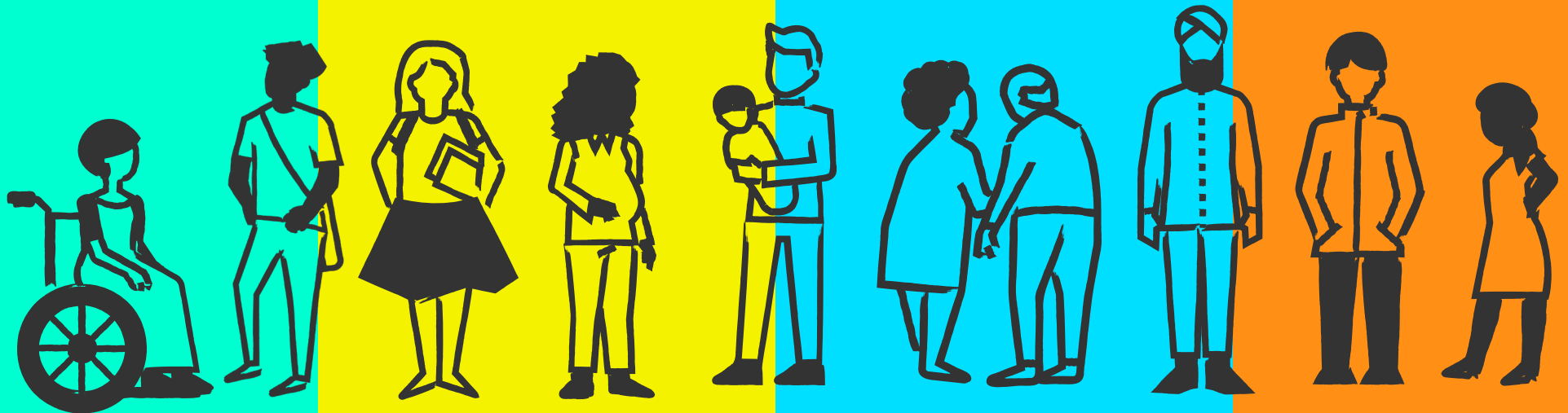


Scout24

Diversity, Equity & Inclusion Report 2024





We are Scout24 – a leading German digital company

Scout24 is best known for its online marketplace ImmoScout24 – the leading online platform for residential and commercial real estate in Germany. We have been connecting all players in the real estate market for more than 25 years. Around 19 million people use ImmoScout24 every month on the website or in the app. Scout24 is a European stock corporation (Societas Europaea) and a member of the MDAX, DAX50 ESG and DAX50 ESG+.

As of 31 December 2024, the Scout24 Group employed 1,066 people. Our largest locations are in Berlin, Munich, Hamburg, Cologne, Bad Neuenahr-Ahrweiler and Vienna.

Our diversity statement

We at Scout24 value and embrace the diversity that our employees bring to the company because we are convinced that precisely this diversity is the foundation for our success. We as a team can only unlock our potential if you feel secure, valued, and respected as an individual.

We welcome you home just as you are. Bring your true self to our team, which is a safe space for everyone with all gender and sexual identities, skin colors, ethnic origins, citizenships, ethnicities, religions and beliefs, disabilities, ages, or marital status.



"At a time when some companies are scaling back their commitment to **diversity**, **equity** and **inclusion** we are all the more determined to stand by our values.

For us, **DEI** is not a fad, but an indispensable cornerstone of our sustainable success. We are convinced that diverse teams make better decisions and develop more innovative solutions - which is why we continue to consistently invest in a corporate culture that not only accepts differences but celebrates them as **strengths**."

Dr Claudia Viehweger
Chief People & Sustainability Officer

Diversity, Equity & Inclusion: Aspiration and commitment

2020

Development of our
Diversity, Equity & Inclusion
(DEI) strategy

Sensitivity & awareness
training for employees

Signing of the
Diversity Charter

2021

Commitment to
gender-sensitive language

Introduction of the annual
Inclusion survey

2022

Foundation of
Communities

Publication of the first
DEI report for
the year 2022

2023

Signing of the **UN**
Women Empowerment
Principles

Start of cooperation with the
Annedore Leber Vocational
Training Centre for trainees
with disabilities

Introduction of mandatory
DEI targets for leaders
in the semi-annual
performance reviews

2024

Publication of the first
declaration of principles on
respect for human rights

Internal policy for
the promotion of diversity
equity and **inclusion**

We want to strengthen diversity,
promote equal opportunities
and foster a sense of belonging.

Our DEI strategy



Inclusive corporate and leadership culture

All levels of management demonstrate their commitment to **DEI** by championing fair recruitment and career opportunities, modelling inclusive behaviour and emphasising the importance of DEI to our business success.

Everyone contributes to **inclusion** by recognising and taking individual responsibility. Together, we ensure an **inclusive and high-performing culture** in which all colleagues can feel safe to be their true selves.



Equitable talent processes and development

We ensure fair recruitment and promotion processes as well as succession planning based on performance. In this way, we not only aim to increase **diversity** in all functions and at all levels, but also better reflect the structure of the company.

To address structural inequalities, we are also developing more targeted selection processes and talent development programmes.



Value-driven business activities

We embed value-based behaviour throughout the company and set standards in order to assume **responsibility** towards our customers and users as a digital marketplace.

Each team includes **DEI** in its work to ensure sustainable economic success.

Measures

Inclusive corporate and leadership culture

- > In 2024, a non-financial target for the promotion of women in leadership positions was included in the **Executive Board's** one-year variable **remuneration** with a 30% weighting.
- > Under the motto "Changing Perspectives", a total of 1,100 participants took part in **17 workshops** during our **Diversity Week 2024**. Lectures were offered on topics such as autism, depression, intervening in cases of racist remarks and balancing family and career with a special focus on fathers.
- > The Diversity Week kicked off with a **mandatory session** for our leaders on their responsibility and contribution in the area of DEI.
- > Employees are required to undergo **mandatory training** every two years to familiarise themselves with our values and requirements in the area of DEI.

The measures will be introduced gradually in subsidiaries that are new to the Scout24 Group.

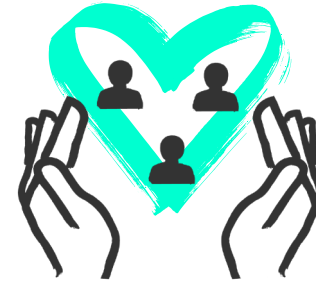


- > Since 2023, an internal requirement has stipulated that leaders at "Head of" level and above must set themselves a **target in the area of DEI**. In 2024, **84%** of managers had already set themselves a corresponding target.
- > As part of our **YOU Day 2024**, our employees took part in a varied programme on health and inclusion with 24 different offers.
- > As part of our annual **Social Summer**, our employees used a total of **761 hours** of their working time for social engagement.
- > In 2024, our partner, the **Berlin City Mission**, opened the first launderette for homeless people close to our Berlin office. Since the start of the project, we have covered the ancillary costs - i.e. electricity, water and other operating costs.

Measures

Inclusive corporate and leadership culture

- > Since 2023, employees have been able to **complete a training as a mental health first aider**. If necessary, they conduct an initial discussion with colleagues and provide advice on further professional support for mental health problems. Scout24 also offers its employees access to a platform developed to provide comprehensive mental health support.
- > A selection of sustainable **period products** has been available in our offices since 2022. As it is important to us to create a menstrual-friendly and safe environment for all employees, the products are available in women's, men's and gender-neutral toilets.
- > In 2024, the Frankfurter Allgemeine Zeitung once again recognised us as a **"role model in diversity"** in its study.



- > In 2024, we published the company-wide **policy on promoting diversity, equity and inclusion** (DEI policy for short) in order to present our aspirations and measures in a transparent and binding manner.
- > Our **communities** organised various participation formats. These included a lecture on the topic of "Distributing Family Work & Mental Load Fairly", which was initiated by the Women's Community.
- > As part of our efforts to **promote women**, we were able to offer our female employees a variety of personal development **workshops** in 2024, for example on the topics of leadership with self-confidence, voice & presence and networking.

Measures

Equitable talent processes and development

- > The Sustainability & DEI team offers internal **training courses and workshops** on topics such as privilege, unconscious bias and gender equality. In 2024, a new training on the topic of "Anti-racist awareness raising" was developed and carried out in several teams.
- > Since 2023, we have been a partner of the Annedore Leber vocational training centre and offer **young people with a disability** the opportunity to complete the practical part of their training at Scout24.
- > Together with the Inklupreneur network, we organised training sessions on **inclusive job interviews** and a workshop on the topic of "**Work and autism**".
- > In order to attract talent from the **LGBTQ+ community** to our company, our Talent Acquisition team attended trade fairs such as the "Sticks & Stones" and "Unicorns in Tech".

The measures will be introduced gradually in subsidiaries that are new to the Scout24 Group.



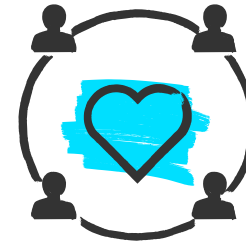
- > **Male / Female / Non-binary / Other:**
In all HR-related systems, we offer our employees several options for specifying their gender. It is important to us to give our employees the opportunity to state their own identity.
- > **Regular surveys:** In addition to traditional employee surveys, we provide annual upward feedback to our own managers and an inclusion survey, which we use to measure the inclusion of different employee groups and align our measures accordingly.
- > In company-wide **gender pay analyses**, we regularly review all salaries at least once a year regarding potential differences between the genders. Our aim is to keep the adjusted pay gap below 2.5% (Status: 1.2%*).

*The current analysis is job-based and includes Scout24 SE and Immobilien Scout GmbH. as of 31 December 2024..

Measures

Value-driven business activities

- > **Scout24 has been subject to the German Act on Corporate Due Diligence Obligations in Supply Chains since 2024.** A risk analysis of our supply chain and our own business area has been carried out. A complaints procedure has been set up for reporting violations of human rights or environmental due diligence obligations. We have also published a policy statement on respecting human rights.
- > We have revised our **Code of Conduct** to formulate our understanding of values even more clearly. As of 31 December 2024, around **81%** of our suppliers - measured by our expenditure - accepted the Code of Conduct or an equivalent agreement.
- > In the 2024 financial year, the ImmoScout24 portal and corporate websites were optimised on an ongoing basis to achieve improvements in terms of **accessibility**.

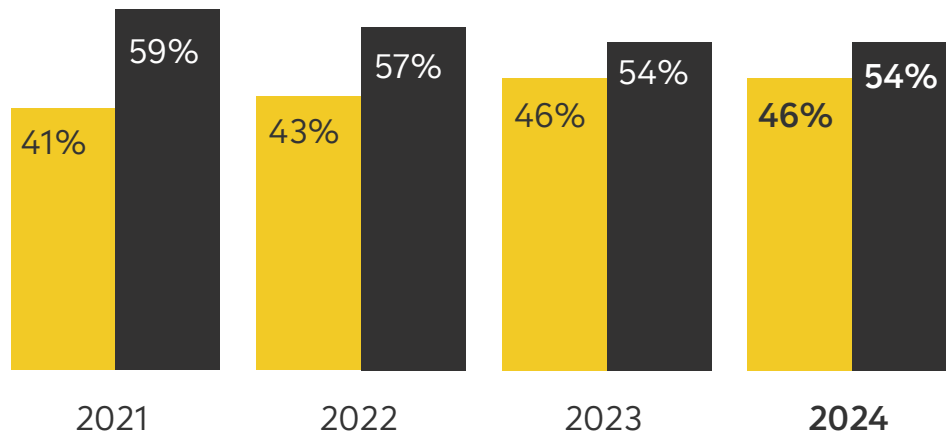


- > **Inclusive through language:**
As inclusion also manifests itself strongly through language, we have been using gender-sensitive language in our active internal and external communication and on our websites since 2021.
- > Our long-standing cooperation with the Berlin-based organisation **Sozialhelden e.V.** helps us to better design our products and services for **people with disabilities**. One example of our collaboration is the integration of the Wheelmap – a map with information on wheelchair-accessible locations on ImmoScout24.
- > We want to raise awareness of the discrimination that exists on the real estate market and how you can take action against it. To this end, we provide a detailed advice page. Conspicuous listings can be easily reported. Our commitment was recognised as an **▶ example of best practice** by the **Federal Anti-Discrimination Agency** in 2022.

Facts & Figures

Gender distribution in the company

Women Men



Employees from all over the world



59 nationalities

All figures relate to the entire Scout24 Group as of 31 December 2024 (headcount).
No person stated a gender identity outside the binary system.

Employees with a disability



People with official status of severe disability or equalisation

→ **19**

People who stated in the Inclusion Survey that they have a disability

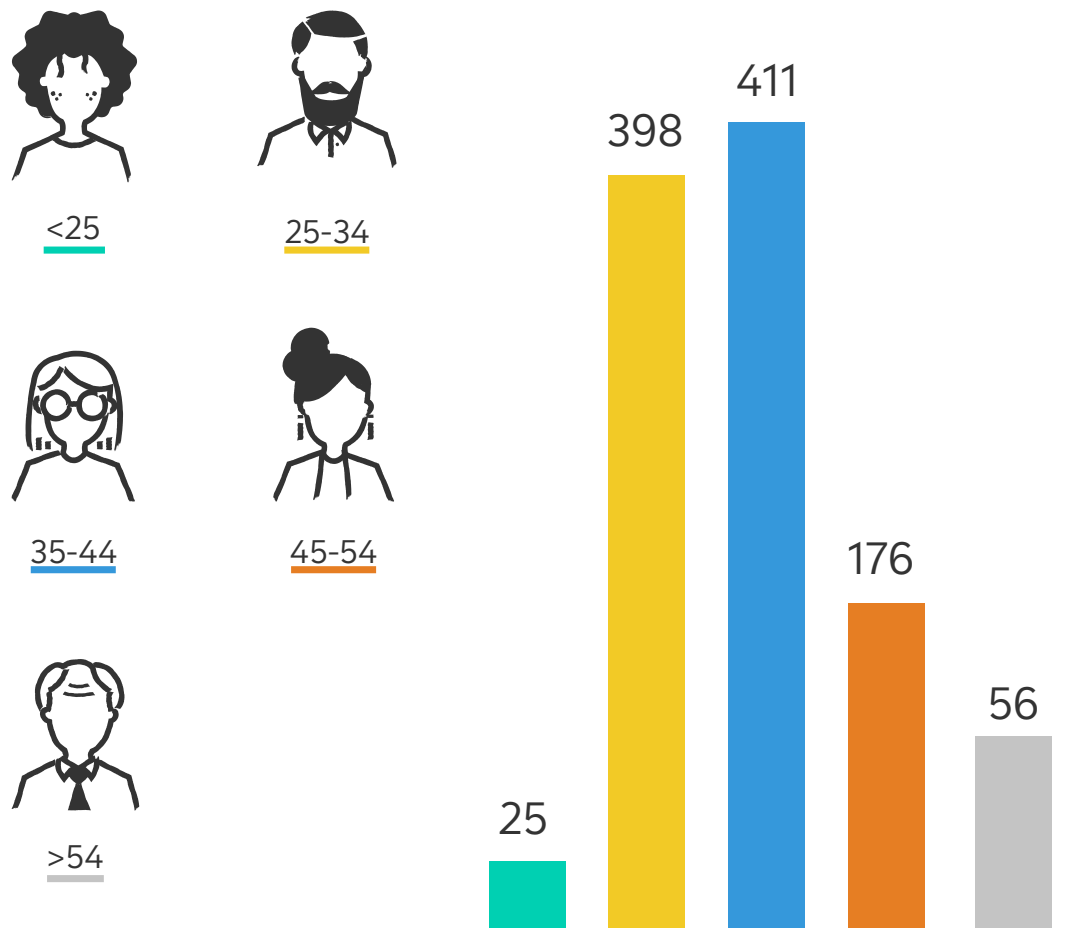
→ **22**

People who are not sure if they have a disability

→ **13**

Facts & Figures

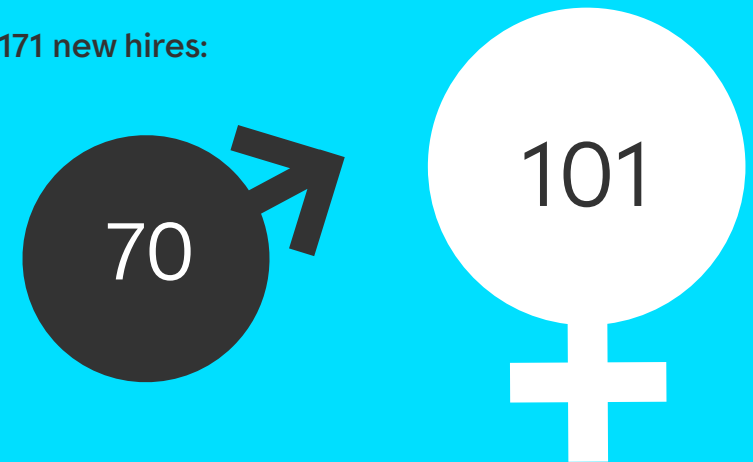
Age distribution in the workforce



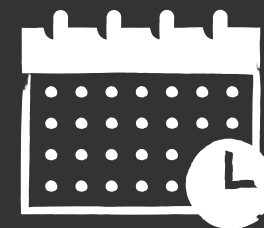
All figures relate to the entire Scout24 Group as at 31 December 2024 (headcount).
No person stated a gender identity outside the binary system.

Almost **60%** of our **new hires** in 2024 were **women**.

171 new hires:



Tenure: Ø 6,1 years



Women
Ø 5,5 Jahre



Men
Ø 6,5 Jahre

Facts & Figures

Self-identified in the Inclusion Survey 2024:



... as part of the Pride community:
35 employees



... as parents: **183 employees**



... as a carer for an adult:
26 employees



... as neurodivergent or possibly
neurodivergent: **97 employees**

Feedback from the Inclusion Survey 2024:

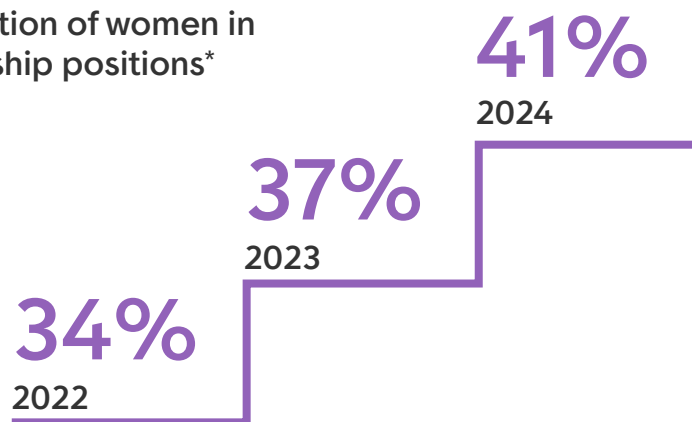
- > **86%** of participants receive support from their colleagues when they need it.
- > **84%** of participants state that they can be themselves at Scout24.
- > **81%** of participants say that they can make good use of their strengths at work.
- > **79%** of participants feel that their opinion is valued.

Zoom-in:

Women in leadership

related to the Scout24 companies excluding the Sprengnetter Group

Proportion of women in leadership positions*



In the 2024 reporting year, **Dr Gesa Crockford, Chief Commercial Officer**, was appointed to the Executive Board of Scout24 SE. The newly created **Chief Technology Officer** position has been filled by **Gertrud Kolb**.

In 2024, the Supervisory Board of Scout24 consisted of **three women** and **three men**.

*Specified in full-time equivalent (FTE)



In 2024, we offered numerous **training formats and coaching sessions** to support women on their way to a leadership position or in their leadership role.

51

Participants

1.045

Hours

50%

of women have moved into a leadership position after participating in a **leadership programme**.

Zoom-in:

Our tech organisation

is the digital centrepiece of Scout24. It develops and operates the technical platforms that enable our digital products and services.

52%

of leaders in the tech sector are women.

68%

of employees in the tech sector are of international origin.*

We regularly invite female tech talent to events at Scout24, such as the **Girl Code Event** and the **Tech Data Meet-up**.

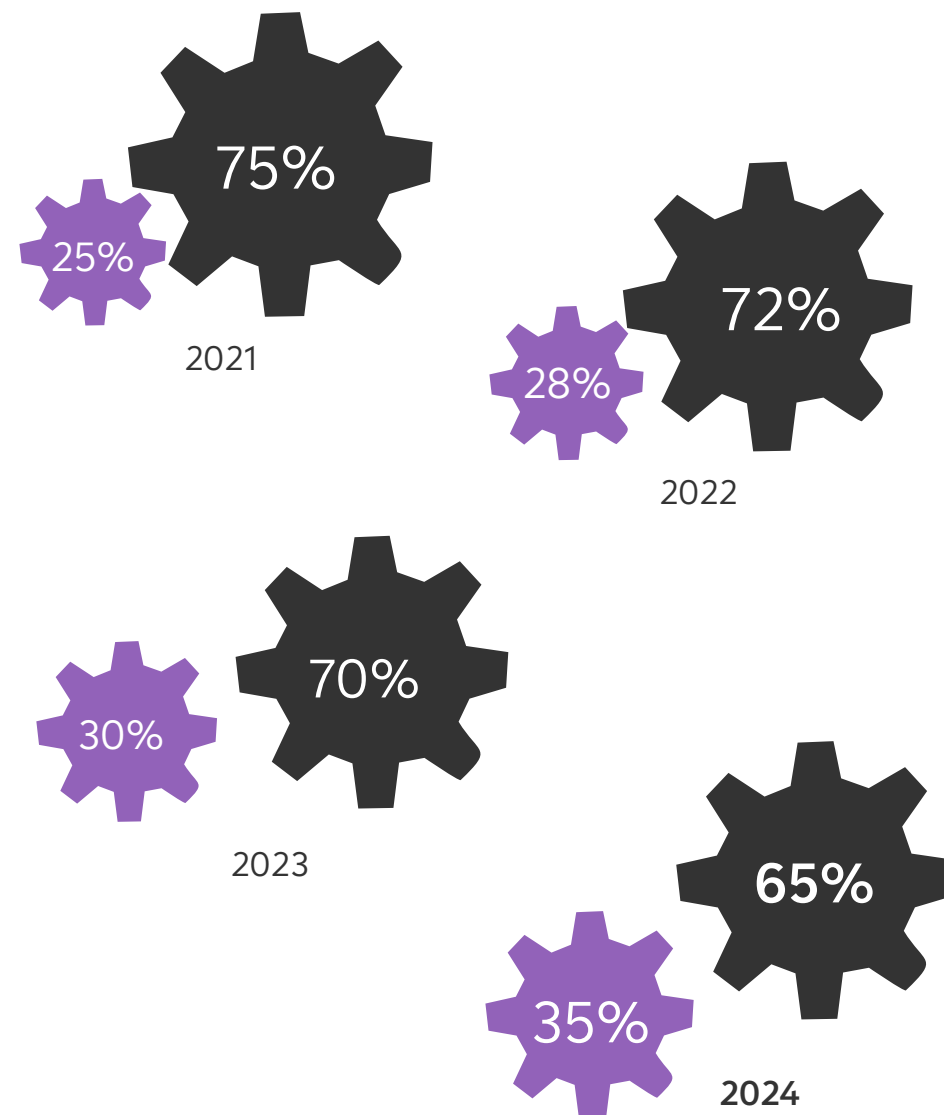


Under the motto "**Learn to code - Scout24 Academy for Kids**", children of Scout24 employees immerse themselves in the world of programming in a playful way and gain their first experience of technical professions. In 2024, we organised the format for the second time and welcomed around 30 children.

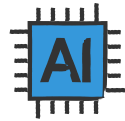
*People with a nationality other than that of our main locations in Germany and Austria

Gender distribution in the tech organisation

■ Women ■ Men



What we are doing now



We explore the possibilities of **artificial intelligence** for the further development of our **DEI measures**.



We **optimise** the **accessibility** of our online platforms to create an inclusive user experience for everyone.



We **anchor** our commitment to **diversity, equity** and **inclusion** in the integration of new subsidiaries and live our values throughout the company.



We pay attention to the **mental health** of our employees. That's why we continue to promote programmes such as the training of **first aiders for mental health** and the use of learning and support services.

Imprint

Scout24 SE
Invalidenstr. 65, 10557 Berlin
► www.scout24.com

Contact DEI & ESG: Johanna Ebbing
E-Mail: ► diversity@scout24.com

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