



Key indicators

HR structure

The HR indicators are given for the legal entities of the Scout24 Group. Only the consolidated number of employees can be provided for the Group as a whole. All other HR metrics are essentially available only for the two largest entities in the Scout24 Group: ImmoScout24 in Berlin as well as Scout24 SE in Munich. The Controlling department evaluates the figures uniformly using the HR information system Workday and the payroll programme. As a rule, we express the number of employees in terms of full-time equivalents (FTEs). These are reported as of the cut-off date (31 December 2021). Active and inactive employees (those on parental leave, long-term sick leave or unpaid leave) are recorded separately, as is the number of students (including interns, apprentices and trainees). The figures from the previous year have been recalculated accordingly including immoverkauf24.

GRI 103-1
GRI 103-2
GRI 103-3

As of 31 December 2021, the Scout24 Group had 852 employees in three European countries. With 57% of employees, ImmoScout24 is the largest company. Women accounted for 43% of the workforce (ImmoScout24 and Scout24 SE) (previous year: 41%). In 2021, 99% of employees at Scout24 Germany had permanent employment contracts (2020: 99%); ImmoScout24: 99% (2020: 99%), Scout24 SE: 98% (2020: 99%). In the reporting year, part-time employees made up 11% of the workforce (2020: 12%); ImmoScout24: 13% (2020: 14%), Scout24 SE: 7% (2020: 7%).

GRI 405-1

In the reporting year, the total turnover rate was 19%^{1,5} (ImmoScout24: 16%, Scout24 SE: 25%). In the dynamic internet sector, it is quite common for employees to only stay with a company for a few years. The small increase compared to the previous year (2020: 18%) can be explained by targeted initiatives to strengthen the corporate culture and the company's response to the situation relating to Covid-19.

Employees (FTEs) by region ^{1,4} ✓	2021	2020	2019
Total employees (FTEs ²) of Scout24 ³	852.1	834.5	861.3
ImmoScout24 total (incl. FLOWFACT)	669.8	649.7	594.1
of which ImmoScout24, FLOWFACT and IV24 (DE)	627.9	608.9	559.1
ImmoScout24 and IV24 (AT)	39.9	39.8	34.3
FLOWFACT (CH)	2.0	1.0	0.7
Scout24 SE (DE)	182.3	184.8	267.2

GRI 102-7
GRI 102-8

¹ Numbers might not exactly add up to the totals indicated due to rounding differences.

² FTEs: full-time equivalents without students; cut-off date: 31 December 2021.

³ The total number includes all employees as recorded in the annual financial statements for 2021.

⁴ The audit scope covered 2020 and 2021.

⁵ Terminations with leaving dates between 31 December 2020 and 30 December 2021 were included.



Employees (FTEs) by employment relationship ¹	ImmoScout24		Scout24 SE	
	2021	2020	2021	2020
Employees with permanent contracts	479.6	475.0	179.5	183.8
of which women	43%	42%	43%	39%
of which men	57%	59%	57%	61%
Employees with temporary contracts	3.8	4.0	2.8	1.0
of which women	100%	50%	64%	0%
of which men	0%	50%	36%	100%
Employees with full-time contracts	422.0	411.0	170.0	172.0
of which women	39%	37%	41%	37%
of which men	61%	63%	59%	63%
Employees with part-time contracts	61.4	68.0	12.3	68.8
of which women	70%	70%	73%	64%
of which men	30%	30%	27%	36%

GRI 102-8
GRI 405-1

¹ Numbers might not exactly add up to the totals indicated due to rounding differences.

Terminations and new hires (FTEs for ImmoScout24 and Scout24 SE) ^{1,2,3} ✓	2021	2020	2019
Terminations	125.0	132.3	196.3
> of which ImmoScout24	78.0	82.0	130.6
of which women	42.9%	42.2%	42.9%
of which men	57.1%	57.8%	57.1%
> of which Scout24 SE	47.0	50.4	65.7
of which women	44.0%	35.3%	27.7%
of which men	56.0%	64.7%	72.3%
New hires	134.5	124.4	194.5
> of which ImmoScout24	86.6	81.9	108.8
of which women	55.2%	48.9%	35.5%
of which men	44.8%	51.1%	64.5%
> of which Scout24 SE	47.9	42.5	85.7
of which women	61.3%	36.5%	46.5%
of which men	38.7%	63.5%	53.5%

GRI 401-1

¹ Numbers might not exactly add up to the totals indicated due to rounding differences.

² The audit scope only covered the year 2021.

³ Terminations with leaving dates between 31 December 2020 and 30 December 2021 were included.

Age structure of new employees in 2021 by gender (FTEs for ImmoScout24 and Scout24 SE)¹

Age	Women	Men
up to 30	33.8	25.0
31 to 50	43.4	32.3
over 50	0.0	0.0
Total	77.2	57.3

GRI 401-1
GRI 405-1

¹ Numbers might not exactly add up to the totals indicated due to rounding differences.



Age structure 2021 (for ImmoScout24 and Scout24 SE)¹

GRI 405-1

Age distribution 2021	Women	Men	Total
up to 30	11%	10%	21%
31 to 50	31%	44%	74%
over 50	2%	3%	5%
Total	43%	57%	100%

¹ Numbers might not exactly add up to the totals indicated due to rounding differences.

Training hours 2021^{1,2,3}

GRI 404-1

Employee category	Total number of hours	Number of learners	Number of male learners	Number of female learners	Average number of hours
Managers	3,265	264	171	93	12.4
Employees	6,495	874	447	427	7.4
Total	9,760	1,138	618	520	8.6

¹ Training hours do not contain language training.

² The audit scope only covered the columns 'Total number of hours' and 'Number of learners'.

³ Training hours were logged for training formats recorded via Scout24Academy as well as onboarding training as part of the Welcome Days. The training hours of immoverkauf24 employees in 2021 were mainly only logged after it was integrated into Scout24Academy in November 2021. The onboarding hours were only included for Scout24 SE and ImmoScout24 employees.



Training participation in 2021 ¹	Total participants in 2021	of which Scout24 SE	of which ImmoScout24	of which ImmoScout24 AT	of which FLOWFACT	of which immoverkauf24
Scout24 leadership training	89	20	49	8	6	5
Language training	59	30				0
Onboarding training	185	75	110	0	0	0
Online training (external)	3,821	780	2,286	209	459	87
Public and in-house training in person (e.g. soft skills, methods and leadership)	32	4	26	0	1	0
Specific training courses from various divisions						
#iamremarkable	10	2	6	2	0	0
Builders	17	5	10	2	0	0
CMS	8	0	7	1	0	0
Diversity and Inclusion	11	6	4	0	0	1
Facility Management	885	213	559	8	102	3
Finance	848	279	484	0	81	4
FLOWFACT	4	0	0	0	3	1
Legal	1	0	0	0	0	0
PMO	3	2	1	0	0	0
People Development	353	130	142	9	47	25
Procurement	268	136	132	0	0	0
Product	22	3	18	1	0	0
Risk & Compliance	3,711	904	2,162	182	428	35
Sales ImmoScout24	1,851	7	1,844	0	0	0
SEO	15	1	7	3	0	4
Talent Acquisition	95	27	67	1	0	0
Lunch & Learn ²	94	45	45	1	1	2
Playlist Content	106	61	36	1	4	4
Total	12,488	2,730	8,024	428	1,132	171

GRI 404-2

¹ An employee may be counted more than once if they have taken part in multiple training courses. There may be differences in management training/public in-person training between the total participants in 2021 and the individual companies due to no reporting for Zenhomes.

² Only sessions offered via Scout24Academy.



All our employees are legally entitled to take parental leave. In 2021, 87 employees of Scout24 (2020: 77, 2019: 86 employees) took at least one day of parental leave. 44% of the employees on parental leave were fathers (previous year: 47%).

Employees on parental leave ^{1,2} ✓	2021	2020	2019	GRI 401-3
Total	87	77	86	
> of which ImmoScout24	54	52	61	
of which women	28	27	39	
of which men	26	25	22	
> of which Scout24 SE	20	16	25	
of which women	14	8	12	
of which men	6	8	13	
> of which FLOWFACT	8	7		
of which women	4	5		
of which men	4	2		
> of which ImmoScout24 AT	2	2		
of which women	1	1		
of which men	1	1		
> of which immoverkauf24	3			
of which women	2			
of which men	1			

¹ The audit scope only covered the year 2021.

² No valid data could be collected for FLOWFACT and ImmoScout24 AT for 2019. There was no valid data yet for immoverkauf24 for the 2020 reporting year due to its acquisition in mid-2020.



As of 31 December 2021, 62% of parents who had taken parental leave returned to the company, compared with 66% in 2020. Of those who returned to work in 2020, 78% (2019: 75%) were still employed at Scout24 twelve months after returning to work. No figure is available as yet for returnees in 2021.

Return from parental leave ^{1,2} ✓	2021	2020 ³	2019	GRI 401-3
Total	54	51	48	
> of which ImmoScout24	40	36	34	
of which women	18	13	15	
of which men	22	23	19	
> of which Scout24 SE	7	10	14	
of which women	4	3	4	
of which men	3	7	10	
> of which FLOWFACT	5	4		
of which women	1	2		
of which men	4	2		
> of which ImmoScout24 AT	1	1		
of which women	0	1		
of which men	1	0		
> of which immoverkauf24	1			
of which women	1			
of which men	0			

¹ The audit scope covered 2020 and 2021.

² No valid data could be collected for FLOWFACT and ImmoScout24 AT for 2019. There was no valid data yet for immoverkauf24 for the 2020 reporting year due to its acquisition in mid-2020.

³ The figures have been corrected here due to a transcription error in the online publication of the 2020 report.