8. Resolution on the approval of a new compensation system for the Management Board members

Pursuant to Section 120a (1) AktG the general meeting of a listed company must resolve on the approval of the compensation system for management board members submitted by the supervisory board in the event of any material changes, but at least every four years.

Taking into account the requirements of Section 87a (1) AktG, the Supervisory Board resolved a new compensation system for the Management Board members on 20 March 2025. The new compensation system for the Management Board members will be available as from convocation of the Annual General Meeting and also during the entire Annual General Meeting on the company's website at **https://www.scout24.com/en/investor-relations/annual-general-meeting**.

The Supervisory Board proposes to resolve as follows:

> The compensation system for the Management Board members resolved by the Supervisory Board on 20 March 2025 is approved.