



## Dr Elke Frank

Place of residence: Stuttgart, Germany

Year of birth: 1971

Nationality: German

Profession: CHRO of Schwarz Digits KG, Neckarsulm, Germany  
(not listed)

### Supervisory Board Scout24 SE

Member since 2020, last elected in 2020, end of current term of office: 2024

Chair of the Remuneration Committee

### Other links to Scout24 SE

Based on the Supervisory Board's evaluation, Ms Frank maintains no personal or business relations with Scout24 SE, its governing bodies or any shareholders with a material interest in the company, which had to be disclosed pursuant to the recommendation of the German Corporate Governance Code regarding the Supervisory Board's election proposals to the General Meeting.

### Other Board Positions

Ms Frank is Chair of the Kuratorium of the Fraunhofer Institute for Industrial Engineering IAO, Stuttgart, Germany, a constituent entity of Fraunhofer-Gesellschaft zur Förderung der angewandten Forschung e.V., Munich, Germany, since 2018 (pro bono, non-listed). Additionally, she is member of the advisory board of CleverConnect SAS, Paris, Frankreich (not listed).

### Education

Ms Frank studied law at the University of Würzburg, Germany. Furthermore, she holds a doctorate degree in law from her alma mater.

### Career

- Elke Frank started her career with Daimler AG, Stuttgart, Germany, where she worked in various legal and human resources leadership positions in the Daimler group between 1998 and 2010. From 2004 on, she served as Senior Director Human Resources, Legal & Compliance for Mercedes-AMG GmbH, a subsidiary of Daimler AG.
- In the years 2010 to 2013, Ms Frank was a member of the global senior management team of Carl Zeiss Vision GmbH, Aalen, Germany, where she held the position of Vice President Human Resources.
- Thereafter, Ms Frank became a member of the Management Board of Microsoft Deutschland GmbH, Munich, Germany, and she served as Senior Director Human Resources from 2013 to 2015.
- Between 2015 and 2019, Ms Frank was Senior Vice President Human Resources Development of Deutsche Telekom AG, Bonn, Germany. At the same time, she worked as Managing Director Telekom Training and University of Applied Sciences Telecommunication.
- From 2019 to October 2022, Ms Frank was a member of the Executive Board of Software AG for Human Resources, Transformation, Legal and IT, Darmstadt, Germany (listed).
- Ms Frank has been CHRO of Schwarz Digits KG, Neckarsulm, Germany (not listed) since 2024.
- Elke Frank is a renowned and accomplished leader with more than twenty years of management experience in Human Resources, Transformation and Legal, which she gained from different high growth international corporations. She also has a strong legal background and a deep understanding of information technology, digitization, and cyber security as well as transformation and strategy.