Publication of the remuneration system for the members of the Supervisory Board pursuant to Section 113 (3) Sentence 6 of the German Stock Corporation Act (*Aktiengesetz – AktG*) in conjunction with Section 120a (2) AktG

The Annual General Meeting of Scout24 AG on 8 July 2021 has confirmed the remuneration of the members of the Supervisory Board pursuant to Section 12 of the Articles of Association including the remuneration system on which this remuneration is based – as announced in the invitation to the Annual General Meeting on 8 July 2021 – under agenda item 7 "Resolution on the remuneration for the members of the Supervisory Board".

REMUNERATION FOR THE MEMBERS OF THE SUPERVISORY BOARD

The remuneration for the members of the Supervisory Board is governed by Section 12 of the Articles of Association as follows:

"§ 12 Remuneration of the supervisory board

1. *In addition to the reimbursement of expenses each member of the supervisory board shall receive a fixed annual remuneration of Euro 60,000.00 p.a. The chairman of the supervisory board shall receive a fixed annual remuneration of Euro 140,000.00 p.a. and the deputy chairman a fixed annual remuneration of Euro 120,000.00 p.a. Each member of a committee shall receive an additional fixed annual remuneration of Euro 20,000.00 p.a. and each chairman of a committee a fixed annual remuneration of Euro 40,000.00 p.a.*
2. *Supervisory board members who were not members of the supervisory board during a full financial year shall receive the remuneration following from sub-section 1 on a pro rata temporis basis in the amount of one twelfth for each commenced month of their function.*
3. *The remuneration pursuant to sub-section 1 shall become due after the end of the relevant financial year.*
4. *The Company shall reimburse each supervisory board member the VAT payable in relation to his remuneration/compensation.*
5. *The members of the supervisory board shall be included in a D&O insurance being maintained by the company with an adequate insured sum in its own interest. The premiums for this insurance will be borne by the company."*

The remuneration is based on the following system:

The task of the Supervisory Board is to provide independent advice to and supervise the Management Board, which manages the company on its own responsibility and conducts the company's business. The members of the Supervisory Board are entitled to remuneration that adequately takes into account both the requirements of the office and the amount of time members are required to dedicate as well as the responsibilities of the members of the Supervisory Board.

In the opinion of the Management Board and the Supervisory Board, the remuneration adopted by the Annual General Meeting in 2018 as set out in Section 12 of the Articles of Association is

appropriate – also when compared to the remuneration granted to supervisory board members of other, comparable companies. Therefore, no adjustment is currently required.

The remuneration of the Supervisory Board must be structured in such a way that it adequately reflects the independence required of the Supervisory Board to perform its supervisory function. The remuneration of the members of the Supervisory Board, as set out in Section 12 of the Articles of Association, is a purely fixed remuneration depending on the relevant Supervisory Board member's tasks on the Board and/or its committees. A purely fixed remuneration forms an appropriate counterweight to the largely variable remuneration of the Management Board.

A purely fixed remuneration also corresponds to the overwhelming expectations of today's investors regarding good corporate governance. This also follows from the recommendation in Section G.18 of the German Corporate Governance Code, in its version of 16 December 2019 (GCGC).

The remuneration of the Supervisory Board, which is also appropriate in the market environment, ensures that the company will continue to be in a position to attract highly qualified candidates with sufficient capacity for the office and the duties of Supervisory Board members in future. In this way, too, the remuneration contributes to the implementation of the business strategy and promotes the sustainable development of the company.

The Supervisory Board reviews its remuneration at regular intervals. In this context, the remuneration granted by other, comparable companies is also taken into account. On the basis of this review, the Supervisory Board decides whether a change in remuneration is necessary and appropriate. If this is the case, the Management Board and the Supervisory Board submit a proposal to the General Meeting for adjustment of the remuneration. In any event, the Management Board and the Supervisory Board will present the remuneration of the Supervisory Board members to the General Meeting for resolution at the latest every four years.

It is in the nature of things that the members of the Supervisory Board are involved in elaborating the remuneration relevant for them and the remuneration system on which it is based. The resulting conflict of interest is effectively addressed by the fact that the final decision on the structure of the remuneration and the remuneration system on which it is based is incumbent on the General Meeting by law and a resolution proposal is presented to it by the Management Board and the Supervisory Board in this regard.