

Scout24

Governance Roadshow 2026

Supervisory Board

Dr. Hans-Holger Albrecht
Chairman of the Supervisory Board

Frank H. Lutz
Deputy Chairman of the Supervisory Board

March 2026

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Agenda

Current Supervisory Board

Corporate Update and Highlights

2026 AGM: Preliminary Agenda

Supervisory Board Remuneration

Q&A

The Supervisory Board consists of six members, all of which are independent.

All members are elected until the AGM 2028



Dr. Hans-Holger Albrecht

**Chairman
Chair Executive Committee**
Born 1963, German
Member since 2018

- 17 years of experience as CEO of listed companies
- Full-time professional chairman



Andrea Euenheim

Chair Remuneration Committee
Born 1972, German
Member since 2024

- Significant HR experience from tech industry, listed German and international companies in the digital B2C and B2B sector



Lutz Finger

Born 1971, German / US American
Member since 2025

- Head of AI at XGEN AI
- >20 years of experience in developing AI and data-driven products in tech companies



Frank H. Lutz

**Deputy Chairman /
Chair Audit Committee**
Born 1968, German
Member since 2019

- CEO German Ice Hockey Federation
- Long time CEO and strong CFO experience with >20 years of international experience



Maya Miteva

Born 1976, Bulgarian
Member since 2023

- CEO German Real Estate
- >20 years of experience in management positions in the real estate sector



André Schwämmlein

Born 1981, German
Member since 2019

- Founder and CEO Flix
- Pioneer in growth and management of tech companies

Corporate Update and Highlights

Strategy & Long-Term Value Creation

Interconnectivity strategy delivered

Five years of double-digit growth and three years of margin expansion

Strengthened competitive positioning through platform integration, data and AI capabilities

Next growth horizon with AI at the core to be communicated at CMD 2026

Attractive Capital Allocation

Successful M&A with value-creative Fotocasa acquisition

EUR 500 million share buy-back programme until Q2/2028

Progressive dividend payouts with a CAGR of 10.6 % from 2020-2025

SvB Highlights

Updated remuneration system for Management Board implemented; over 90% AGM approval

SvB skills profile expanded: Lutz Finger adds expertise regarding AI, Tech and Data

Successful CFO succession after comprehensive successor planning process

Proactive & regular investors dialogue

Key SvB focus areas
Strategy / Tech / AI / M&A / Finance



Two established online real estate platforms in Spain

2	~1m	>8m	~14k
strong brands	listings	monthly active users	real estate professionals

Key Take-Aways

- 1 Attractive macro: Spain is Europe's most dynamic real estate market with substantial growth
- 2 Established assets with unrealised potential
- 3 M&A track record and clear playbook for value creation
- 4 Attractive investment opportunity
- 5 Capital allocation policy unchanged – purchase price digestion/de-leverage in 5 quarters

AGM 2026 – Preliminary Agenda*

17 June 2026, Munich (in-person meeting)

- TOP 1 Presentation of the adopted **annual financial statements** of Scout24 SE and the approved consolidated financial statements of the group for the 2025 financial year
- TOP 2 Resolution on the **distributable profit/dividends** of Scout24 SE for the 2025 financial year
- TOP 3 Resolution on formal **approval of the acts** (Entlastung) of the members of the Management Board for the 2025 financial year
- TOP 4 Resolution on formal **approval of the acts** (Entlastung) of the members of the Supervisory Board for the 2025 financial year
- TOP 5 Resolution on the **election of the auditor** (PwC) for the annual financial statements and the consolidated financial statements, the auditor for the potential auditor's review of interim financial information as well as the auditor for the sustainability reporting
- TOP 6 Resolution on the approval of the **remuneration report of the Management Board** and the **Supervisory Board** for the 2025 financial year
- TOP 7 Resolution on amending Section 13 of the Articles of Association and **remuneration of the members of the Supervisory Board**
- TOP 8 Resolution on the authorization to **purchase treasury shares** and to use these incl. the exclusion of subscription rights and rights to tender

SvB Remuneration

Rationale for proposed adjustment

Distinctive structure of Scout24

- › Scout24 has a very lean and efficient SvB; with **six** members, it is at the **median** of all **MDAX** peers and the **smallest SVB** of all **DAX** peers
- › Small SvB size results in **more responsibilities** for SvB members and **low total cost** of SvB comp, currently around the **median** compared to **MDAX** peers and **lowest total costs** of all **DAX** peers

Increased complexity, scope and time commitment

- › **Higher time commitment, specialization and liability risks** of SvB members due to increased complexity:
 - (1) increasing regulation and macroeconomic challenges
 - (2) data & valuation acquisitions of Scout24
 - (3) high competitiveness in Tech/AI
 - (4) newly acquired business in Spain

Missing competitiveness

- › Competitive compensation essential to **attract and retain high-caliber SvB members**
- › **Individual comp levels** currently **around median** compared to **MDAX** peers and in the **10th percentile** compared to **DAX** peers
- › SvB compensation only increased **every four years** (2018 – 2022 – 2026); no further increase planned until 2030

Scout24 is a top performer vs. MDAX, DAX and industry peers

- › Scout24 is **top performing company** compared to domestic and international peers: Scout24's **performance is in upper percentiles** across all relevant **value-driven financial indicators**
- › Shareholders get **top percentile company performance** while individual SvB member comp will be **below or at median percentile** and total cost of SvB comp **below 10th percentile (DAX)**

Proposed adjustments

Fixed Compensation

	Current Compensation	Proposed Adjustment
Chair	€ 175,000	€ 275,000
Deputy Chair	€ 140,000	€ 220,000
Member	€ 70,000	€ 110,000

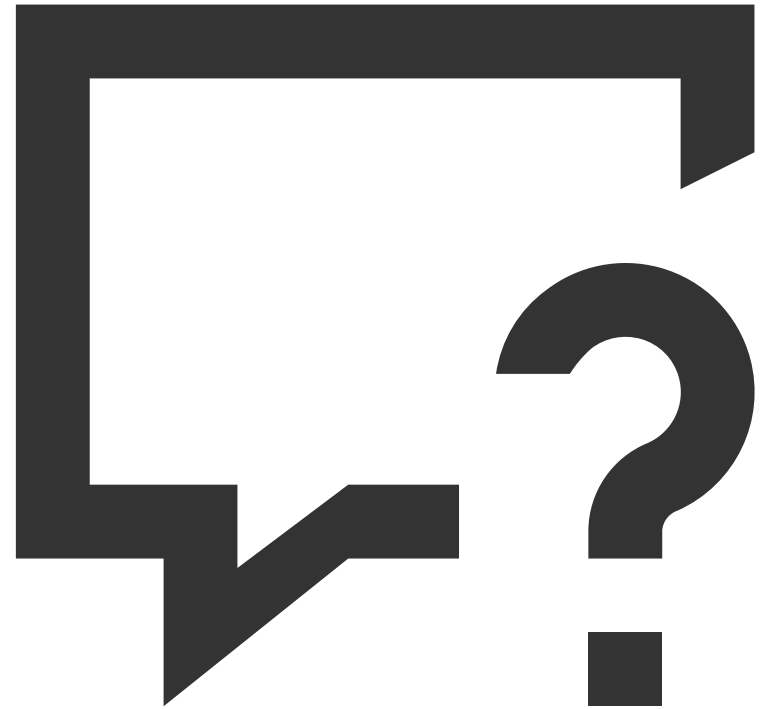
Committee Compensation

	Current Compensation	Proposed Adjustment
Audit Com Chair	€ 50,000	€ 120,000
Audit Com Member	€ 25,000	€ 60,000
Other Com Chair	€ 40,000	€ 70,000
Other Com Member	€ 20,000	€ 35,000

New: Shareholding requirement

- › SvB members have to invest at least 100% of pretax fixed compensation for one year; to be achieved within 4 years; no variable element included
- › Over 50% of Scout24's investors come from North America, the UK or Ireland; international investors often request shareholding requirement to align interests of SvB members and shareholders
- › Examples of shareholding requirements for SvB in German companies: BASF, Brenntag, Bayer, Deutsche Bank, Qiagen, Rheinmetall, RWE

Your Questions?

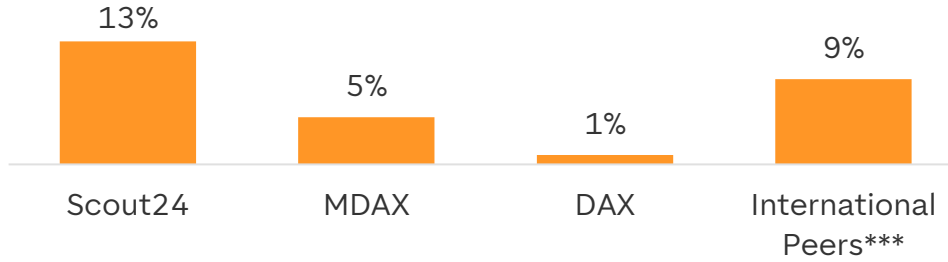


Appendix

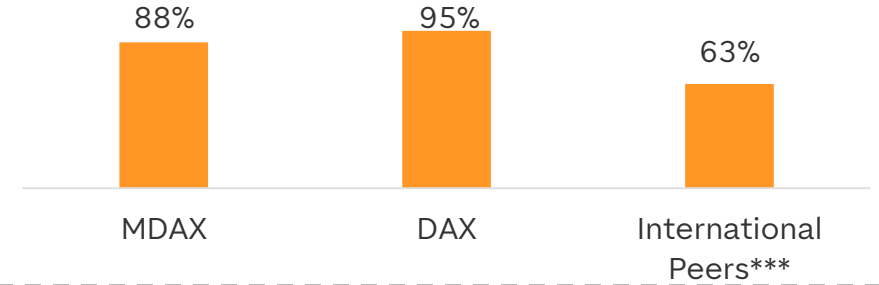
Scalable growth engine: superior revenue expansion and top-tier efficiency per employee

Scout24 has been one of the fastest growth companies in Germany and across its international peers

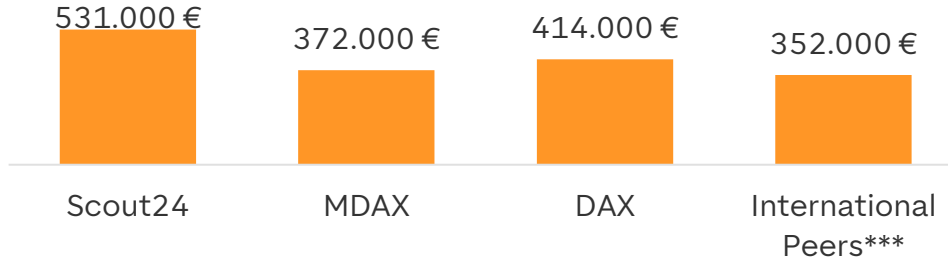
Revenue CAGR 2022-2025*



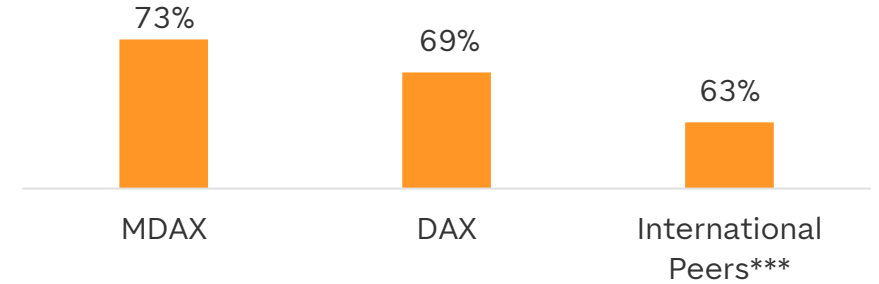
Scout24 performance as Percentile



Revenue per FTE 2024**

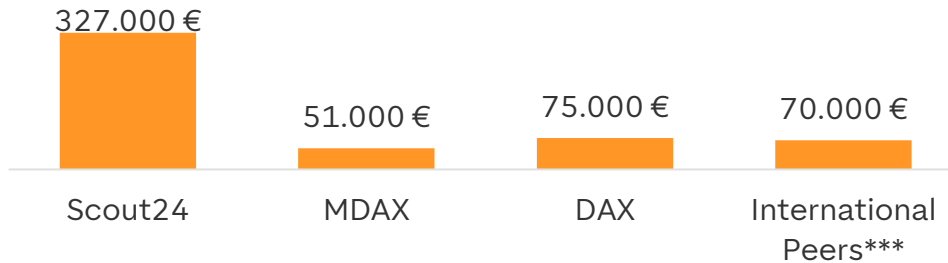


Scout24 performance as Percentile

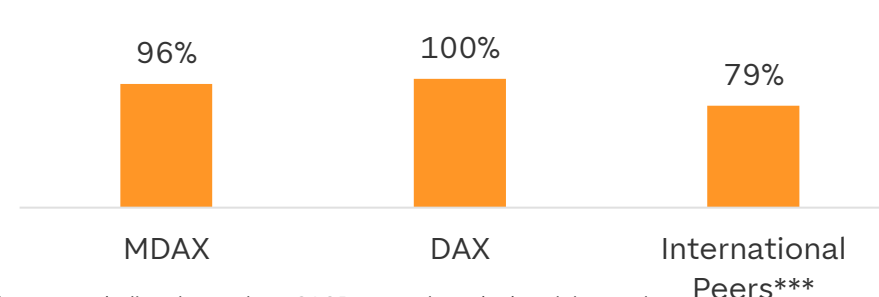


Scout24 leads in revenue productivity. Our platform scales efficiently

EBITDA per FTE 2024**



Scout24 performance as Percentile



We convert productivity into profit. EBITDA efficiency materially above peers. Cost structure remains lean

* Median CAGR for each peer group; own calculation based on public industry data. CAGR median based on all peer groups for the respective index/group, excluding those where CAGR cannot be calculated due to changes from negative to positive start and end values.

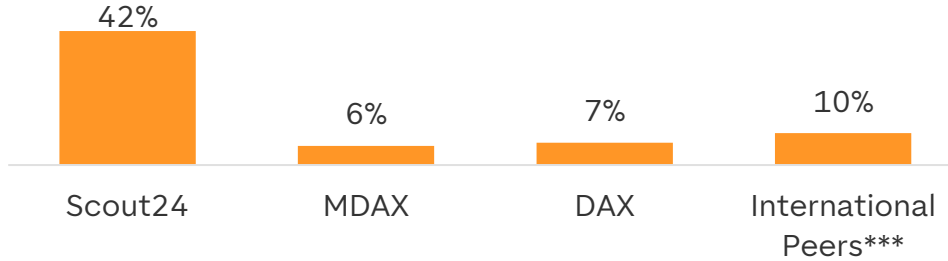
** Own calculation based on public industry data. Median based on all peer groups for the respective index/group, excluding those where data not available. No reliance may be placed for any purpose whatsoever on the public industry data used in this document.

*** Industry and international Peers: Auto1 Group, Auto Trader Group, Baltic Classifieds Group, CAR Group, CTS Eventim, Delivery Hero, DOUGLAS, HelloFresh, Hemnet, Kontron, Mony Group, REA, Redcare Pharmacy, Reply, Rightmove, Stroer, United Internet, Vend Marketplaces, Zillow. Criteria for international peer group: (i) comparable size, (ii) comparable industry sector and (iii) focus on European companies due to comparable remuneration standards.

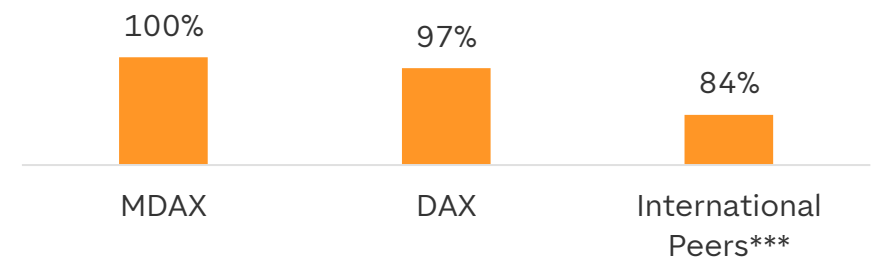
Superior value creation: top-percentile cash flow, earnings growth and total shareholder return

We generate cash at top tier levels. Free cash flow enables disciplined re-investment for growth and shareholder returns

Free Cashflow Margin 2025**

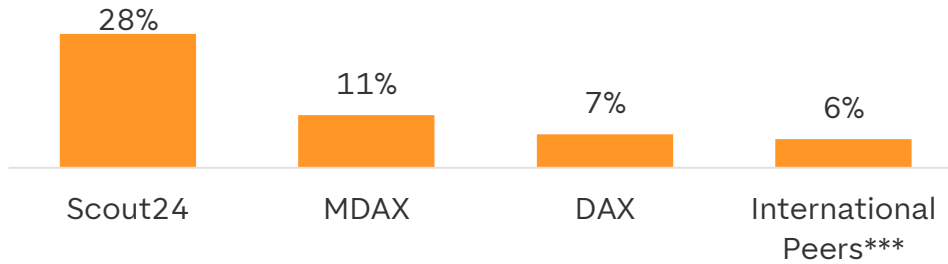


Scout24 performance as Percentile

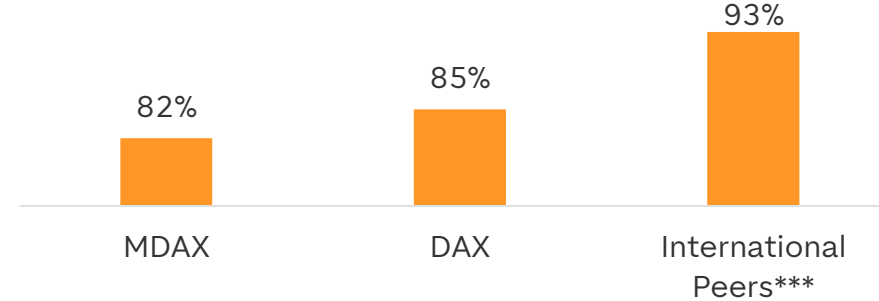


While growing the company, shareholders continue to benefit from outsized bottom-line/ EPS growth

Reported EPS CAGR 2022-2025*

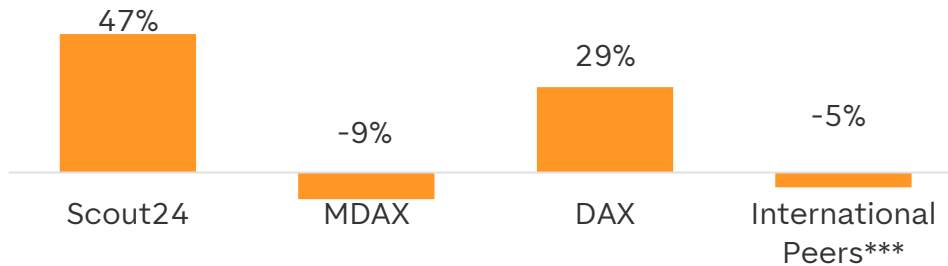


Scout24 performance as Percentile

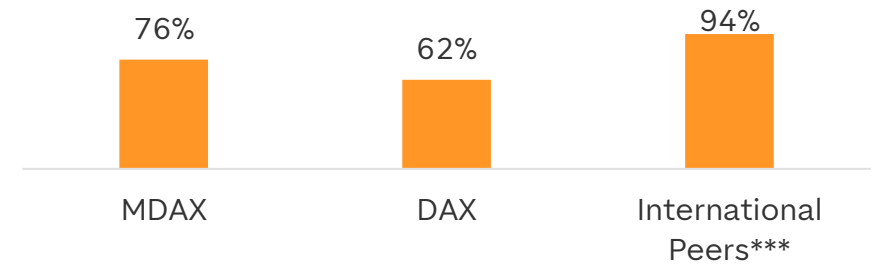


Translating into superior Total Shareholder Returns

Total Shareholder Return CAGR 2022-2025*



Scout24 performance as Percentile



* Median CAGR for each peer group; own calculation based on public industry data. CAGR median based on all peer groups for the respective index/group, excluding those where CAGR cannot be calculated due to changes from negative to positive start and end values.

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SvB Compensation – Development since IPO 2015

Remuneration	2015 (IPO)	2018	2022	2026 (proposal)	2030
Chairman SvB	EUR 80,000 per member	EUR 140,000	EUR 175,000	EUR 275,000	No further adjustment planned until 2030
Deputy Chairman		EUR 120,000	EUR 140,000	EUR 220,000	
Chairman AuditCo		EUR 40,000	EUR 50,000	EUR 120,000	
Member AuditCo		EUR 20,000	EUR 25,000	EUR 60,000	
Ordinary SvB Member		EUR 60,000	EUR 70,000	EUR 110,000	

- Compensation was reviewed only at the legally required four-year intervals, with no adjustments outside this statutory cycle.
- Adjustments considered expanded responsibilities, heightened legal requirements, greater regulatory complexity, and high workload relative to the Board's small size.

Details of proposed adjustments

Based on current SvB members and their functions

Compensation (in €)	Function ¹	Fixed compensation	Committee compensation and membership ²				Total compensation	Δ in %
			AC	EC	RC	Compensation		
Dr. Hans-Holger Albrecht	C	275,000	M	C	M	165,000	440,000	69%
Frank H. Lutz	DC + ACC	220,000	C	M	M	190,000	410,000	78%
Andrea Euenheim	OSBM	110,000	-	-	C	70,000	180,000	64%
Lutz Finger	OSBM	110,000	M	-	-	60,000	170,000	79%
Maya Miteva	OSBM	110,000	M	-	-	60,000	170,000	79%
André Schwämmlein	OSBM	110,000	-	M	-	35,000	145,000	61%

Frank H. Lutz is both Deputy Chair as well as Chair of the Audit Committee. This combination of responsibilities explains the high compensation compared to other Ordinary SvB members with a committee Chair.

¹ C = Chair, DC = Deputy Chair, ACC = Audit Committee Chair, OSBM = Ordinary Supervisory Board member

² AC = Audit Committee, EC = Executive Committee, RC = Remuneration Committee, C = Chair, M = Member

Total cost of SvB compensation

After adjustment, total cost of SvB comp will be at 64th percentile compared to MDAX peers and at 8th percentile compared to DAX peers

Note: Total cost compared to domestic peers only; national benchmarking is market standard because of incomparability of board structures: different allocation and scope of responsibilities and corresponding liability risks in one- and two-tier boards result in different remuneration standards

MDAX

Total costs in € (incl. Committee compensation & attendance fees)	
90th percentile	2,473,000
75th percentile (3rd quartile)	1,872,000
50th percentile (median)	1,217,000
25th percentile (1st quartile)	668,000
10th percentile	403,000
Scout24 (current)	880,000
Scout24 (proposal)	1,515,000

DAX

Total costs in € (incl. Committee compensation & attendance fees)	
90th percentile	5,436,000
75th percentile (3rd quartile)	4,514,000
50th percentile (median)	3,369,000
25th percentile (1st quartile)	2,174,000
10th percentile	1,626,000
Scout24 (current)	880,000
Scout24 (proposal)	1,515,000

Market comparison of remuneration levels

Fixed compensation by function, compared to MDAX peer group

In €	Chairman of the SvB	Deputy Chairman of the SvB	Chair of the Audit Committee	Ø Ordinary SvB Member
90 th percentile	270,000	180,000	100,000	100,000
75 th percentile (3 rd quartile)	240,000	150,000	78,000	91,000
50 th percentile (median)	200,000	120,000	60,000	75,000
25 th percentile (1 st quartile)	120,000	75,000	30,000	50,000
10 th percentile	100,000	55,000	21,000	40,000
Scout24	175,000	140,000	50,000	70,000
Percentile	35%	60%	40%	40%
Scout24	275,000	220,000	120,000	110,000
Percentile	91%	100%	98%	94%

▷ Positioning Scout24 (current)

▷ Positioning Scout24 (proposed)

Market comparison of remuneration levels

Fixed compensation by function, compared to DAX peer group

In €	Chairman of the SvB	Deputy Chairman of the SvB	Chair of the Audit Committee	Ø Ordinary SvB Member
90 th percentile	576,000	332,000	192,000	192,000
75 th percentile (3 rd quartile)	450,000	263,000	150,000	163,000
50 th percentile (median)	300,000	180,000	120,000	120,000
25 th percentile (1 st quartile)	226,000	150,000	90,000	100,000
10 th percentile	200,000	129,000	70,000	87,000
Scout24	175,000	140,000	50,000	70,000
Percentile	3%	16%	3%	0%
Scout24	275,000	220,000	120,000	110,000
Percentile	41%	62%	47%	41%

▷ Positioning Scout24 (current)

▷ Positioning Scout24 (proposed)