

Good morning, ladies and gentlemen,

My name is Elke Frank, I am the Chief Human Resources Officer of Software AG.

Perhaps the name "Software AG" is not immediately familiar to you. But I'm sure that some of you have already used our software – or even do so every day. When doing online banking, for example, or reaching for your daily coffee mug. We think integration further, initiate business transformations and enable rapid innovation for the Internet of Things. So that companies like yours can stand out from their competitors with their business models. We give you the freedom to integrate any technology, from app to edge.

According to renowned analysts, Software AG is the market leader in key categories of digital transformation and the world's first digital business platform. With approximately 5,000 employees worldwide, we operate in more than 70 countries. As a member of the Executive Board, I am responsible for Human Resources, IT, Legal and Transformation.

Let me briefly describe my professional career: After studying law in Würzburg, I started my career at Daimler AG. From 1998, I held a variety of management positions as Head of Human Resources. In 2004, I joined the subsidiary, Mercedes AMG, where I was responsible for the Human Resources and Legal Affairs department. Further stations in my management career in the Human Resources department were Carl Zeiss Vision and the management of Microsoft Deutschland GmbH in Munich. It was there in particular that I dealt with topics relating to the new way of working. In 2015, I started at Deutsche Telekom and was able to establish a global competence center for human resources development. There I was responsible for topics such as training for all Deutsche Telekom employees, leadership training, performance management and talent management. Last year in August I started at Software AG.

As you can see, I have more than 20 years of management experience in publicly listed companies that operate nationally and internationally and have demonstrated rapid and sustainable growth. During my professional career, I have accompanied numerous M&A activities and have thus been able to build up extensive knowledge of transformation and change processes. I am familiar with digital business models and through my many years of experience in listed companies I also bring with me comprehensive capital market expertise. In addition, as a lawyer I am always familiar with new legal requirements such as the new shareholder rights directive ARUG II and corporate governance rules. This provides new requirements for the remuneration of members of the Management Board and its disclosure. Among other things, social and ecological aspects are to be taken into account to a greater extent in the choice of compensation incentives. As Chief Human Resources Officer, I also know how important it is for companies to attract and retain the right employees. It means offering them an environment that encourages innovation, responsibility and entrepreneurship, while creating sustainable growth. Here too I would like to contribute my expertise and experience to the Supervisory Board of Scout24 AG.

Just a few more personal details about me: if time permits, I like to spend a lot of time with my family, I am an enthusiastic skier with my husband, or I enjoy going hiking in the mountains. If time does not allow that, I like to go running after work or even early in the morning and try to get new fresh ideas.

Scout24 has written an impressive growth story in recent years. I am sure that I can contribute to continuing this growth story thanks to my experience and expertise in the areas of personnel, law, IT, technology and transformation. I would therefore be delighted - dear shareholders - to represent your interests on the Supervisory Board of Scout24 AG and ask for your support.

Many thanks!