on the basis of the applicable data protection rules to enable the shareholders the exercise of their rights in connection with the shareholders' meeting as well as to comply with other legal requirements Allane SE is subject to in connection with the shareholders' meeting. Controller within the meaning of Art. 4 no. 7 of the General Data Protection Regulation („GDPR”) is

Allane SE

Dr.-Carl-von-Linde-Str. 2

82049

Germany

Pullach

Allane SE is represented by its Management Board.

You can reach the data protection officer of Sixt Leasing SE per post under the aforementioned address or per email as follows:

info@dpl-consult.com

In particular, the following personal data of the shareholder are processed: first and last name, place of residence or registered office, address, email address, number of shares, absentee votes, instructions to proxy representatives, type of share ownership, number of the voting card and questions asked by the respective shareholder. With respect to shareholder representatives, first and last name and address will be processed. To the extent such personal data are not indicated by the shareholders, in particular, in connection with the registration to the shareholders' meeting, also the depositary bank transfers their personal data to Allane SE or to external service providers engaged by Allane SE.

The processing of personal data is necessary for compliance with the legal obligations of Allane SE in connection with the shareholders' meeting. The legal basis for the processing is Art. 6 para. 1 lit. c GDPR. Insofar as the Company provides the name and, if applicable, the place of residence or registered office of the questioning shareholder and/or his proxy in the context of answering questions, the legal basis for this shall be Art. 6 para. 1 lit. f GDPR.

The personal data will be stored as long as it is necessary to comply with the legal obligations of Allane SE; afterwards, the personal data will be erased. Data collected in connection with shareholders' meetings are stored, as a rule, for a period of up to three years, unless a longer processing of the data is required in the individual case for the purpose of

processing applications, decisions or legal proceedings in connection with the shareholders' meeting or for any other reasons.

For the purpose of organizing and processing the shareholders' meeting, Allane SE engages external service providers (in particular in the context of the registration to the shareholders' meeting and its conduct). These service providers only receive such personal data from Allane SE which are required for the provision of the respective service and process such data only in accordance with the instructions by Allane SE. Apart from that, personal data are made available to third parties, in particular, shareholders and shareholder representatives, in accordance with statutory rules in connection with the shareholders' meeting, namely via the list of participants (Section 129 AktG), in connection with the publication of shareholder requests to add items to the agenda (Section 122 para. 2 AktG) as well as of countermotions and election proposals by shareholders (Sections 126, 127 AktG) and in connection with the answering of questions of shareholders.

In relation to the processing of personal data, shareholders and shareholder representatives may, subject to the respective legal prerequisites, demand from Sixt Leasing SE access to the personal data 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; additionally, subject to the respective legal prerequisites, there is a right to data portability pursuant to Art. 20 GDPR and a right to object to the processing of personal data pursuant to Art. 21 GDPR. Shareholders and shareholder representatives may exercise these rights free of charge vis-à-vis Sixt Leasing SE via the contact details mentioned in this section.

Additionally, shareholders and shareholder representatives have the right to lodge a complaint with a data protection supervisory authority pursuant to Art. 77 GDPR.

* * *