Scout24

Unlocking new potential

Compensation report 2025

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Disclaimer

In this compensation report, the term "Scout24" refers to the Scout24 Group. Where reference is made specifically to Scout24 SE, this is explicitly stated as "Scout24 SE". Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, and percentages may not precisely reflect the absolute figures for the same reason.

Letter of the Supervisory Board

Dear shareholders,

I am pleased to present the compensation report 2025 on behalf of the Supervisory Board and Management Board of Scout24 SE. The compensation report describes the basic features and components of the compensation of Scout24 SE's Management Board and Supervisory Board and provides information on the compensation granted and owed to the current and former members of these bodies.

In the 2025 financial year and the current 2026 financial year, there were two important changes on the Management Board. Ralf Weitz was appointed as Scout24 SE's new CEO as of 1 March 2025. He succeeded as Chair of the Management Board for Tobias Hartmann, who was not available for a further extension of his term of office for personal reasons. The Supervisory Board also appointed Martin Mildner as the new Chief Financial Officer (CFO) effective 1 March 2026. Martin Mildner succeeded Dr Dirk Schmelzer, who left the Company of his own volition on 28 February 2026.

There was also a change on the Supervisory Board. Sohaila Ouffata stepped down from the Supervisory Board of Scout24 SE at the close of the Annual General Meeting on 5 June 2025. Lutz Finger was appointed as a member of Scout24 SE's Supervisory Board by the Annual General Meeting 2025. At the Supervisory Board's constituent meeting, Lutz Finger was elected member of the Audit Committee.

In the following, I would like to report to you on the market environment for Scout24 SE and its business performance in the 2025 financial year, on the Management Board's compensation in 2025, on the new compensation system for the Management Board effective as of 1 January 2026 and on the scheduled resubmission of the Supervisory Board's compensation system. I will also provide an outlook for the 2026 financial year. Further information on the market environment, business performance and outlook can be found in the annual report.

1. Market environment and business performance of Scout24 in the 2025 financial year

The 2025 financial year was another successful year for Scout24. The Company achieved strong results and sustainably strengthened its market position. Revenue grew by 14.7% to EUR 649.6 million on the back of the continued strong demand for ImmoScout24's core products. Ordinary operating EBITDA increased by 16.5% to EUR 405.7 million on account of the Company's operational strength and continuous efficiency gains. The 2025 financial year was thus the fifth year in a row in which Scout24 achieved double-digit revenue growth – despite economic challenges and a demanding market environment. The Scout24 share price was volatile in 2025, closing the year with a gain of 0.8%. After a strong first half of the year as a result of the strong business performance, the share increasingly came under pressure as the year progressed due to concerns about potential disruption from AI in the online classifieds sector. Scout24 invested in AI early on and is confident that it can expand its market position in the 'age of AI' while improving profitability. The long-term positive development is also reflected in Scout24 SE's promotion to Germany's benchmark index, the DAX, on 22 September 2025.

2. Compensation of the Management Board in the 2025 financial year

In the 2025 financial year, the compensation system approved by the Company's Annual General Meeting on 8 July 2021 with a majority of 91.9% of the votes was applied unchanged for the member of Scout24 SE's Management Board. The target compensation amounts were not adjusted in the 2025 financial year.

The fixed compensation forms the basis for the compensation of the members of the Management Board. It was adjusted consistent with market conditions in the 2021 and 2022 financial years. The fixed compensation is intended to reflect the position and responsibility of the members of the Management Board and to help ensure that the members of the Management Board are not incentivised to take inappropriate risks for financial reasons. The variable compensation, which follows a clear pay-for-performance approach, is the main incentive for the members of the Management Board. Accordingly, the Supervisory Board has again set ambitious targets for variable compensation for the 2026 financial year.

As of 1 March 2025, Ralf Weitz receives a fixed annual salary of EUR 952 thousand on account of his new role as CEO. In his previous role as Chief Product and Technology Officer, Ralf Weitz received a fixed annual salary of EUR 680 thousand.

The one-year variable compensation (STI) is based on implementation of the corporate strategy in business operations by the end of the financial year and a sustained, strong customer focus, thereby further supporting Scout24's profitable growth. In addition, incentives for the members of the Management Board are linked directly to Scout24's sustainability strategy. In the 2025 financial year, both the financial and non-financial criteria developed well, overall exceeding expectations, which is why the members of the Management Board reached STI target achievement of 135.0%.

For the 2025 financial year, the members of the Management Board were granted a tranche under the long-term incentive plan (LTIP), which will be paid out in the 2029 financial year. In accordance with the 2021 compensation system, this includes both financial and non-financial strategic targets.

In the 2026 financial year, a tranche of the LTIP 2021 will be paid out for the first time. The four-year performance period for the 2021/22 LTIP tranche expired at the end of the 2025 financial year. By definition, this tranche is included in total compensation as compensation granted and owed for the 2025 financial year. Comparability of the 2025 financial year with the previous year is limited, as the multi-year variable compensation is structured such that none of the four-year performance periods had come to an end yet in the 2024 financial year and, therefore, there were no amounts yet that qualified as compensation granted and owed. For details, see the **Compensation granted and owed** section.

3. Updated compensation system for the Management Board: valid from 1 January 2026

By resolution dated 20 March 2025, Scout24 SE's Supervisory Board adopted a new compensation system for members of the Management Board. The Supervisory Board submitted the new compensation system for the Management Board to the Annual General Meeting for approval in accordance with Article 120a (1) of the German Stock Corporation Act (AktG), and it was approved by a broad majority of over 92%. The new Management Board compensation system presented was the outcome of a comprehensive process in which the Supervisory Board, with the involvement of an external compensation consultant, reviewed the previous compensation system to determine whether it is consistent with current market practice and best practice and benchmarked it. The findings revealed that the previous compensation system was already consistent with market standards and 'best in class'. For this reason, only minimal updates were made to the compensation system. The following elements are particularly notable: 1) At least one of the up to three non-financial strategic targets under the LTIP must be an ESG target from the catalogue of criteria provided for in the compensation system; 2) A pension allowance is granted exclusively to new members appointed to the Management Board; 3) The penalty/clawback clause in the event of incorrect consolidated financial statements (performance clawback) has been extended; 4) A stay-on-board rule has been introduced, under which the service contract is generally suspended in the event of the exercise of office being interrupted only temporarily, for example, due to parental leave or leave of absence to care for a relative; 5) Target values (threshold, target and cap values) for the STI and the LTI are determined at the beginning of the financial year, and the flexibility of the target achievement curves is increased. The possible total and fixed compensation for members of the Management Board was not increased, nor was the maximum compensation.

The Supervisory Board has agreed on an amendment to the service contracts with each member of the Management Board and has approved them. These amendments implement the new requirements and individual elements of the new Management Board compensation system from 1 January 2026. The amendments for Ralf Weitz and Dr Gesa Crockford implement all elements of the new compensation system for the Management Board. Dr Dirk Schmelzer has waived the implementation of the stay-on-board regulation due to the short period during which it would apply, from 1 January 2026 until his departure on 28 February 2026.

In consultation with an external compensation consultant, the Supervisory Board also reviewed and updated the previous peer group for the market comparison of the Management Board's compensation. The new peer group was updated in accordance with the requirements of the German Stock Corporation Act and based on the old peer group with a further focus on internationality and direct competition as well as Scout24's business model and strategy. The new peer group is presented in this compensation report in the **Updated compensation system for the Management Board: valid from 1 January 2026** section. In addition, the Supervisory Board had the compensation level and structure of Scout24 SE's Management Board reviewed in terms of standard market practice based on the updated peer group. The findings from this review showed that the compensation of

Scout24 SE's Management Board complies with all legal requirements and is consistent with market practice and therefore appropriate.

The Supervisory Board attaches particular importance to dialogue with investors and proxy advisors. As part of a governance roadshow held on 27 and 28 November 2024, the Chair of the Remuneration Committee outlined the planned process for updating the compensation system and gathered feedback and expectations from investors and proxy advisors. As soon as the final elements of the updated compensation system had been determined, the Chair of the Supervisory Board and the Chair of the Remuneration Committee again jointly sought dialogue with investors and proxy advisors on 11 and 12 March 2025 to report on the individual elements. In all discussions, the elements proposed for updating were understood and received favourably by investors and proxy advisors.

4. Compensation of the Supervisory Board

According to the German Stock Corporation Act, a listed company's Annual General Meeting must pass a resolution on the Supervisory Board's compensation at least every four years. The Annual General Meeting last adopted a resolution on the compensation of the Supervisory Board in 2022. The Annual General Meeting in 2026 must adopt a resolution on this matter again. For this reason, the Supervisory Board reviewed the Supervisory Board's compensation with the help of an independent external compensation consultant to ensure that it is appropriate and consistent with market practice. In addition, the expectations of investors and proxy advisors, who the Supervisory Board's Chair and Deputy Chair sounded out in the course of a governance roadshow, will be taken into account in reviewing and updating the Supervisory Board's compensation. Details of a proposed update of the Supervisory Board's compensation, in particular its elements and their justification, will be explained in depth in the invitation to the 2026 Annual General Meeting together with the respective resolutions proposed.

5. Outlook for the 2026 financial year

As a leading tech company, the Scout24 Group is very well positioned with its digital marketplace ImmoScout24 to further expand its product portfolio on the German real estate market. With its diversified product portfolio, the ongoing integration of AI along the entire real estate value chain and the consistent implementation of its interconnectivity strategy, the Scout24 Group provides its customers with particular added value across different market conditions. Scout24 therefore has comparatively high resilience to economic fluctuations, as the platform is in demand as a central infrastructure for real estate transactions and marketing across different market phases. Against this backdrop, the Company expects to continue achieving strong revenue momentum and improvements in operational efficiency. The Management Board is therefore confident that revenue can continue to grow in 2026 while maintaining high profitability. The Supervisory Board and the Management Board look ahead to 2026 with confidence and to the continued creation of value for all shareholders.

signed

Scout24 SE
The Supervisory Board / the Remuneration Committee

Andrea Euenheim
Chair of the Remuneration Committee

Compensation of the members of the Management Board

Review of the 2025 financial year

Vote on the compensation report at the 2024 Annual General Meeting
In the 2025 financial year, the compensation system approved by the Company's Annual General Meeting on 8 July 2021 was applied unchanged. Apart from the appointment of Ralf Weitz as Chief Executive Officer (CEO) and the adjustment of his target total compensation associated with his new role, there were no changes to the contractually agreed target total compensation in the reporting year.

The 2024 compensation report prepared in accordance with the requirements of Article 162 of the German Stock Corporation Act ('Aktiengesetz', AktG) was approved by the 2025 Annual General Meeting with a majority of 90.6% in accordance with Article 120a (4) AktG. Accordingly, no adjustments to the report structure were necessary.

Composition of the Management Board
Ralf Weitz, member of the Management Board since December 2018, was reappointed as a member of the Management Board for a period of five years effective 1 March 2025 and was appointed as the new Chief Executive Officer (CEO). In this context, a new Management Board service contract was concluded based on and in line with the revised responsibilities. Prior to his appointment as CEO, Ralf Weitz was Chief Product & Technology Officer (CPTO).

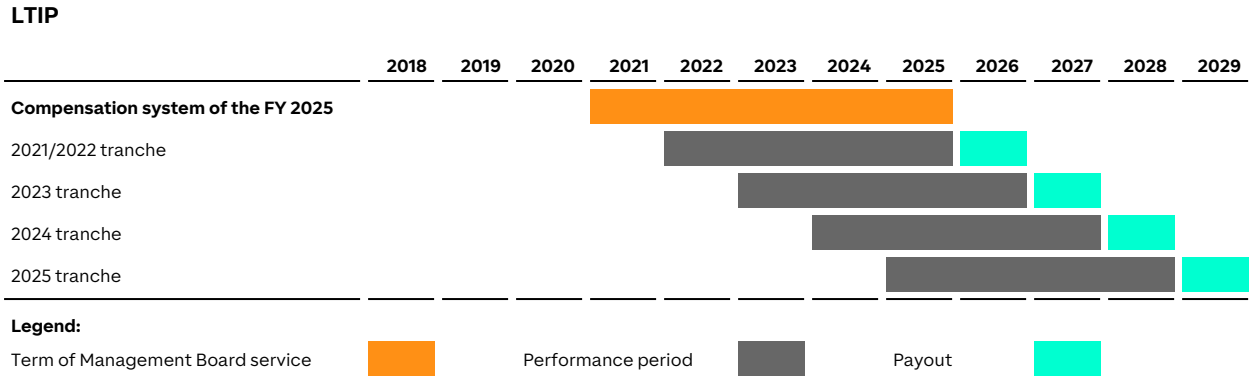
By resolution dated 24 June 2021, Tobias Hartmann was appointed member of the Management Board until the end of 31 December 2025 and appointed Chief Executive Officer (CEO). By mutual agreement, the parties agreed to end his term of office as member of the Management Board prematurely as of the end of 28 February 2025 and to terminate his service contract prematurely as of the end of 31 May 2025. Also see the **Compensation granted and owed** section.

By resolution dated 14 October 2021, Dr Dirk Schmelzer was appointed member of the Management Board until the end of 30 June 2026 and was appointed Chief Financial Officer (CFO). Dr Dirk Schmelzer left the Company of his own volition on 28 February 2026. In addition, reference is made to the section **Management Board termination benefits**. Effective 1 March 2026, the Supervisory Board appointed Martin Mildner as the new Chief Financial Officer.

Scout24 performance in the 2025 financial year
With revenue growth of 14.7%, the Scout24 Group has built on the strong revenue momentum of the previous year while at the same time delivering a 16.5% improvement in profitability, driven by growth in ordinary operating EBITDA. This has enabled the Company to close the 2025 financial year successfully despite a challenging macroeconomic and market environment. This is also reflected in the overall target achievement of 135.0% for the Management Board's one-year variable compensation. For a description of the selection of financial and non-financial performance indicators and the corresponding targets for both the one-year and multi-year variable compensation, see the **Variable components** section.

Special features in connection with the multi-year variable compensation in the 2025 financial year
In the 2026 financial year, a tranche of the multi-year variable compensation pursuant to the current compensation system will be paid out for the first time. The four-year performance period for the 2021/2022 LTIP tranche expired at the end of the 2025 financial year. By definition, this tranche is included in total compensation as compensation granted and owed for the 2025 financial year. For details, see the **Compensation granted and owed** section. Due to the structure of the multi-year variable compensation, there were no corresponding amounts in the 2024 financial year, and comparability with the previous year is therefore limited.

The following graphic illustrates how the multi-year variable compensation is incorporated into total compensation:



The performance period for the 2025 tranche runs from 2025 to 2028, with payout scheduled for the 2029 financial year. Consequently, the LTI component has a delayed effect on total compensation.

Compensation system for the members of the Management Board

Overview of the compensation system

The compensation system describes the basic features and components of the compensation of Scout24 SE's Management Board. It complies with the applicable statutory provisions of the German Stock Corporation Act (AktG) and the recommendations of the German Corporate Governance Code (GCGC).

The aim of the compensation system is to make a significant contribution to the sustainable and long-term continuation of Scout24 SE's success story. This is mainly premised on an appropriate performance-based compensation structure.

In accordance with Article 120a (2) AktG, the compensation system for members of the Management Board is published on the Company's website at **www.scout24.com/en/investor-relations/corporate-governance/compensation**.

Based on the compensation system, the Supervisory Board determines the specific target compensation of the members of the Management Board. In doing so, the Supervisory Board pays attention to the appropriateness of compensation with regard to the tasks of the individual members of the Management Board, their personal performance, the economic situation, the Company's performance and future prospects in accordance with the requirements of Article 87 (1) AktG.

The Supervisory Board regularly reviews the compensation of the Management Board in order to ensure the system is compliant and competitive. The Remuneration Committee supports the Supervisory Board in this process by making preparatory recommendations. The review examines the customary nature of compensation, among other things. In doing so, the Supervisory Board assesses the extent to which the compensation of Scout24 SE's Management Board is within customary bounds, taking into account the comparative environment (horizontal customary practice) as well as the compensation structure and employment conditions that otherwise apply in the Company (vertical customary practice).

The Supervisory Board uses what it considers to be a suitable peer group of companies to assess whether the compensation is at a customary level relative to other companies. When selecting the peer group, the Supervisory Board, having reviewed various offers, sought advice from recognised, independent external compensation experts. For the compensation system applicable in the 2025 financial year, the peer group currently consists of the following companies: Ascential plc, Auto Trader Group plc, CAR Group Limited, CompuGroup Medical SE & Co. KGaA, CTS Eventim AG & Co. KGaA, Evotec SE, Future plc, Global Fashion Group S.A., HelloFresh SE, Kontron AG, Nemetschek SE, New Work SE, q.beyond AG, REA Group Ltd, Rightmove plc, SNP Schneider-Neureither &

Partner SE, Ströer SE & Co. KGaA, TeamViewer AG and United Internet AG. The companies in the peer group were selected so that it contains growth companies that are comparable to Scout24 SE in terms of sector focus (focus on online platforms and software and IT companies) and in terms of revenue, number of employees and market capitalisation. On the one hand, it is crucial to reflect the scope of leadership responsibility. On the other hand, it is also important to consider the competition for management-level staff. The Supervisory Board also paid attention to the comparable complexity of the peer companies' business models and took international companies into account in the composition of the peer group. The peer companies are based in Europe and Australia, with the majority of the peer group companies based in Germany.

Within Scout24 SE, the senior management and the broader workforce are referred to in assessing customary practice as part of a vertical comparison, both for the current situation and over time. Senior management is defined as the first management level below the Management Board, while the workforce consists of all employees below senior management level.

If the Supervisory Board identifies a need for changes in relation to the currently applicable compensation system as part of its regular review, it decides on the corresponding changes. In the event of significant changes, but at least every four years, the compensation system is resubmitted to the Annual General Meeting for approval.

Scout24 SE's Supervisory Board has established four principles for the compensation system of the members of the Management Board, on the basis of which the compensation system aims to make a significant contribution to Scout24's sustainable and long-term performance.

Basic features of the compensation system

Strategy orientation	Long-term view and sustainability	Capital market orientation	Clarity and comprehensibility
• Ambitious growth targets for revenue and operating profit • Additional targets in LTI related to implementation of corporate strategy	• Long-term variable compensation makes up a significant portion of total compensation • LTI exceeds STI • Sustainability component that takes social and environmental aspects into account	• Variable compensation components mainly share-based through performance share units • Share ownership guideline (100% of net annual fixed compensation is to be invested in Scout24 shares; CEO: 150%)	• Compliance with requirements of AktG / Second Shareholders' Rights Directive of 12 December 2019 • Consideration of the recommendations of the GCGC as amended on 16 December 2019[1]

[1] The recommendations of the GCGC as of 16 December 2019 were taken into account when developing the compensation system applicable in the 2025 financial year. The revision of the GCGC as of 28 April 2022 did not result in any additional or deviating recommendations, such that the compensation system applicable in the 2025 financial year also complies with the latter version of the GCGC.

Components of the compensation system

The compensation of the members of Scout24 SE's Management Board consists of fixed and variable components. The fixed components consist of fixed compensation, ancillary benefits and retirement benefits. The variable components are performance-related and consist of the one-year variable compensation (short-term incentive, STI) and the multi-year, share-based variable compensation (long-term incentive, LTI).

The target total compensation comprises the sum of the fixed and variable compensation components. The target compensation is based on the STI and LTI at their target amounts, in other words, assuming 100% target achievement. The share of variable components in the target total compensation exceeds the share of fixed components. Among the variable components, the LTI with a term of several years predominates in order to create incentives for sustainable and long-term corporate development.

Target total compensation

Fixed components			Variable components	
Fixed compensation **~ 25% to 35%** Fixed base salary, paid in monthly instalments	**Ancillary benefits** **~ 1%** Essentially, provision of a company car and insurance allowances	**Pension cost** **~ 1% to 2%** Defined contribution plan (direct insurance)	**Short-term incentive (STI)** **~ 15% to 25%** Performance criteria for target bonus: • 35% revenue • 35% ooEBITDA[1] • 30% non-financial sustainability target Cap: 200% of target amount	**Long-term incentive (LTI)** **~ 45% to 55%** Performance criteria for performance share units: • 1/3 revenue growth • 1/3 ooEBITDA growth • 1/3 strategic target Cap: 300% of target amount
One-year term				**Multi-year (4 years) and share-based**

[1] Ordinary operating EBITDA (ooEBITDA) refers to EBITDA adjusted for non-operating effects, which mainly include expenses for share-based payments, M&A activities (realised and unrealised), reorganisation and other non-operating effects.

Other provisions

Provision	Arrangement
Share ownership guideline (SOG)	The members of the Management Board are obliged to acquire Scout24 SE shares for an amount of 150% (CEO) or 100% (ordinary members of the Management Board) of their net annual fixed compensation and to hold them for the duration of their appointment as members of the Management Board. This further aligns the interests of shareholders and the members of the Management Board. The share portfolio can be built up in stages. Members of the Management Board must hold their full portfolio by the end of the fourth full financial year after the start of their new term of appointment and permanently from that date onwards. Shares in Scout24 SE already held are taken into account. The value of the shares held is determined by the purchase price at the time of acquisition.
Penalty/clawback	Option to proportionately or fully reduce or reclaim variable compensation in the event of a serious breach of the duty of care (including breaches of the Company's internal Code of Conduct) within the meaning of Article 93 AktG or as defined in the provisions of the service contracts.
Maximum compensation	Cap on total compensation granted for a financial year pursuant to Article 87a (1) Sentence 2 No. 1 AktG: • CEO: EUR 6,500,000 • Ordinary member of the Management Board: EUR 4,000,000
Severance payment cap	Severance payments up to a maximum of twice the sum of basic compensation and STI (target amount), but no more than the compensation that would have been payable until the end of the contract term.

Updated compensation system: valid from 1 January 2026

By resolution dated 20 March 2025, Scout24 SE's Supervisory Board adopted a new compensation system for members of the Management Board. The Supervisory Board submitted the new compensation system for the Management Board to the Annual General Meeting for approval in accordance with Article 120a (1) AktG, and it was approved by a broad majority of 92.4%. The new Management Board compensation system presented was the outcome of a comprehensive process in which the Supervisory Board, with the involvement of an external compensation consultant, reviewed the previous compensation system to determine whether it is consistent with current market practice and best practice and benchmarked it. The findings revealed that the previous compensation system was already consistent with market standards and 'best in class'. For this reason, only minimal updates were made to the compensation system. The following elements are particularly notable: 1) At least one of the up to three non-financial strategic targets under the LTIP must be an ESG target from the catalogue of criteria provided for in the compensation system; 2) A pension allowance is granted exclusively to new members appointed to the Management Board; 3) The penalty/clawback clause in the event of incorrect consolidated financial statements (performance clawback) has been extended; 4) A stay-on-board rule has been introduced, under which the service contract is generally suspended in the event of the exercise of office being interrupted only temporarily, for example, due to parental leave or leave of absence to care for a relative; 5) Target values (threshold, target and cap values) for the STI and the LTI are determined at the beginning of the financial year, and the flexibility of the target achievement curves is increased. The possible total and fixed compensation for members of the Management Board was not increased, nor was the maximum compensation.

The Supervisory Board has agreed on an amendment to the service contracts with each member of the Management Board and has approved them. These amendments implement the new requirements and individual elements of the new Management Board compensation system from 1 January 2026. The amendments for Ralf Weitz and Dr Gesa Crockford implement all elements of the new compensation system for the Management Board.

Dr Dirk Schmelzer has waived the implementation of the stay-on-board regulation due to the short period during which it would apply, from 1 January 2026 until his departure on 28 February 2026.

In consultation with an external compensation consultant, the Supervisory Board also reviewed and updated the previous peer group for the market comparison of the Management Board's compensation. The new peer group was updated in accordance with the requirements of the AktG and based on the old peer group with a further focus on internationality and direct competition as well as Scout24's business model and strategy. The new peer group consists of the following companies: Auto1 Group SE, Auto Trader Group plc, Baltic Classifieds Group plc, CAR Group, CTS Eventim AG & Co. KGaA, Delivery Hero SE, Douglas AG, HelloFresh Deutschland SE & Co. KG, Hemnet Group AB, JUST Eat Takeaway.com B.V., Kontron AG, MONY Group plc, REA Group Ltd, Redcare Pharmacy N.V., Reply S.p.A., Rightmove Group Ltd, Vend Marketplaces ASA (formerly Schibsted ASA), Ströer SE & Co. KGaA, United Internet AG and Zillow Group Inc.

In addition, the Supervisory Board had the compensation level and structure of Scout24 SE's Management Board reviewed in terms of standard market practice based on the updated peer group. The findings from this review showed that the compensation of Scout24 SE's Management Board complies with all legal requirements and is consistent with market practice and therefore appropriate.

Compensation of members of the Management Board in the 2025 financial year

Composition of the Management Board

The Management Board comprised the following members in the 2025 financial year: since December 2018 Ralf Weitz, CEO (since March 2025 until the end of February 2025 CPTO), since June 2019 Dr Dirk Schmelzer, CFO; and since April 2024 Dr Gesa Crockford, CCO.

Tobias Hartmann, CEO, was also a member of the Management Board from November 2018. By resolution dated 24 June 2021, his appointment was extended for a second term, and he was appointed member of the Management Board until the end of 31 December 2025 and as CEO. By mutual agreement and on the basis of a termination agreement, the parties agreed to end his term of office as member of the Management Board prematurely as of the end of 28 February 2025 and to terminate his service contract prematurely as of the end of 31 May 2025. Also see the **Compensation granted and owed** section.

Target total compensation

Apart from the appointment of Ralf Weitz as Chief Executive Officer (CEO) and the adjustment of his target total compensation associated with his new role, there were no changes to the contractually agreed target total compensation in the reporting year.

In total, a target achievement of 100% results in the following target total compensation and the following relative shares of individual compensation elements in the target total compensation for the 2025 financial year:

EUR thousand	Ralf Weitz[1] CEO (former CPTO) since 12/2018		Dr Dirk Schmelzer CFO since 6/2019		Dr Gesa Crockford CCO since 4/2024		Tobias Hartmann[2] CEO 11/2018–2/2025	
	100 %	**Share**	**100%**	**Share**	**100%**	**Share**	**100%**	**Share**
Fixed components	**911.9**	**29.1%**	**618.0**	**30.0%**	**512.0**	**31.1%**	**430.8**	**28.6%**
Fixed compensation	906.7	28.9%	600.0	29.2%	500.0	30.4%	423.3	28.1%
Ancillary benefits	5.3	0.2%	18.0	0.9%	12.0	0.7%	7.5	0.5%
Variable components	**2,155.3**	**68.7%**	**1,399.0**	**68.0%**	**1,105.0**	**67.1%**	**1,043.3**	**69.3%**
One-year variable compensation (STI)	600.0	19.1%	392.0	19.1%	330.0	20.0%	289.2	19.2%
Multi-year variable compensation (LTI - LTIP 2021)[3]	1,555.3	49.6%	1,007.0	49.0%	775.0	47.1%	754.2	50.1%
Pension cost[4]	**70.8**	**2.3%**	**40.0**	**1.9%**	**30.0**	**1.8%**	**31.3**	**2.1%**
Total compensation	**3,138.1**	**100.0%**	**2,057.0**	**100.0%**	**1,647.0**	**100.0%**	**1,505.4**	**100.0%**

[1] The amounts shown in the table are pro rata amounts for the CPTO and CEO functions.
[2] The amounts shown in the table are the pro rata amounts for the period from January to May 2025 (member of the Management Board in January and February 2025; post-termination period March to May 2025).
[3] Under the LTIP 2021, members of the Management Board receive a tranche of virtual performance share units in Scout24 over the four-year term of the corresponding Management Board service contract, in each case annually on 1 January (or pro rata temporis from the start of service) (grant amount). The grant amount is used to determine the target total compensation for the respective financial year.
[4] The pension cost relates to a defined contribution plan (direct insurance policies) and, effective 1 March 2025, to a pro rata annual pension allowance (Ralf Weitz).

Implemented and planned changes

As Tobias Hartmann's successor, Ralf Weitz receives a fixed annual salary of EUR 952 thousand in his new role as CEO. With a contract term from 1 March 2025 to 28 February 2030, Ralf Weitz's target total compensation amounts to EUR 3,138.1 thousand for 2025 and to EUR 3,308.0 thousand p.a. for the years 2026 to 2029. For 2030, the grant will be made on a pro rata basis for the period from 1 January to 28 February 2030.

As successor to Dr Dirk Schmelzer, Martin Mildner will receive a fixed annual salary of EUR 750 thousand in his new role as CFO. With a contract term from 1 March 2026 to 28 February 2029, Martin Mildner's target total compensation will amount to EUR 1,756.7 thousand for 2026 and to EUR 2,108.0 thousand p.a. for the years 2027 and 2028. For 2029, the grant will be made on a pro rata basis for the period from 1 January to 28 February 2029.

Compensation granted and owed

The compensation deemed 'granted' within the meaning of Article 162 (1) AktG is presented below. These are amounts for which the individual members of the Management Board have rendered the underlying service in full by the end of the reporting period and that have been quantified ('compensation granted'). For the 2025 financial year, these are:

- Fixed compensation 2025
- Ancillary benefits 2025
- One-year variable compensation – STI 2025
- Multi-year variable compensation – LTIP 2021, 2021/2022[1] tranche
- Pension cost 2025
- Severance pay (see **Former members who have left the Management Board**)

In contrast to its inclusion in the target total compensation (the grant amount in the year of granting), multi-year variable compensation is only included in the compensation granted and owed as of the end of the respective waiting period or performance period pursuant to the definition above. This approach is considered to be more transparent and thus more appropriate, as it is not subject to assumption-related uncertainties.

[1] The amount reported for Dr Gesa Crockford relates to an earlier grant under participation programmes for selected employees, the term of which extends into her term of office as a member of the Management Board.

Furthermore, all compensation legally due but not yet received ('compensation owed') would have to be disclosed. In the reporting period, there is no compensation owed in the sense of compensation in arrears.

For information on compliance with the maximum compensation, see the **Cap on total annual compensation** section.

Current members of the Management Board

The current members of the Management Board received the following compensation in the 2025 financial year:

Compensation granted and owed

EUR thousand	Ralf Weitz[1] CEO (former CPTO) since 12/2018		Dr Dirk Schmelzer CFO since 6/2019		Dr Gesa Crockford[2,4] CCO since 4/2024		Total	
	2025	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
Fixed components	**911.9**	**685.3**	**618.0**	**618.0**	**512.0**	**384.0**	**2,041.9**	**1,687.3**
Fixed compensation	906.7	680.0	600.0	600.0	500.0	375.0	2,006.7	1,655.0
Ancillary benefits	5.3	5.3	18.0	18.0	12.0	9.0	35.3	32.3
Variable components	**3,307.8**	**750.8**	**1,537.8**	**654.1**	**463.2**	**773.2**	**5,308.8**	**2,178.1**
One-year variable compensation (STI)	810.2	750.8	529.3	654.1	445.6	413.0	1,785.2	1,817.9
Multi-year variable compensation (LTI)[5]	2,497.6	–	1,008.5	–	17.6	360.3	3,523.7	360.3
Pension cost[4]	**70.8**	**50.0**	**40.0**	**40.0**	**30.0**	**22.5**	**140.8**	**112.5**
Total compensation	**4,290.5**	**1,486.1**	**2,195.8**	**1,312.1**	**1,005.2**	**1,179.7**	**7,491.6**	**3,977.9**
Relative share of fixed components	22.9 %	49.5 %	30.0 %	50.1 %	53.9 %	34.5 %	29.1 %	45.2 %
Relative share of variable components	77.1 %	50.5 %	70.0 %	49.9 %	46.1 %	65.5 %	70.9 %	54.8 %

1 The amounts shown in the table for the 2025 financial year are pro rata amounts for the CPTO and CEO functions.
2 The amounts shown in the table for the 2024 financial year are the pro rata amounts for the period April to December 2024.
3 In contrast to its inclusion in the target total compensation (the grant amount in the year of granting), multi-year variable compensation is only included in the compensation granted and owed as of the end of the respective waiting period or performance period. For the first tranche of the LTIP 2021 (2021/2022 tranche), this date was reached at the end of the reporting year 2025; this tranche will be paid out in the 2026 financial year.
4 Due to the four-year waiting period and her appointment in 2024, no amounts from the multi-year variable Management Board compensation are yet due for payout to Dr Gesa Crockford. Prior to her appointment during the year, Dr Gesa Crockford participated in the participation programmes LTIP 2021 to LTIP 2024 (pro rata) for selected employees. The terms of these programmes partially extend into the period of her appointment to the Management Board. The multi-year variable compensation for both 2024 (value adjusted compared to the 2024 compensation report) and 2025 includes amounts relating to these programmes. These amounts are not subject to the maximum compensation.
5 The pension cost relates to a defined contribution plan (direct insurance policies) or, effective 1 March 2025, to a pro rata annual pension allowance (Ralf Weitz).

Relative shares of compensation granted and owed

EUR thousand	Ralf Weitz[1] CEO (former CPTO) since 12/2018		Dr Dirk Schmelzer CFO since 6/2019		Dr Gesa Crockford[3] CCO since 4/2024		Total	
	2025	Share	2025	Share	2025	Share	2025	Share
Fixed components	**911.9**	**21.3 %**	**618.0**	**28.1 %**	**512.0**	**50.9 %**	**2,041.9**	**27.3 %**
Fixed compensation	906.7	21.1 %	600.0	27.3 %	500.0	49.7 %	2,006.7	26.8 %
Ancillary benefits	5.3	0.1 %	18.0	0.8 %	12.0	1.2 %	35.3	0.5 %
Variable components	**3,307.8**	**77.1 %**	**1,537.8**	**70.0 %**	**463.2**	**46.1 %**	**5,308.8**	**70.9 %**
One-year variable compensation (STI)	810.2	18.9 %	529.3	24.1 %	445.6	44.3 %	1,785.2	23.8 %
Multi-year variable compensation (LTI)[2]	2,497.6	58.2 %	1,008.5	45.9 %	17.6	1.8 %	3,523.7	47.0 %
Pension cost[3]	**70.8**	**1.7 %**	**40.0**	**1.8 %**	**30.0**	**3.0 %**	**140.8**	**1.9 %**
Total compensation	**4,290.5**	**100.0 %**	**2,195.8**	**100.0 %**	**1,005.2**	**100.0 %**	**7,491.6**	**100.0 %**
Relative share of fixed components	22.9 %		30.0 %		53.9 %		29.1 %	
Relative share of variable components	77.1 %		70.0 %		46.1 %		70.9 %	

1 The amounts shown in the table are pro rata amounts for the CPTO and CEO functions.
2 In contrast to its inclusion in the target total compensation (the grant amount in the year of granting), multi-year variable compensation is only included in the compensation granted and owed as of the end of the respective waiting period or performance period. For the first tranche of the LTIP 2021 (2021/2022 tranche), this date was reached at the end of the reporting year 2025; this tranche will be paid out in the 2026 financial year.
3 Due to the four-year waiting period and her appointment in 2024, no amounts from the multi-year variable Management Board compensation are yet due for payout to Dr Gesa Crockford. Prior to her appointment during the year, Dr Gesa Crockford participated in the participation programmes LTIP 2021 to LTIP 2024 (pro rata) for selected employees. The terms of these programmes partially extend into the period of her appointment to the Management Board. The multi-year variable compensation for both 2024 (value adjusted compared to the 2024 compensation report) and 2025 includes amounts relating to these programmes. These amounts are not subject to the maximum compensation.
4 The pension cost relates to a defined contribution plan (direct insurance policies) or, effective 1 March 2025, to a pro rata annual pension allowance (Ralf Weitz).

Former members who have left the Management Board

Tobias Hartmann

In connection with the premature termination of Tobias Hartmann's service contract by mutual agreement, the following was stipulated in the termination agreement:

- His term of office as a member of the Management Board shall end prematurely as of the end of 28 February 2025 (date of resignation).
- The service contract is terminated prematurely as of the end of 31 May 2025 (termination date).
- Tobias Hartmann is released from his duties as of 1 March 2025 until the termination date.
- In the 2025 financial year, Tobias Hartmann will receive his pro rata annual fixed salary as well as his pro rata one-year variable compensation up to the termination date and five-twelfths of the LTIP 2021 tranche to be granted for 2025.
- Tobias Hartmann will participate in future payouts under LTIP 2021 relating to the 2023, 2024 and 2025 tranches (pro rata).
- The penalty/clawback provisions stipulated in the service contract remain in effect.
- For the aforementioned compensation components, the regulations on maximum compensation in accordance with the service contract continue to apply.
- Tobias Hartmann is contractually entitled to a severance payment of EUR 997.5 thousand from the Company, due on the termination date. This can be offset against the contractually agreed compensation payment in connection with the post-contractual non-compete clause (lasting two years) (EUR 1,016.0 thousand).
- The severance payment and the compensation payment in connection with the post-contractual non-compete clause are not subject to the maximum compensation cap.
- The Management Board member's obligation to hold shares under the share ownership guideline ends on the date of resignation.

As a result of the agreements described above, the compensation granted and owed to Tobias Hartmann for the 2025 financial year comprises the following:

Compensation granted and owed

EUR thousand	Tobias Hartmann CEO 11/2018–2/2025			
	1/2025–2/2025	3/2025–5/2025	2025	2024
	Management Board office[1]	Post-termination period[2]		
Fixed components	**172.3**	**258.5**	**430.8**	**1,034.0**
Fixed compensation	169.3	254.0	423.3	1,016.0
Ancillary benefits	3.0	4.5	7.5	18.0
Variable components	**156.2**	**234.3**	**4,442.9**	**1,158.0**
One-year variable compensation (STI)	156.2	234.3	390.5	1,158.0
Multi-year variable compensation (LTI)[3]	n/a[4]	n/a[4]	4,052.5	–
Pension cost[5]	**12.5**	**18.8**	**31.3**	**75.0**
Total	**341.0**	**511.5**	**4,905.0**	**2,267.0**
Severance payment	**–**	**997.5**	**997.5**	**0.0**
Total compensation	**341.0**	**1,509.0**	**5,902.5**	**2,267.0**
Relative share of fixed components			24.7%	48.9%
Relative share of variable components			75.3%	51.1%

1 28 February 2025 is the end of his term of office as member of the Management Board.
2 31 May 2025 is the date of termination of his service contract.
3 In contrast to its inclusion in the target total compensation (the grant amount in the year of granting), multi-year variable compensation is only included in the compensation granted and owed as of the end of the respective waiting period or performance period. For the first tranche of the LTIP 2021 (2021/2022 tranche), this date was reached at the end of the reporting year 2025; this tranche will be paid out in the 2026 financial year (see description in the ▸**LTI – long-term incentive programme 2021** section).
4 Allocation not possible
5 The pension cost relates to a defined contribution plan (direct insurance).

Relative shares of compensation granted and owed

EUR thousand	Tobias Hartmann CEO 11/2018–2/2025			
	1/2025–2/2025	3/2025–5/2025	2025	Share
	Management Board office[1]	Post-termination period[2]		
Fixed components	**172.3**	**258.5**	**430.8**	**7.3%**
Fixed compensation	169.3	254.0	423.3	7.2%
Ancillary benefits	3.0	4.5	7.5	0.1%
Variable components	**156.2**	**234.3**	**4,442.9**	**75.3%**
One-year variable compensation (STI)	156.2	234.3	390.5	6.6%
Multi-year variable compensation (LTI)[3]	n/a[4]	n/a[4]	4,052.5	68.7%
Pension cost[5]	**12.5**	**18.8**	**31.3**	**0.5%**
Total	**341.0**	**511.5**	**4,905.0**	**83.1%**
Severance payment	**0.0**	**997.5**	**997.5**	**16.9%**
Total compensation	**341.0**	**1,509.0**	**5,902.5**	**100.0%**
Relative share of fixed components			24.7%	
Relative share of variable components			75.3%	

1 28 February 2025 is the end of his term of office as member of the Management Board.
2 31 May 2025 is the date of termination of his service contract.
3 In contrast to its inclusion in the target total compensation (the grant amount in the year of granting), multi-year variable compensation is only included in the compensation granted and owed as of the end of the respective waiting period or performance period. For the first tranche of the LTIP 2021 (2021/2022 tranche), this date was reached at the end of the reporting year 2025; this tranche will be paid out in the 2026 financial year (see description in the ▸**LTI – long-term incentive programme 2021** section).
4 Allocation not possible
5 The pension cost relates to a defined contribution plan (direct insurance).

Dr Thomas Schroeter

In connection with Dr Thomas Schroeter's departure by mutual agreement in the 2023 financial year, the following point was agreed as part of the termination and settlement agreement with effect extending beyond the 2023 financial year:

- Dr Thomas Schroeter will participate in future payouts of LTIP 2021 relating to the 2021/2022 and 2023 tranches (pro rata temporis).

On account of these agreements, Dr Thomas Schroeter received total variable compensation of EUR 2,497.6 thousand from the multi-year variable compensation (LTIP 2021, tranche 2021/2022) in the 2025 financial year. In the 2024 financial year, Dr Thomas Schroeter received the pro rata annual amount of the compensation for the post-contractual non-compete covenant (EUR 170.0 thousand).

No further former members of the Management Board received compensation in the 2025 financial year.

Compensation components in detail

The compensation system is designed to create an incentive for performance-based governance. The compensation is made up of fixed and performance-related components and is capped both in total and with regard to the variable components. Supplementary regulations relate in particular to the share ownership guideline as well as the penalty/clawback clauses.

Fixed components

Fixed compensation

Based on their respective areas of activity and responsibility, the members of the Management Board receive a fixed basic salary that was paid monthly.

Ancillary benefits

The ancillary benefits vary for each member of the Management Board, but mainly include the provision of a company car (also for private purposes) or compensatory payments for waiving the use of a company car, proportionate reimbursement of the costs of health and long-term care insurance,[2] and permission for the private use of mobile phones, laptops and comparable equipment provided. In individual cases, rent or housing allowances, relocation allowances, and reimbursement of costs for trips home may be granted. However, this was not the case in the reporting year.

In addition, adequate directors and officers ('D&O') liability insurance has been concluded for the members of the Management Board. The insurance policy complies with the statutory requirements, in particular with regard to the deductible. Furthermore, the members of the Management Board are included in the Company's group accident insurance.

Pension cost

The pension plan for the members of the Management Board has so far been structured exclusively as a defined contribution plan. In other words, Scout24 SE pays a fixed amount into a direct insurance policy for the duration of the service contract. The pension benefit is a one-time payment of pension capital. From 1 March 2025, in connection with the conclusion of the new Management Board service contract with Ralf Weitz, the alternatively possible grant of fixed contributions to the pension scheme (pension allowance) was also applied.

Otherwise, the Company itself has not entered into any further pension contracts for members of the Management Board or granted pension commitments.

[2] The reimbursement of costs for health and long-term care insurance is not included in determining total compensation, as this is not part of the compensation granted or owed within the meaning of Article 162 AktG.

Variable components

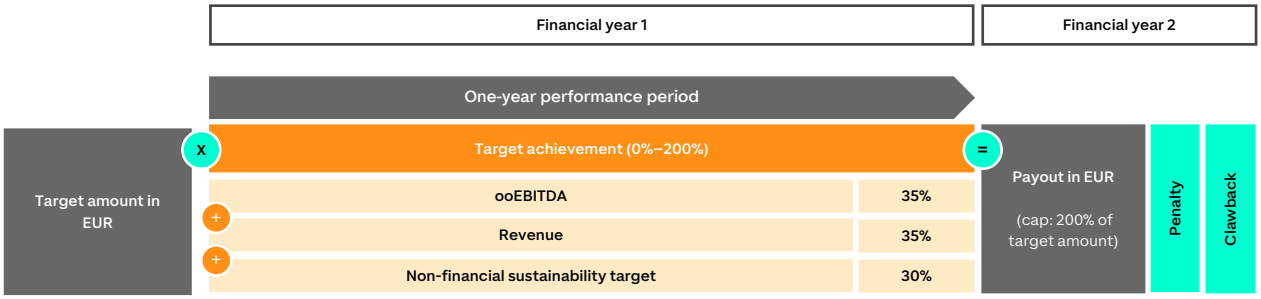
The variable compensation consists of one-year variable compensation and multi-year share-based variable compensation. It sets incentives for the implementation of the Company's strategy and, in turn, for its long-term and sustainable development.

One-year variable compensation (STI)

Each year, the Supervisory Board sets challenging thresholds, target values and caps for each performance criterion for the financial year ahead. The target values are derived from Scout24's operational and strategic planning and correspond to 100% target achievement. If a set target is missed to such an extent that the value falls short of the threshold, the STI component is not applicable. In other words, the STI can also cease to apply entirely if the threshold values for all performance criteria are not met.

The Supervisory Board determines the amount of the STI for a given financial year on the basis of the degree of target achievement of the performance criteria following approval of the corresponding consolidated financial statements. This entails the measurement of the achievement of quantitative targets and the Supervisory Board's assessment of qualitative targets based on professional standards. Taking into account the respective weighting of the performance criteria, the overall target achievement is determined, which is multiplied by the target amount to determine the payout amount. The payout amount is capped at 200% of the target amount.

The one-year variable compensation serves to promote the business strategy in that it is measured by reference to the operationalisation of the corporate strategy within a given financial year. The key performance criteria are Group revenue (35%), the Group's ordinary operating earnings before interest, taxes, depreciation and amortisation (the Group's ordinary operating EBITDA – ooEBITDA) (35%), and the non-financial sustainability target (environmental, social and governance target – ESG target) that applies to all members of the Management Board (30%).



The financial targets revenue and ordinary operating EBITDA (ooEBITDA), both at Group level, constitute Scout24 SE's most important performance indicators. Together, they incentivise sustainable and profitable growth, such that the STI directly promotes the implementation of Scout24 SE's growth strategy.

Scout24 is a growth and technology company, and a large number of investors hold investments on the basis of growth expectations. The Group revenue performance indicator increases the incentive to invest further in the expansion of digital products in order to make the real estate market more efficient. Revenue and revenue growth are therefore appropriate instruments for measuring performance based on investor expectations. Against the backdrop of the continued challenging macroeconomic environment and Scout24's leading position in an already highly developed real estate market, revenue growth still remains a challenging target. As a technology company with a large share of digital products, the focus is also on operational scaling. Ordinary operating EBITDA is an appropriate performance indicator and reflects the aim of translating revenue growth and innovation into operating profit.

Scout24 SE's Supervisory Board sets the non-financial sustainability target annually. It reflects Scout24's social and environmental responsibility and is derived from Scout24's sustainability strategy as part of the overall strategy. In setting the non-financial sustainability target, the Supervisory Board is also guided by the materiality analysis for sustainability reporting. Accordingly, the sustainability target can be derived from the sustainability target areas of management or business (including ethics and integrity, product development, data protection and data security).

The one-year variable compensation is paid annually in the following financial year following the corresponding ratifications by the Supervisory Board.

The one-year variable compensation is paid pro rata temporis if the service contract of a member of the Management Board begins and/or ends during the calendar year.

In addition to the cap of 200% and the provisions regarding maximum compensation, the service contracts for the Management Board contain the option of proportionately or fully reducing or reclaiming variable compensation in the event of a serious breach of the duty of care (including breaches of the Company's internal Code of Conduct) within the meaning of Article 93 AktG or as defined in the provisions of the service contracts (referred to as clawback clause). No use was made of this option in the 2024 financial year.

STI granted in the 2025 financial year

The compensation granted and owed in the 2025 financial year within the meaning of Article 162 (1) AktG comprises the STI for the 2025 financial year, which will be paid out at the beginning of the 2026 financial year.

The financial and non-financial targets for the one-year variable compensation of the members of the Management Board for the 2025 financial year were defined by Supervisory Board in December 2024, while the corresponding target values were approved by the Supervisory Board in March 2025 and subsequently communicated to the Management Board in writing.

In detail, the targets for the 2025 financial year were as follows:

Financial targets (35.0% each)

Target achievement	Multiplier	2025 revenue (EUR million)	2025 ooEBITDA (EUR million)
< 97.7%	0%	< 625.0	< 387.5
97.7%	50%	625.0	387.5
100.0%	**100%**	**640.0**	**396.8**
104.7%	200%	670.0	415.4

If targets are achieved proportionately within the corridor for both revenue and ordinary operating EBITDA (ooEBITDA), this is taken into account accordingly. Percentage points are not fixed target steps.

Non-financial target (30.0%)

Target achievement	Multiplier	Platform availability of the search function on the IS24 online platform in 2025 (%)
< 99.9%	0%	< 99.80%
99.9%	50%	99.80%
100.0%	**100%**	**99.90%**
100.1%	200%	99.98%

The objective of the non-financial target 2025 was to achieve a defined rate of availability of the ImmoScout24 online platform's search function.

The financial STI targets for the 2025 tranche for the 2025 financial year are based on the original guidance of 12% to 14% revenue growth, including an inorganic contribution of approximately 2 percentage points, as well as an increase in the ordinary operating EBITDA margin of up to 50 base points. They must also be viewed against the backdrop that, in the 2024 financial year, both revenue and the increase in the ordinary operating EBITDA margin exceeded the original capital market guidance of 9% to 11% revenue growth and an increase in the ordinary operating EBITDA margin to approximately 61%. In the 2024 financial year, actual revenue growth amounted to 11.2%, while the ordinary operating EBITDA margin increased to 61.5%.

The baseline figures for both revenue and ordinary operating EBITDA, as well as the corresponding ordinary operating EBITDA margin, were already at a high level due to the strong performance in the 2024 financial year. This was further impacted by the continued challenging conditions in the real estate market.

The absolute target values for 100% target achievement for revenue and ordinary operating EBITDA for 2025 were premised on year-on-year increases of 13.0% and 14.0%, respectively. The target values therefore hinge on an ambitious increase in revenue with an above-trend increase in earnings. The 100% target achievement level for the platform availability of the search function also represented a demanding target level, requiring an average availability of 99.90%.

The non-financial performance target 'Platform availability of the search function' is derived from Scout24 SE's sustainability strategy as part of its overall corporate strategy. It measures the technical availability of ImmoScout24's core search functionality across all relevant platforms (Android, iOS and web) and aims to minimise downtime of the ImmoScout24 platform as far as possible. The search function serves as the entry point for nearly every user interaction and forms the basis for reach, user satisfaction, conversion and ultimately revenue. Any downtime – for example, caused by cyberattacks such as data phishing, fraudulent listings, identity theft or data breaches – adversely affects user satisfaction, brand reputation and results in revenue losses. The Supervisory Board has defined a demanding level of ambition, setting 99.90% availability as the threshold for 100% target achievement.

With actual target achievement of 99.92% availability of the search function, a high level of stability and thus significant reliability of this customer-relevant core functionality was achieved in 2025.

In detail, the one-year variable target compensation for the 2025 financial year is as follows:

EUR thousand	Ralf Weitz[1] CEO (former CPTO) since 12/2018			Dr Dirk Schmelzer CFO since 6/2019			Dr Gesa Crockford CCO since 4/2024			Tobias Hartmann[2] CEO 11/2018–2/2025		
	Target 100%	Max. 200%	Min. 0%	Target 100%	Max. 200%	Min. 0%	Target 100%	Max. 200%	Min. 0%	Target 100%	Max. 200%	Min. 0%
Target	**600.0**	**1,200.0**	**–**	**392.0**	**784.0**	**–**	**330.0**	**660.0**	**–**	**289.2**	**578.3**	**–**

[1] The amounts shown in the table are pro rata amounts for the CPTO and CEO functions.
[2] The amounts shown in the table are the pro rata amounts for the period from January to May 2025 (member of the Management Board in January and February 2025; post-termination period March to May 2025).

Acknowledging the key figures achieved for the financial targets (revenue: EUR 649.6 million; ordinary operating EBITDA: EUR 405.5 million[3]; for further information, see the **Annual report 2025**) and the non-financial target (platform availability of the search function on the ImmoScout24 online platform: 99.92%), the Supervisory Board determined and decided on target achievement for the reporting year as follows:

EUR thousand				Ralf Weitz CEO (former CPTO) since 12/2018	Dr Dirk Schmelzer CFO since 6/2019	Dr Gesa Crockford CCO since 4/2024	Tobias Hartmann CEO 11/2018–2/2025
Target amount			**100%**	**600.0**	**392.0**	**330.0**	**289.2**
Targets	**Weighting**	**Target achievement multiplier**	**Overall target achievement**				
Revenue	35.0%	101.5% 131.9%		276.9	180.9	152.3	133.5
ooEBITDA	35.0%	102.2% 146.8%		308.3	201.4	169.6	148.6
Platform availability of the search function on the ImmoScout24 online platform	30.0%	100.02% 125.0%		225.0	147.0	123.8	108.4
Payout amount			**135.0%**	**810.2**	**529.3**	**445.6**	**390.5**

[3] The ordinary operating EBITDA figure was adjusted downward by EUR 212 thousand for the purpose of determining the short-term variable compensation for 2025.

STI granted in the 2026 financial year

The targets and their weighting for the one-year variable compensation of the members of the Management Board for the 2026 financial year were set by the Supervisory Board in December 2025, with the corresponding target values determined in March 2026 and communicated to the Management Board in writing. The targets for the 2026 financial year are both financial (revenue and ordinary operating EBITDA, each weighted at 35%) and non-financial. The non-financial target, which is weighted at 30%, relates to the 'workforce AI upskilling' metric.

In detail, the targets for the 2026 financial year are as follows:

Financial targets (35.0% each)

Target achievement	Multiplier	2026 revenue (EUR million)	2026 ooEBITDA (EUR million)
< 98.8% / < 99.1%	0%	< 760.0	< 460.0
98.8% / 99.1%	50%	760.0	460.0
100.0%	**100%**	769.0	464.0
103.5% / 105.2%	200%	796.0	488.0

If targets are achieved proportionately within the corridor for both revenue and ordinary operating EBITDA (ooEBITDA), this is taken into account proportionately accordingly; percentage points are not fixed target steps.

Non-financial target (30.0%)

Target achievement	Multiplier	2026 'Workforce AI Upskilling Index' (Points)
< 78 .6%	0%	< 55
78.6%	50%	55
100.0%	**100%**	**70**
135.7%	200%	95

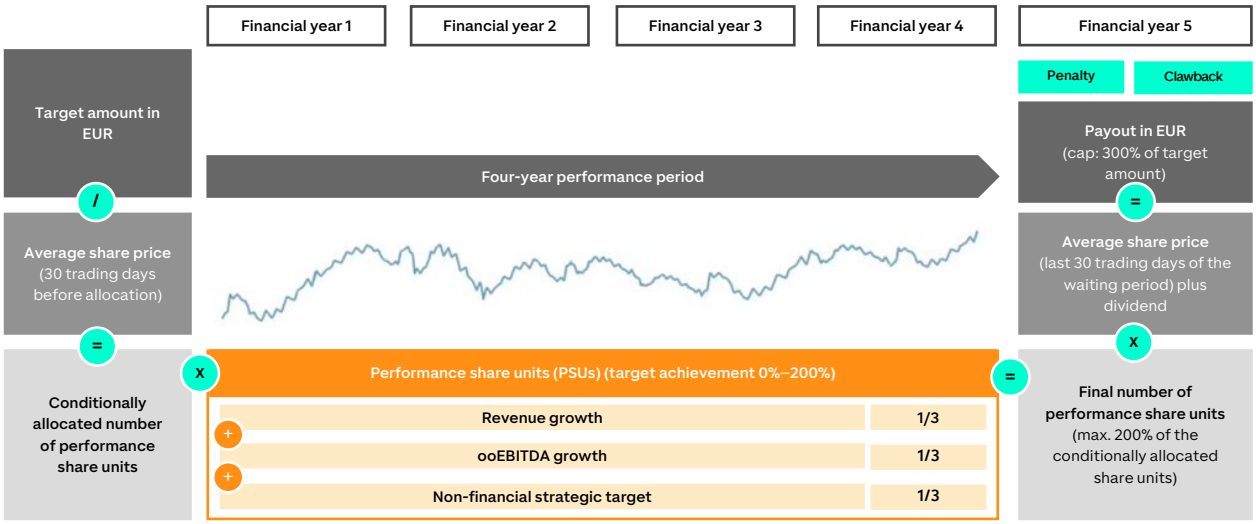
The non-financial ESG target 'workforce AI upskilling' aims to systematically build and measurably enhance AI competencies and the qualified use of AI within the workforce, thereby increasing efficiency and productivity across the entire company. Target achievement is measured using a 'Workforce AI Upskilling Index', which reflects the adoption rate, participation in AI training programmes, usage distribution and the systemic integration of AI into workflows. The target forms part of the ESG category 'Diversity, Equity and Inclusion'.

Multi-year variable compensation (LTI)

The share-based LTI in the form of performance share units (PSUs) is granted annually as a tranche. The target amount of each tranche is divided at the beginning of the term by the average share price of Scout24 SE (arithmetic mean of the Xextra closing prices of the last 30 trading days prior to the beginning of the performance period) to determine a number of conditionally allocated PSUs. The number of PSUs may increase or decrease depending on the target achievement of the performance criteria, while the value per PSU depends on the development of the share price within the respective four-year performance period. The number of PSUs can also be annulled entirely in the event that the lower limit of targets set is missed.

The relevant, equally weighted performance criteria are revenue growth, growth of ordinary operating EBITDA (ooEBITDA), and a non-financial strategic target that applies to all members of the Management Board and is set by the Supervisory Board for each tranche. Targets for revenue and ordinary operating EBITDA are therefore taken into account in both the STI and the LTI because they reflect the Group's key performance indicators. However, the analysis periods differ: while the STI is based on a one-year development, the LTI's four-year term per tranche emphasises sustainable and long-term corporate development. Investors and shareholders see these key indicators as central to the Company's value and performance. These key indicators are of material importance for the Company with respect to its access to the capital market and its ability to obtain financing. There is no comparable financial indicator in the Company's business model that would be more suitable. In connection with the share-based PSUs, the Supervisory Board decided against an additional share-based performance criterion, as the PSUs are already share-based and the share price therefore has an overall effect on the payout in the LTI. In addition, the share ownership guideline requires the members of the Management Board to hold Scout24 SE shares amounting to at least one time the net annual fixed compensation (CEO: 1.5 times the net annual fixed

compensation) no later than by the end of the fourth full financial year after the start of their new term of office, so that the interests of shareholders and members of the Management Board are aligned.

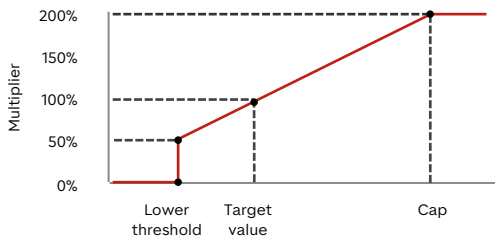


Revenue growth and ooEBITDA growth are defined in terms of a compound annual growth rate (CAGR). The definition of the non-financial strategic target may differ between tranches.

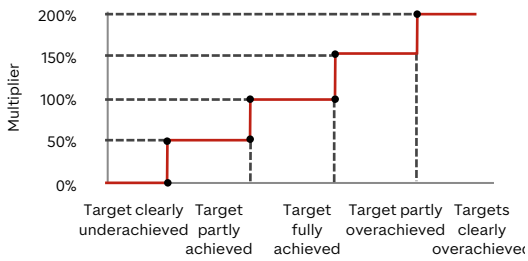
The core of Scout24 SE's growth strategy is sustainable and profitable growth and thus sustainably increasing the Company's value. The share-based LTI helps to promote the business strategy, as it is measured according to the increase in key financial growth indicators (revenue and ooEBITDA). For Scout24's shareholders, an increase in the Company's value translates into share price appreciation and dividends. Strategic initiatives that have only an indirect impact on financial indicators or the share price in the performance period, but that create value beyond the LTI, are taken into account in the LTI through the non-financial strategic target. Overall, this creates an incentive to increase the Company's value over the long term and on a sustainable basis.

Each year, the Supervisory Board sets demanding thresholds, target values and caps for each performance criterion for the upcoming tranche, which apply over the tranche's entire four-year term. The target values are based on Scout24 SE's long-term planning and correspond to 100% target achievement. If a performance criterion falls short of the threshold value, the component of the LTI is not applicable. In other words, the LTI can also cease to apply entirely if the threshold values for all performance criteria are not met. In case of clear overachievement of the set targets, target achievement is capped at 200%.

The diagram below shows the bonus curves for revenue growth and ordinary operating EBITDA growth:



The diagram below shows the bonus curve for the non-financial strategic target (for quantitative targets, linear progression as for financial targets is also possible):



The Supervisory Board determines the degree to which performance criteria are satisfied following approval of the consolidated financial statements relevant for the last financial year of the performance period. For revenue growth and ordinary operating EBITDA growth, this entails the measurement of target achievement. Similarly, the Supervisory Board determines target achievement for the non-financial strategic target by comparing actual and target performance.

Taking into account the respective weighting of the performance criteria, the overall target achievement is determined at the end of the performance period. This is multiplied by the conditionally allocated PSUs to determine the final number of PSUs, to which dividends are added and which is then multiplied by the average share price at the end of the performance period to determine the payout amount, which is capped at 300% of the target amount. The amount is paid out following the corresponding ratification by the Supervisory Board.

In addition to the cap on the payout for each tranche of 300% of the respective amount granted and the provisions regarding maximum compensation, the service contracts for the Management Board contain a penalty/clawback clause. No use was made of this option in the 2025 financial year.

Furthermore, payment may be deferred as long as a member of the Management Board fails to comply with the provisions of the share ownership guideline.

Inclusion in (future) target and compensation granted and owed

The target compensation is determined on the basis of the annual tranches or, in the event of a contract entered in the course of the year, the corresponding amount pro rata temporis (grant amount). To determine the compensation granted and owed, LTIP 2021 is only included at the end of the respective waiting period or performance period if there is a payable amount.

Long-term incentive programme 2021 (LTIP 2021)

Under the programme, members of the Management Board receive a tranche of virtual Scout24 performance share units (PSUs) in each year in which the related Management Board service contract is in effect, in each case on 1 January or as of the start of the Management Board service contract.

The following tranches have been granted under the LTIP 2021 to date:

i. 2021/2022 tranche[1]

EUR thousand	Ralf Weitz CEO (former CPTO) since 12/2018	Dr Dirk Schmelzer CFO since 6/2019	Tobias Hartmann CEO 11/2018–2/2025	Dr. Thomas Schroeter CPO 12/2018 - 6/2023
Target amount[2]				
2021 tranche[3]	79.9	n/a	213.2	79.9
2022 tranche	1,167.0	503.5	1,810.0	1,167.0
Total as of 31 December 2022[4]	**1,246.9**	**503.5**	**2,023.2**	**1,246.9**
Average share price (EUR; 30 trading days before allocation)	**59.969**	**59.969**	**59.969**	**59.969**
Conditionally allocated number of PSUs as of 31 December 2022 (thousand shares)	**20.8**	**8.4**	**33.7**	**20.8**

[1] Dr Gesa Crockford, who was appointed to the Management Board effective 1 April 2024, is not a beneficiary of the 2021/2022 tranche.
[2] As the contracts were concluded during the year, the figures for Ralf Weitz, Tobias Hartmann and Dr Thomas Schroeter for the 2021 tranche and for Dr Dirk Schmelzer for the 2022 tranche are pro rata figures.
[3] The performance period and performance factors for the 2021 tranche are the same as those for the 2022 tranche. Accordingly, both tranches are combined under '2022 tranche' in the following.
[4] The target or grant amount as of 1 January 2022 for Ralf Weitz, Tobias Hartmann and Dr Thomas Schroeter comprises the pro rata grant amount for the 2021 financial year and the grant amount for the 2022 financial year.

The PSUs granted vested at the end of the 2022 financial year. The four-year performance period of the 2022 tranche ended on 31 December 2025. The subsequent transaction is exclusively settled in cash.[4]

In detail, the targets for the 2021/2022 tranche were as follows:

Financial targets (33.3% each)

Target achievement	Multiplier	Revenue CAGR (%)	ooEBITDA CAGR (%)
< 75% / < 76%	0%	< 9.0%	< 9.5%
75% / 76%	50%	9.0%	9.5%
100%	100%	12.0%	12.5%
117% / 116%	200%	14.0%	14.5%

[4] Accordingly, the programme must be classified as a cash-settled share-based payment transaction in accordance with the requirements of IFRS 2.

Also weighted at **33.3%**, the **non-financial strategic target** was made up of two equally weighted targets. The strategic targets are derived from the medium- and long-term corporate strategy, which is also explained transparently to the capital market at regular Capital Markets Days. For the 2022 tranche, with the performance period from 2022 up to and including 2025, two strategic targets were derived from the Capital Markets Day 2021 strategy, each with equal weighting:

- To reach a defined number of real estate properties with landlord services
- To reach a defined number of specific real estate transactions

Together, these two targets support the ImmoScout24 platform's development beyond its core business and thus form the basis for innovative growth, ensure diversification of revenue streams and also engender greater resilience across different market phases. Target achievement is therefore based on organic product development and on the further development of strategic business combinations.

Acknowledging the key figures achieved for the financial targets (revenue CAGR: 11.5%; ooEBITDA CAGR: 15.7%; the figures were each adjusted for the acquisitions of the 2022 to 2025 financial years) and the non-financial target, the Supervisory Board determined and decided on target achievement for the LTIP 2022 tranche as follows:

				Ralf Weitz CEO (former CPTO) since 12/2018	**Dr Dirk Schmelzer CFO since 6/2019**	**Tobias Hartmann CEO 11/2018–2/2025**	**Dr Thomas Schroeter CPO 12/2018 – 6/2023**
Conditionally allocated number of PSUs as of 31 December 2022 (thousand shares)			**100%**	**20.8**	**8.4**	**33.7**	**20.8**
Targets	**Weighting**	**Target achievement multiplier**	**Overall target achievement**				
Revenue CAGR	33.3%	95.6% 91.1%		6.3	2.6	10.2	6.3
ooEBITDA CAGR	33.3%	125.4% 200.0%		13.9	5.6	22.5	13.9
Real estate properties	33.3%	103.4% 111.2%		3.9	1.6	6.3	3.9
Sale transactions		99.3% 96.5%		3.3	1.4	5.4	3.3
Number of PSUs after multiplier (thousand shares)			**131.7 %**	**27.4**	**11.1**	**44.4**	**27.4**

	Ralf Weitz CEO (former CPTO) since 12/2018	**Dr Dirk Schmelzer CFO since 6/2019**	**Tobias Hartmann CEO 11/2018–2/2025**	**Dr. Thomas Schroeter CPO 12/2018–6/2023**
Number of PSUs after multiplier (thousand shares)	27.4	11.1	44.4	27.4
Share price in EUR[1]	91.23	91.23	91.23	91.23
Payout amount in EUR thousand	**2,497.6**	**1,008.5**	**4,052.5**	**2,497.6**
Grant amount	1,246.9	503.5	2,023.2	1,246.9
Max. 300%	3,740.8	1,510.5	6,069.7	3,740.8

[1] Average share price (in EUR) over the 30-day trading period prior to the end of the programme, plus the dividends (in EUR) distributed by Scout24 SE during the vesting period.

ii. 2023 tranche[1]

EUR thousand	Ralf Weitz CEO (former CPTO) since 12/2018	Dr Dirk Schmelzer CFO since 6/2019	Tobias Hartmann CEO 11/2018–2/2025	Dr Thomas Schroeter[2] CPO 12/201–6/2023
Target amount				
2023 tranche	1,167.0	1,007.0	1,810.0	97.3
Total as of 31 December 2023	**1,167.0**	**1,007.0**	**1,810.0**	**97.3**
Average share price (EUR; 30 trading days before allocation)	**50.475**	**50.475**	**50.475**	**50.475**
Conditionally allocated number of PSUs as of 31 December 2023 (thousand shares)	**23.1**	**20.0**	**35.9**	**1.9**

1 Dr Gesa Crockford, who was appointed to the Management Board effective 1 April 2024, is not a beneficiary of the 2023 tranche.
2 In accordance with the termination and settlement agreement, Dr Thomas Schroeter will receive one-twelfth of the LTIP 2021 tranche to be granted for 2023. Also see the ▸**Compensation granted and owed** section.

The PSUs granted vested at the end of the 2023 financial year. The four-year performance period of the 2023 tranche ends on 31 December 2026. The subsequent transaction is exclusively settled in cash.[5]

Financial targets (33.3% each)

Target achievement	Multiplier	Revenue CAGR (%)	ooEBITDA CAGR (%)
< 75% / < 77%	0%	< 8.8%	< 9.8%
75% / 77%	50%	8.8%	9.8%
100%	100%	11.8%	12.8%
117% / 116%	200%	13.8%	14.8%

Also weighted at **33.3%**, the objective of the **non-financial strategic target** is:

- To reach a defined number of specific subscription customers

For the 2023 tranche (performance period 2023–2026), the increase in subscription customers number, particularly in the Plus products for seekers, was selected, as the enhanced range of services represents a key component of product and platform development. This focus on simplifying transactions and enhancing services complements the targets set in 2022 relating to property listings and transaction volumes. Together, these non-financial targets form the basis for innovative growth, revenue diversification and greater market resilience.

After three quarters of the performance period, the interim result is a weighted overall performance of the factors amounting to 29%. The final target achievement may deviate from these values and can only be determined after the end of the four-year performance period. The same applies to the development of the share price, i.e. the average share price at the end of the performance period. In this respect, no forecast of the payout amount is made.

iii. 2024 tranche

EUR thousand	Ralf Weitz CEO (former CPTO) since 12/2018	Dr Dirk Schmelzer CFO since 6/2019	Dr Gesa Crockford[1] CCO since 4/2024	Tobias Hartmann CEO 11/2018–2/2025
Target amount				
2024 tranche	1,167.0	1,007.0	581.3	1,810.0
Total as of 31 December 2024	**1,167.0**	**1,007.0**	**581.3**	**1,810.0**
Average share price (EUR; 30 trading days before allocation)	**63.349**	**63.349**	**63.349**	**63.349**
Conditionally allocated number of PSUs as of 31 December 2024 (thousand shares)	**18.4**	**15.9**	**9.2**	**28.6**

1 The amount shown in the table for the 2024 tranche is the pro rata amount for the period April to December 2024. An amount of EUR 775 thousand has been contractually agreed for a calendar year.

5 Accordingly, the programme must be classified as a cash-settled share-based payment transaction in accordance with the requirements of IFRS 2.

The PSUs granted vested at the end of the 2024 financial year. The four-year performance period of the 2024 tranche ends on 31 December 2027.

Financial targets (33.3% each)

Target achievement	Multiplier	Revenue CAGR (%)	ooEBITDA CAGR (%)
<67% / <70%	0%	<6.0%	<7.0%
67% / 70%	50%	6.0%	7.0%
100%	100%	9.0%	10.0%
144% / 130%	200%	13.0%	13.0%

Also weighted at **33.3%**, the **non-financial strategic target** is made up of two equally weighted targets.

For the 2024 tranche, with the performance period from 2024 up to and including 2027, two strategic targets were derived, each with equal weighting:

- Number of professional customers
- Number of registered Property Hub users

Both professional customers and registered Property Hub users play a significant role in implementing the corporate strategy with a focus on interconnectivity as communicated at Capital Markets Day 2024. Both groups are key marketplace participants and have long-term strategic relevance for Scout24.

Together, both targets promote innovative product development, diversify revenue streams and generate sustainable growth beyond the core business.

After half of the performance period has elapsed, the interim result is a weighted overall performance of the factors amounting to 169%. The final target achievement may deviate from these values and can only be determined after the end of the four-year performance period. The same applies to the development of the share price, i.e. the average share price at the end of the performance period. In this respect, no forecast of the payout amount is made.

iv. 2025 tranche

EUR thousand	Ralf Weitz CEO (former CPTO) since 12/2018	Dr Dirk Schmelzer CFO since 6/2019	Dr Gesa Crockford CCO since 4/2024	Tobias Hartmann[1] CEO 11/2018–2/2025
Target amount				
2025 tranche	1,555.3	1,007.0	775.0	754.2
Total as of 31 December 2025	**1,555.3**	**1,007.0**	**775.0**	**754.2**
Average share price (EUR; 30 trading days before allocation)	**86.077**	**86.077**	**86.077**	**86.077**
Conditionally allocated number of PSUs as of 31 December 2025 (thousand shares)	**18.1**	**11.7**	**9.0**	**8.8**

[1] In accordance with the termination agreement, Tobias Hartmann will receive one-twelfth of the LTIP 2021 tranche to be granted for 2025. Also see the ▸**Compensation granted and owed** section.

The PSUs granted vested at the end of the 2025 financial year. The four-year performance period of the 2025 tranche ends on 31 December 2028.

Financial targets (33.3% each)

Target achievement	Multiplier	Revenue CAGR (%)	ooEBITDA CAGR (%)
<78% / <80%	0%	<7.0%	<8.0%
78% / 80%	50%	7.0%	8.0%
100%	100%	9.0%	10.0%
144% / 140%	200%	13.0%	14.0%

Also weighted at **33.3%**, the **non-financial strategic target** is made up of two equally weighted targets.

For the 2025 tranche, with the performance period from 2025 up to and including 2028, two strategic targets were derived, each with equal weighting:

- Proportion of certain professional customers using a specific on-top product
- Further reduction in the proportion of non-phished B2B accounts in 2028

The two non-financial LTI targets address professional customers as key strategic value drivers of Scout24's business model and complement the financial growth metrics with material qualitative steering parameters. The targets promote both product innovation and the expansion of the integrated platform ecosystem, as well as the long-term retention of professional customers and trust and security as fundamental prerequisites for sustainable market success. In combination, the targets support long-term value creation and the strategic development of Scout24.

The non-financial target 'Proportion of certain professional customers using a specific on-top product' measures the proportion of professional customers actively using at least one additional ecosystem product (EcoSystem OnTopProduct (OTP)) offered by Scout24. It thus addresses Scout24's strategic evolution from a traditional listings marketplace to an integrated, data- and service-driven platform ecosystem along the entire value chain for professional customers.

The second non-financial target 'Further reduction in the proportion of non-phished B2B accounts' reflects Scout24's high security standards and measures the average proportion of commercial B2B accounts that were not compromised by phishing or comparable security incidents. It therefore addresses a key success factor of the ImmoScout24 platform: customer trust and security as the basis for sustainable usage, stable business relationships and long-term value creation. A high level of security not only protects the affected customers, but also safeguards seekers and property owners from fraudulent content, preserves Scout24's brand reputation and reduces regulatory, operational and financial risks.

The financial LTI targets for the 2025 tranche must be viewed against the backdrop of strong revenue development and a significant increase in ordinary operating EBITDA (ooEBITDA) in the preceding years. The Supervisory Board of Scout24 SE therefore considers the targets for the 2025 tranche to be ambitious, particularly in light of challenging market developments and taking into account prior M&A activities.

After one quarter of the performance period has elapsed, the interim result shows a weighted overall performance of the factors of 135%. The final level of target achievement may deviate from these figures and can only be determined after the end of the four-year performance period. The same applies to the share price performance, i.e. the average share price at the end of the performance period. Accordingly, no forecast of the payout amount is made.

The vesting period for the subsequent 2026 LTIP tranche does not begin until after the reporting period 2025 as of 1 January 2026.

STI and LTI – factoring in extraordinary events and developments

In accordance with recommendation G.11 of the GCGC, the Supervisory Board has the option, in special cases that must be justified (e.g. in the event of an acquisition of a company or the sale of parts of a company), to take appropriate account of extraordinary events or developments when determining target achievement with respect to the STI and LTI. Generally unfavourable market developments are expressly not considered to be extraordinary developments. Any use made by the Supervisory Board of this option is disclosed in the corresponding compensation report. There were no such matters to report in the previous year and the past financial year.

Cap on total annual compensation[6]

Total annual compensation, consisting of all compensation components, including retirement benefits, ancillary benefits of any kind and any other payments, is capped: in the case of Ralf Weitz as CEO for 2025 financial year[7], at a maximum gross amount of EUR 6,083.3 thousand (CPTO: maximum gross amount of EUR 4,000.0 thousand); in the case of Dr Dirk Schmelzer, Dr Gesa Crockford and Dr Thomas Schroeter, at a maximum gross amount of EUR 4,000.0 thousand each; and in the case of Tobias Hartmann, at a maximum gross amount of EUR 6,500.0 thousand. If the cap is exceeded, the LTI amount paid out is reduced accordingly.

Compliance with this maximum compensation can only ever be conclusively verified retrospectively once the amount of the LTIP 2021 tranche granted for the respective financial year has been determined at the end of the four-year performance period.

2025 Financial year

With the above caveat, the maximum compensation was observed in the 2025 financial year. See the table below for details.

EUR thousand	Ralf Weitz CEO (former CPTO) since 12/2018	Dr Dirk Schmelzer CFO since 6/2019	Dr Gesa Crockford CCO since 4/2024	Tobias Hartmann[1] CEO 11/2018–2/2025
Fixed components	**911.9**	**618.0**	**512.0**	**430.8**
Fixed compensation	906.7	600.0	500.0	423.3
Ancillary benefits	5.3	18.0	12.0	7.5
Variable components	**810.2**	**529.3**	**445.6**	**390.5**
One-year variable compensation (STI)	810.2	529.3	445.6	390.5
Multi-year variable compensation (LTI) – LTIP 2021 (2025 tranche)	No payout yet in the 2025 financial year			
Pension cost	**70.8**	**40.0**	**30.0**	**31.3**
Total compensation	**1,793.0**	**1,187.3**	**987.6**	**852.6**
Maximum compensation p. a.	6,083.3	4,000.0	4,000.0	6,500.0
Headroom	4,290.4	2,812.7	3,012.4	5,647.4

[1] The amounts shown in the table are the pro rata amounts for the period from January to May 2025 (member of the Management Board in January and February 2025; post-termination period March to May 2025). The severance payment and the compensation payment in connection with the post-contractual non-compete clause are not subject to the maximum compensation cap.

[6] In each case, the amounts indicated are the amounts applicable for a full year (twelve months).
[7] From 2026 onwards, a maximum amount of EUR 6,500 thousand.

2021 and 2022 financial years

For the first tranche of the LTIP 2021 (2021/2022 tranche), the four-year performance period was completed at the end of the reporting year; the maximum compensation for 2021 and 2022 was complied with. See the table below for details.

2021 EUR thousand	Ralf Weitz[1] CEO (former CPTO) since 12/2018	Dr Dirk Schmelzer[1] CFO since 6/2019	Tobias Hartmann[1] CEO 11/2018–2/2025	Dr Thomas Schroeter[1] CPO 12/2018–6/2023
Fixed components	**47.2**	**n/a**	**119.0**	**48.1**
Fixed compensation	46.8		116.9	46.8
Ancillary benefits	0.3		2.1	1.2
Variable components	**205.0**	**n/a**	**546.2**	**205.0**
One-year variable compensation (STI)	44.9		119.1	44.9
Multi-year variable compensation (LTI) – LTIP 2021 (2021/2022 tranche)	160.1		427.1	160.1
Pension cost	**–**	**n/a**	**–**	**–**
Total compensation	**252.2**	**n/a**	**665.2**	**253.0**
Maximum compensation p.a.	4,000.0	n/a	6,500.0	4,000.0
Headroom	3,747.8	n/a	5,834.8	3,747.0

[1] The amounts shown in the table are the pro rata amounts for the second Management Board service contract in each case, commencing in the 2021 financial year (Ralf Weitz, Dr Thomas Schroeter: 7 to 31 December 2021, Tobias Hartmann: 19 November to 31 December 2021). These amounts are compared with the maximum compensation for a full year. As the term of Dr Dirk Schmelzer's second Management Board service contract began on 1 July 2022, no data are included for him.

2022 EUR thousand	Ralf Weitz CEO (former CPTO) since 12/2018	Dr Dirk Schmelzer[1] CFO since 6/2019	Tobias Hartmann CEO 11/2018–2/2025	Dr Thomas Schroeter CPO 12/2018–6/2023
Fixed components	**684.8**	**309.0**	**1,034.3**	**698.3**
Fixed compensation	680.0	300.0	1,016.0	680.0
Ancillary benefits	4.8	9.0	18.3	18.3
Variable components	**2,952.6**	**1,276.4**	**4,574.0**	**2,952.6**
One-year variable compensation (STI)	615.1	267.9	948.6	615.1
Multi-year variable compensation (LTI) – LTIP 2021 (2021/2022 tranche)	2,337.5	1,008.5	3,625.4	2,337.5
Pension cost	**50.0**	**40.0**	**75.0**	**50.0**
Total compensation	**3,687.3**	**1,625.4**	**5,683.3**	**3,700.9**
Maximum compensation p.a.	4,000.0	4,000.0	6,500.0	4,000.0
Headroom	312.7	2,374.6	816.7	299.1

[1] The amounts shown in the table are the pro rata amounts for the second Management Board service contract, commencing in the 2022 financial year (1 July to 31 December 2022). These amounts are compared with the maximum compensation for a full year.

Also see the disclosures in the previous section, ▸**Multi-year variable compensation (LTI)**.

Management Board termination benefits

In the event that a service contract is terminated early by the Company for a reason that does not constitute good cause for the Company to terminate the contract in accordance with Article 626 of the German Civil Code ('Bürgerliches Gesetzbuch', BGB), the service contracts for members of the Management Board include a severance payment commitment amounting to two times the sum of the annual fixed compensation and the target amount of the one-year variable compensation, up to a maximum of the compensation that would be payable until the end of the contract term (severance payment cap). Under the compensation system approved by the 2021 Annual General Meeting, any claims for a compensation payment under the post-contractual non-compete clause will be offset against the severance payment.

If termination of the employment relationship is based on a reason that constitutes good cause under Article 626 BGB for termination without notice by the Company, no severance payment shall be granted.

Post-contractual non-compete clauses have been agreed for the members of the Management Board, which provide for compensation payments to be made by the Company for the duration of the post-contractual non-compete period of two years. To the extent that this clause is applied, the members of the Management Board in each case receive monthly compensation payments for the duration of the post-contractual non-compete period equivalent to half of the last fixed compensation paid. Other income is taken into account in the compensation payments.

The Company has the right to waive the post-contractual non-compete clause such that it ends with immediate effect and that no further compensation is payable after six months.

By resolution dated 14 October 2021, Dr Dirk Schmelzer was appointed member of the Management Board until the end of 30 June 2026 and was appointed Chief Financial Officer (CFO). Dr Dirk Schmelzer left the Company of his own volition on 28 February 2026.

In connection with the premature termination of the service contract requested by Dr Dirk Schmelzer, the following was stipulated in the termination agreement:

- His term of office as member of the Management Board is terminated prematurely as of the end of 28 February 2026 and his service contract is also terminated prematurely as of the end of 28 February 2026 (termination date).
- In the 2026 financial year, Dr Dirk Schmelzer will receive his pro rata annual fixed salary as well as his pro rata one-year variable compensation up to the termination date and two-twelfths of the LTI tranche to be granted for 2026.
- The penalty/clawback provisions stipulated in the service contract remain in effect.
- For the aforementioned compensation components, the regulations on maximum compensation in accordance with the service contract continue to apply.
- No severance payment will be made in connection with the departure.
- A contractual non-compete clause applies until the termination date and the post-contractual non-compete clause is cancelled without compensation.
- The Management Board member's obligation to hold shares under the share ownership guideline ends on the termination date.

In addition to the matter described above, reference is made to the information described in the **Compensation granted and owed** section (see **Former members who have left the Management Board**). There are no other matters to report.

Change of control

There are no specific termination, severance or other rights of the members of the Management Board in the event of a change of control.

Other provisions

Share ownership guideline

The members of the Management Board are obliged to acquire Scout24 SE shares for an amount of 150% (CEO) or 100% (ordinary members of the Management Board: CFO, CPTO, CCO) of their net annual fixed compensation and to hold them for the duration of their appointment as members of the Management Board. The share portfolio can be built up in stages. All members of the Management Board have fulfilled their contractual obligations.

Members of the Management Board	Target (% of net annual fixed compensation)	End date of accumulation phase	Stage of accumulation phase	Number of shares held
Ralf Weitz, CEO (former CPTO) since 12/2018	100%[1]	31 Dec. 2025[1]	Target share porfolio reached	8,021 shares
Dr Dirk Schmelzer, CFO since 6/2019	100%	28 Feb. 2026[2]	30 Jun. 2025 75% (third stage)	4,000 shares
Dr Gesa Crockford, CCO since 4/2024	100%	31 Mar 2028	31 Mar. 2025 25% (first stage)	1,401 shares

[1] As at 31 December 2025, the shareholding requirement applies to a shareholding amounting to 100% of the net annual fixed remuneration under the former Management Board service agreement (CPTO contract). As at 31 December 2028, the shareholding requirement applies to a shareholding amounting to 150% of the net annual fixed remuneration under the Management Board service agreement that entered into force on 1 March 2025 (CEO contract).

[2] In connection with the premature termination of his service contract as requested by Dr Dirk Schmelzer, the obligation to hold shares in accordance with the share ownership guideline ends on the agreed termination date. Also see the **Management Board termination benefits** section.

The value of the shares held is determined by the purchase price at the time of acquisition.

Penalty/clawback clause

No use was made in the 2025 financial year of the option to proportionately or fully reduce or reclaim variable compensation in the event of a serious breach of the duty of care (including breaches of the Company's internal Code of Conduct) within the meaning of Article 93 AktG or as defined in the provisions of the service contracts.

Compensation of the members of the Supervisory Board

On 8 July 2021, the Company's Annual General Meeting confirmed under agenda item 7 'Resolution on the compensation of the members of the Supervisory Board' with a majority vote of 99.9% the compensation of the Supervisory Board members pursuant to Article 12 of the Articles of Association, including the compensation system on which this is based, as described below.

At the Annual General Meeting of Scout24 SE of 30 June 2022, under agenda item 8, an amendment to the relevant provision of the Articles of Association and the compensation of the Supervisory Board members was confirmed with a majority vote of 99.3%.

In 2026, the Annual General Meeting will again adopt a resolution on the compensation of the Supervisory Board in accordance with the four-year cycle prescribed by law. Also see the **Letter of the Supervisory Board**. In accordance with Article 113 (3) Sentence 6 AktG in conjunction with Article 120a (2) AktG, the compensation system for the members of the Supervisory Board is published on the Company's website at **www.scout24.com/en/investor-relations/corporate-governance/compensation**.

Basic features of the compensation

The task of the Supervisory Board is to independently advise and monitor the Management Board, which is responsible for managing the Company and conducting its business. The members of the Supervisory Board are entitled to compensation that adequately reflects both the requirements of the office and the time invested as well as the responsibility of the members of the Supervisory Board.

The compensation of the members of the Supervisory Board is established in the Articles of Association as purely fixed compensation depending on the tasks of the respective member on the Supervisory Board or its committees.

Moreover, purely fixed compensation also meets the predominant expectations of today's investors for good corporate governance. This also follows from recommendation G.18 GCGC in the version dated 16 December 2019 as well as unchanged in the version dated 28 April 2022.

The Supervisory Board reviews its compensation at regular intervals. The compensation of other, comparable companies is also taken into account. Based on this review, the Supervisory Board decides whether a change in compensation is necessary and appropriate. In such a case, the Management Board and Supervisory Board submit a proposal to the Annual General Meeting to adjust the compensation. The Management Board and Supervisory Board will in any event submit the compensation of the members of the Supervisory Board for resolution by the Annual General Meeting in accordance with the cycle prescribed by law no later than every four years.

Provisions in detail

The compensation paid to the Supervisory Board is based on the corresponding provisions contained in the Company's Articles of Association. Accordingly, each member of the Company's Supervisory Board receives fixed annual compensation of EUR 70.0 thousand in addition to reimbursement of their outlays. The Chair of the Supervisory Board and his or her deputy receive fixed annual compensation of EUR 175.0 thousand and EUR 140.0 thousand, respectively. Each member of the Audit Committee additionally receives fixed annual compensation of EUR 25.0 thousand and its chair receives EUR 50.0 thousand. Members of a committee additionally receive fixed annual compensation of EUR 20.0 thousand and committee chairs EUR 40.0 thousand, respectively.

Members of the Supervisory Board who were not members during a full financial year receive the compensation pursuant to the previous paragraph pro rata temporis in the amount of one-twelfth for each commenced month of their term of office.

The compensation is payable at the end of each financial year and, where applicable, is paid together with value-added tax.

The members of the Supervisory Board are covered by adequate D&O insurance that the Company takes out in its own interest. The insurance premiums are paid by the Company.

Compensation in the 2025 financial year

On 5 June 2024, the Company's Annual General Meeting elected Dr Hans-Holger Albrecht, Frank H. Lutz, André Schwämmlein, Maya Miteva and Sohaila Ouffata for a further term of office and Andrea Euenheim for a first term of office for the period until the end of the Annual General Meeting that passes a resolution on exoneration for the 2027 financial year. Dr Elke Frank stepped down from the Supervisory Board upon the end of the Annual General Meeting of 5 June 2024. Sohaila Ouffata stepped down from the Supervisory Board of Scout24 SE at the close of the Annual General Meeting on 5 June 2025. Lutz Finger was appointed as a member of Scout24 SE's Supervisory Board by the Annual General Meeting 2025. At the Supervisory Board's constituent meeting, Lutz Finger was elected member of the Audit Committee.

The members of the Supervisory Board received the following compensation in the 2025 financial year[8]:

EUR thousand		Fixed basic compensation	Executive Committee	Audit Committee	Remuneration Committee	Total
Dr Hans-Holger Albrecht	2025	175.0	40.0	25.0	20.0	**260.0**
	2024	175.0	40.0	25.0	20.0	**260.0**
Frank H. Lutz	2025	140.0	20.0	50.0	11.7	**221.7**
	2024	140.0	20.0	50.0	–	**210.0**
Maya Miteva	2025	70.0	–	25.0	–	**95.0**
	2024	70.0	–	25.0	–	**95.0**
Andrea Euenheim[1]	2025	70.0	–	–	40.0	**110.0**
	2024	40.8	–	–	23.3	**64.1**
André Schwämmlein	2025	70.0	20.0	–	–	**90.0**
	2024	70.0	20.0	–	–	**90.0**
Lutz Finger[1]	2025	40.8	–	14.6	–	**55.4**
	2024	–	–	–	–	**–**
Sohaila Ouffata[1]	2025	35.0	–	–	10.0	**45.0**
	2024	70.0	–	–	20.0	**90.0**
Dr Elke Frank[1]	2025	–	–	–	–	**–**
	2024	35.0	–	–	20.0	**55.0**
Total	**2025**	**600.8**	**80.0**	**114.6**	**81.7**	**877.1**
	2024	**600.8**	**80.0**	**100.0**	**83.3**	**864.1**

[1] Pro rata amounts are taken into account for Lutz Finger and Sohaila Ouffata for the 2025 financial year. Pro rata amounts are taken into account for Andrea Euenheim and Dr Elke Frank for the 2024 financial year.

Members of the Supervisory Board are reimbursed for necessary outlays. Reimbursed outlays (excluding value-added tax (VAT) reimbursed) paid to members of the Supervisory Board amounted to EUR 37.7 thousand in the reporting year (2024: EUR 5.8 thousand).

[8] Without reimbursed outlays and VAT.

Comparative presentation

A comparative presentation of the annual change in the compensation of the members of the Management Board and Supervisory Board,[9] the development of the Company's earnings and the average compensation of employees is presented in the table below.

For the members of the Management Board and Supervisory Board, the compensation granted and owed in the respective financial year is presented within the meaning of Article 162 (1) Sentence 1 AktG (total compensation).

The development of the Company's earnings is presented on the basis of the two financial performance indicators, revenue and ordinary operating EBITDA (ooEBITDA), both at Group level, which are used as a basis to determine the extent to which the Group-level targets are reached and to determine the Management Board's variable compensation, as well as on the basis of Scout24 SE's net profit for the year (pursuant to the German Commercial Code – 'Handelsgesetzbuch', HGB).

The average development of the compensation of employees on a full-time equivalent basis was determined taking into account the variable compensation amounts of Scout24 SE employees at the respective year-end, excluding trainees and interns. In addition, payments from share-based payment programmes, in which selected employees also participate, were included in the calculation of average employee compensation.

In detail, the changes in the past financial year 2025 were attributable to the following effects:

Total compensation of members of the Management Board

The increase in total compensation for the members of the Management Board is primarily attributable to the first tranche of the multi-year variable remuneration (LTIP 2021), which became payable in the 2026 financial year under the compensation system applied since financial year 2021. For the LTIP tranche 2021/22, the four-year performance period ended at the close of 2025 financial year. In accordance with the applicable definition, this tranche is included in total compensation within the meaning of compensation granted and owed for the 2025 financial year.

Conversely, with the exception of Dr Thomas Schroeter, the lower overall target achievement of the annual variable compensation (STI) compared to the prior year (135.0% vs. 166.9%) had a reducing effect.

In addition, the following individual factors applied to the respective members of the Management Board:

Current members of the Management Board

For Ralf Weitz, total compensation in the 2025 financial year increased compared to the prior year due to the adjustment of his total compensation following his appointment as Chief Executive Officer effective 1 March 2025.

For Dr Dirk Schmelzer, the effect from the LTIP tranche 2021/22 is lower due to the contract having been concluded during the financial year and the resulting pro rata tranche.

Dr Gesa Crockford was appointed to the Management Board of Scout24 SE with effect from 1 April 2024. She therefore does not belong to the group of beneficiaries for the LTIP 2021 tranche 2021/22. Furthermore, due to the commencement of her Management Board service contract during the 2024 financial year and the resulting pro rata values for 2024, the disclosure of the year-on-year change in percentage terms is only of limited informative value.

Former members who have left the Management Board

For Tobias Hartmann, total compensation for the 2025 financial year consists of:

- the amounts agreed in the termination agreement attributable to the period until the end of the Management Board service contract. The Management Board service contract ended in accordance with the contract with effect from 31 May 2025; and
- the 2021/22 tranche of the LTIP 2021.

[9] Beyond the persons listed in the table, no former members of the Management Board and Supervisory Board who left in previous financial years received compensation in the reporting year.

The disclosure of the year-on-year change in percentage terms for 2025 compared with 2024 is of limited informative value due to the termination of the Management Board service contract during the financial year and the resulting pro rata values for 2025, as well as due to the contractual provisions of the termination agreement.

For Dr Thomas Schroeter, total compensation for the 2025 financial year includes, in accordance with the contractual arrangements, the 2021/22 tranche of the LTIP 2021 (multi-year variable compensation). Total compensation for the 2024 financial year includes the corresponding portion of the non-compete compensation granted for the period following the termination of the Management Board service contract.

The disclosure of the year-on-year change in percentage terms for 2025 compared to 2024 is of limited informative value due to the heterogeneity of the basis of comparison.

For further information, see the **Compensation granted and owed** section.

Total compensation of the members of the Supervisory Board

Current members of the Supervisory Board

The annual percentage change for 2025 with reference to 2024 for Frank H. Lutz is due to the differing committee memberships.

The increase in the total compensation of Andrea Euenheim is due to her first full year of office on the Supervisory Board (relative to the seven-month period served in the 2024 financial year).

Member who left the Supervisory Board in the 2025 financial year

Sohaila Ouffata stepped down from the Supervisory Board upon the end of the Annual General Meeting of 5 June 2025. The annual percentage change for 2025 with reference to 2024 is of only limited informative value due to the termination of the term of office on the Supervisory Board during the year and the associated pro rata values for 2025.

Average compensation of employees

Employee peer group 1 comprises Scout24 SE's senior management. In this context, senior management is defined as the first management level below the Management Board. Employee peer group 2 comprises Scout24 SE's workforce. The workforce consists of all employees below senior management level. Both groups are defined within the framework of the 'Procedures for determining, implementing and reviewing the compensation system'.

The main reason for the year-on-year increase 2025 vs. 2024 in average compensation between employee peer groups 1 and 2 are the higher payments from the share-based payment programmes in which employees from both employee peer groups participate (see **Annual report 2025**).

EUR thousand / annual change (%)	2025	2025 in relation to 2024	2024 in relation to 2023	2023 in relation to 2022	2022 in relation to 2021	2021 in relation to 2020
Total compensation of members of the Management Board[1]						
Current members of the Management Board						
Ralf Weitz CEO (former CPTO) since 12/2018	4,290.5	188.7%	-48.1%	-28.8%	53.8%	192.1%
Dr Dirk Schmelzer CFO since 6/2019	2,195.8	67.4%	-42.8%	-13.9%	34.1%	109.8%
Dr Gesa Crockford CCO since 4/2024	1,005.2	-14.8%	n/a	n/a	n/a	n/a
Former members who have left the Management Board						
Tobias Hartmann CEO 11/2018–2/2025[2]	5,902.5	160.4%	-37.9%	-25.5%	32.9%	140.3%
Dr Thomas Schroeter CPO 12/2018–6/2023[3]	2,497.6	1,369.2%	-93.0%	-39.9%	54.2%	46.2%
Total compensation of the members of the Supervisory Board[4]						
Current members of the Supervisory Board						
Dr Hans-Holger Albrecht since 6/2018	260.0	–%	3.3%	14.4%	10.0%	–%
Frank H. Lutz since 8/2019	221.7	5.6%	–%	7.7%	8.3%	–%
Maya Miteva since 6/2023	95.0	–%	71.4%	n/a	n/a	n/a
Andrea Euenheim since 6/2024	110.0	71.4%	n/a	n/a	n/a	n/a
André Schwämmlein since 8/2019	90.0	–%	-4.4%	7.6%	9.4%	-12.7%
Lutz Finger since 6/2025	55.4	n/a	n/a	n/a	n/a	n/a
Member who left the Supervisory Board in the 2025 financial year						
Sohaila Ouffata 6/2023–6/2025	45.0	-50.0%	71.4%	n/a	n/a	n/a
Development of the Company's earnings						
Group revenue[5]	649,561	14.7%	11.2%	13.8%	15.0%	10.0%
Group ooEBITDA[6]	405,712	16.5%	14.5%	21.0%	12.7%	5.0%
Net profit of Scout24 SE (HGB)[7]	157,527	3.5%	21.3%	-5.4%	27.5%	-95.9%
Average compensation of employees						
Employee peer group 1	501.1	14.7%	54.8%	-46.7%	-22.8%	41.2%
Employee peer group 2	99.6	3.1%	8.5%	0.1%	4.5%	3.4%

1 In the 2021 and 2022 financial years, the total compensation of the members of the Management Board includes the payout of the virtual shares under the LTIP 2018 vested by 30 June 2021 and 2022, respectively.
2 The amounts shown in the table are the pro rata amounts for the period from January to May 2025 (member of the Management Board in January and February 2025; post-termination period March to May 2025).
3 In addition to the LTI programmes, Dr Thomas Schroeter participated in another share-based payment (SOP) programme, which resulted in an allocation in the 2020 financial year. For details of this programme, see note 5.3. 'Share-based payments' in the consolidated financial statements for the 2019 financial year.
4 The annual percentage change is only of limited informative value given that the members of the Supervisory Board generally commence their activities during the course of the year and the values are therefore pro rata temporis for the years in question.
5 In connection with the sale of an entity agreed in the 2019 financial year and completed in the 2020 financial year, the expenses and income attributable to these business operations were classified in accordance with IFRS 5 for the years 2018 to 2020 (in Scout24's consolidated financial statements). The indicators for continuing operations were used to determine the annual change.
6 See note on Group revenue.
7 The net profit for the 2020 financial year (in Scout24 SE's separate financial statements) reflects in particular gains from divestments. Reference is made to the transaction mentioned in footnote 5.

Munich, March 2026

Scout24 SE

The Management Board The Supervisory Board

Other statements

Independent auditor's report

To Scout24 SE, Munich

We have audited the remuneration report of Scout24 SE, Munich, for the financial year from January 1, 2025 to December 31, 2025, including the related disclosures, which was prepared to comply with § [Article] 162 AktG [Aktiengesetz: German Stock Corporation Act].

Responsibilities of the Executive Directors and the Supervisory Board
The executive directors and the supervisory board of Scout24 SE are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of § 162 AktG. The executive directors and the supervisory board 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 responsibility is to express an opinion on this remuneration report, including the related disclosures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany) (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts including the related disclosures stated in the remuneration report. The procedures selected depend on the auditor's judgment. This includes the assessment of the risks of material misstatement of the remuneration report including the related disclosures, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the preparation of the remuneration report including the related disclosures. The objective of this is to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the executive directors and the supervisory board, as well as evaluating the overall presentation of the remuneration report including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Audit Opinion
In our opinion, based on the findings of our audit, the remuneration report for the financial year from January 1, 2025 to December 31, 2025, including the related disclosures, complies in all material respects with the accounting provisions of § 162 AktG.

Reference to an Other Matter – Formal Audit of the Remuneration Report according to § 162 AktG
The audit of the content of the remuneration report described in this auditor's report includes the formal audit of the remuneration report required by § 162 Abs. [paragraph] 3 AktG, including the issuance of a report on this audit. As we express an unqualified audit opinion on the content of the remuneration report, this audit opinion includes that the information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the remuneration report.

Restriction on use
We issue this auditor's report on the basis of the engagement agreed with Scout24 SE. The audit has been performed only for purposes of the company and the auditor's report is solely intended to inform the company as to the results of the audit. Our responsibility for the audit and for our auditor's report is only towards the company in accordance with this engagement. The auditor's report is not intended for any third parties to base any (financial) decisions thereon. We do not assume any responsibility, duty of care or liability towards third parties; no

third parties are included in the scope of protection of the underlying engagement. § 334 BGB [Bürgerliches Gesetzbuch: German Civil Code], according to which objections arising from a contract may also be raised against third parties, is not waived.

Munich, 20 March 2026

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Wirtschaftsprüfer
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Disclaimer

This document may contain forward-looking statements regarding the business, results of operations, financial position and earnings outlook of the Scout24 Group. These statements may be identified by words such as ‘may’, ‘will’, ‘expect’, ‘anticipate’, ‘contemplate’, ‘intend’, ‘plan’, ‘believe’, ‘continue’ and ‘estimate’ and variations of such words or similar expressions. Such forward-looking statements are based on the current estimates, expectations, assumptions and information of Scout24’s Management Board, many of which are beyond the control of Scout24. They are subject to a large number of known and unknown risks and uncertainties. In fact, actual results and developments may differ materially from those reflected in our forward-looking statements. Scout24 undertakes no obligation to revise or update any forward-looking statements as a result of new information, future events or otherwise, unless expressly required to do so by law.

Due to rounding, numbers presented throughout this report may not add up precisely to the totals indicated, and percentages may not precisely reflect the absolute figures for the same reason.

Scout24 also uses alternative performance measures, not defined by IFRS, to describe the Scout24 Group’s results of operations. These should not be viewed in isolation but treated as supplementary information. Alternative performance measures used by Scout24 are defined in the corresponding place in the report.

The special items used to calculate some alternative performance measures arise from the integration of acquired businesses, reorganisation measures, impairment losses, gains or losses on sale resulting from divestitures and the sale of shareholdings, and other expenses and income that generally do not arise in conjunction with Scout24’s ordinary business activities.

In case of any divergence, the German version shall have precedence over the English translation.

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