Scout24 SE Supervisory Board: Profile of skills and expertise and qualification matrix

In addition to the personal suitability of each individual member of the Supervisory Board through reliability, availability and appropriate independence, the Supervisory Board has formulated the following profile of skills and expertise for the entire board, which is reviewed and adjusted from time to time. The last review and update took place in September 2024[1]. This refers to special knowledge that goes beyond the basic knowledge required of each member.

The Supervisory Board has decided that the board as a whole should have the following skills and expertise:

- Expertise in the digital economy, digitisation and technology, expertise in the real estate industry and/or marketplaces/classifieds
- Experience in leading a company as a board member or managing director or in other senior management roles and in setting up businesses, developing new business and markets, and in growth and performance marketing
- Expertise in the field of mergers and acquisitions
- International experience/expertise
- Expertise in the field of human resources
- Expertise in the field of sustainability, especially in the areas of social responsibility, good corporate governance and data security
- Expertise/experience in the areas of accounting, auditing, internal control procedures
- Knowledge in the field of compliance, law and regulation

The Supervisory Board in its present composition fulfils this profile of skills and expertise.

Member of the Supervisory Board				Skills and expertise								Diversity		
Name	Took up office	End of term	Independence	Digital/tech/real estate/media	Leadership/ business set-up/ markets	M&A	International	HR	Sustainability	Accounting/ auditing	Compliance	Gender	Nationality	Year of birth
Dr Hans-Holger Albrecht	2018	2028	✓	✓	✓	✓	✓	✓	✓	✓	✓	m	GER	*1963
Frank H. Lutz	2019	2028	✓	✓	✓	✓	✓	✓	✓	✓	✓	m	GER	*1968
Andrea Euenheim	2024	2028	✓	✓	✓	✓	✓	✓	✓	✓	✓	f	GER	*1972
Lutz Finger	2025	2028	✓	✓	✓	✓	✓	✓	✓	✓	✓	m	GER, USA	*1971
Maya Miteva	2023	2028	✓	✓	✓	✓	✓	-	-	✓	✓	f	BGR	*1976
André Schwämmlein	2019	2028	✓	✓	✓	✓	✓	-	✓	✓	✓	m	GER	*1981

Legend: ✓ applicable - not applicable m male f female
GER Germany BGR Bulgaria USA United States of America

In principle, the topic of ESG strategy is assigned to the Executive Committee of the Supervisory Board. Depending on the topic area, sustainability as a cross-cutting issue may also concern other committees such as the Remuneration Committee or the Audit Committee as part of their general regular risk management review. Furthermore, material topics of relevance to ESG are reported to the Supervisory Board throughout the financial year.

Almost all members of the Supervisory Board have the relevant ESG expertise and skills thanks to their many years of professional experience. In addition, the members of the Supervisory Board can consult experts or take advantage of training on individual topics as required.

[1] The disclosures regarding Lutz Finger were updated in connection with his appointment in June 2025.