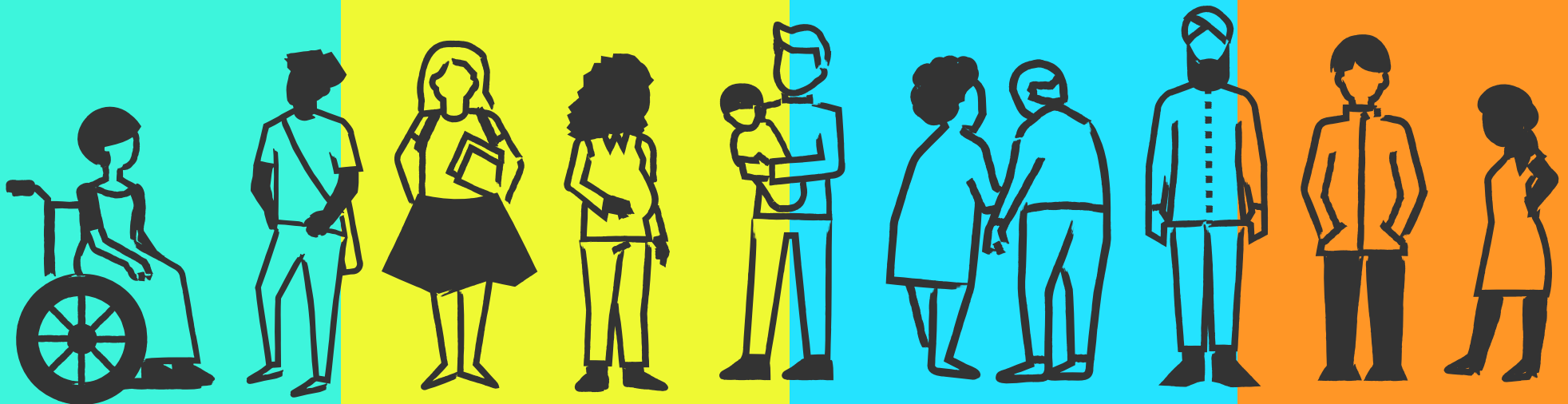


Scout24

Diversity, Equity & Inclusion Report 2025



Executive Summary

Scout24's 2025 Diversity, Equity & Inclusion Report highlights the consistent advancement of Diversity, Equity & Inclusion (DEI) towards **even greater measurability** and an increasingly significant impact on our **business success**. The focus is on breaking down structural barriers, promoting fair conditions for all employees, embedding inclusion throughout the value chain, and taking responsibility when deploying new technologies. For Scout24, **diversity is therefore not only culturally essential, but also a key driver of sustainable decision-making and innovation**.

In 2025, there was a particular focus on the **responsible use of artificial intelligence**. In addition to internal training initiatives, the development of an own Workforce AI Upskilling Index and the planning of Responsible AI Governance, 'HeyImmo' – an **AI-powered assistant** – was introduced **on the ImmoScout24 platform**, which supports non-discriminatory decision-making through clear rules. Also in the age of AI, Scout24 continues to encourage young talent to join the company. A dedicated section of the report is devoted to this diversity dimension of the "Emerging Talents".

Scout24 continued its consistent efforts to improve **digital accessibility and further develop gender-inclusive language**. Key targets, such as gender parity within the company and the number of women in leadership roles, remained at a high level. In the social sphere, Scout24 continued its commitment to **tackling homelessness** and supporting long-standing partners such as Berliner Stadtmission e.V. In 2026, the focus will be on integrating DEI into international expansion initiatives, as well as introducing new awareness formats more closely embedded in day-to-day working life.



About this report

The personnel data provided in this report relates to the entire **Scout24 Group as of 31 December 2025** and is stated **in terms of headcount**. Any discrepancies are indicated accordingly. As of the reporting date, no individual had indicated a gender identity outside the binary system. Consequently, gender-specific figures are reported only for women and men.



Scout24 – Who we are

Scout24 Group is one of the leading tech companies in Germany. With the marketplace ImmoScout24, for residential and commercial real estate, we successfully bring together homeowners, real estate agents, tenants, and buyers – and we have been doing so for more than 25 years. With approx. 19 million users per month on the website or in the app, ImmoScout24 is the market leader for digital real estate listing and search. To digitalise the process of real estate transactions, ImmoScout24 is continually developing new products and building up a networked, data-rich ecosystem for renting, buying, and commercial real estate in Germany and Austria, and since 2026 also in Spain.

Scout24 is a European public limited company and a constituent of the DAX, the DAX 50 ESG and the DAX 50 ESG+. As of 31 December 2025, the Scout24 Group employed 1,111 people. Our largest offices are in Berlin, Munich, Hamburg, Cologne, Bad Neuenahr-Ahrweiler and Vienna.

Our Diversity Statement

At Scout24, we value and embrace the diversity that our employees bring to the company because we are convinced that precisely this diversity is the foundation of 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 colours, ethnic origins, citizenships, ethnicities, religions and beliefs, disabilities, ages, or marital status.

“Particularly at a time when diversity, equity and inclusion are increasingly being called into question, we at Scout24 remain firmly committed to our ambitions. At the same time, we are placing an **even stronger focus on impact: moving away from symbolism and towards measurable equity of opportunity.** We are working purposefully to break down structural barriers and create fair conditions for everyone. Because we firmly believe that **diversity is a strength** and delivers the greatest added value when it is reflected in sustainable business success.”

Dr Claudia Viehweger
Chief People & Sustainability Officer,
Chief Operating Officer International since April 2026



Diversity, Equity & Inclusion: Aspiration and Commitment



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 being aware of their individual responsibilities and fulfilling them. Together, we ensure an **inclusive and high-performing culture** in which all colleagues can feel safe being themselves.



Equitable talent processes and development

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

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



Value-driven business activities

We embed values-based conduct throughout the company and set standards to ensure that, as a digital marketplace, we fulfil **our responsibilities** towards our customers and users.

Every team incorporates **DEI** into its work to ensure sustainable business success.

Our Measures

Inclusive corporate and leadership culture

- › Promoting women in leadership positions as part of the variable remuneration for the Management Board
- › Diversity Week 2025 with more than 800 participants
- › Mandatory DEI training for employees (every two years)
- › Annual DEI target for managers
- › DEI policy now also applicable to subsidiaries
- › Internal DEI training sessions and awareness formats
- › Training opportunities for employees on mental health first aid
- › Online mental health platform available to all employees
- › Availability of period products to support a menstruation-friendly workplace
- › Encouraging employee communities and networks
- › Raising visibility of holidays and traditions from different cultures
- › Annual Social Summer initiative supporting projects addressing homelessness and promoting DEI

Equitable talent processes and development

- › Recruitment process further tailored to the needs of people with disabilities
- › Partnership with Annedore-Leber-Berufsbildungswerk to provide work placements for people with disabilities
- › Presence at LGBTQ+ talent fairs such as “Sticks & Stones” and “Unicorns in Tech”
- › Inclusive gender options available in HR systems
- › Regular employee surveys (Engagement Survey, Inclusion Survey, Upward Feedback)
- › Review of all salaries at least once a year to identify potential gender-related disparities; objective: maintain an adjusted gender pay gap below 2.5%; current status: 1.1%¹

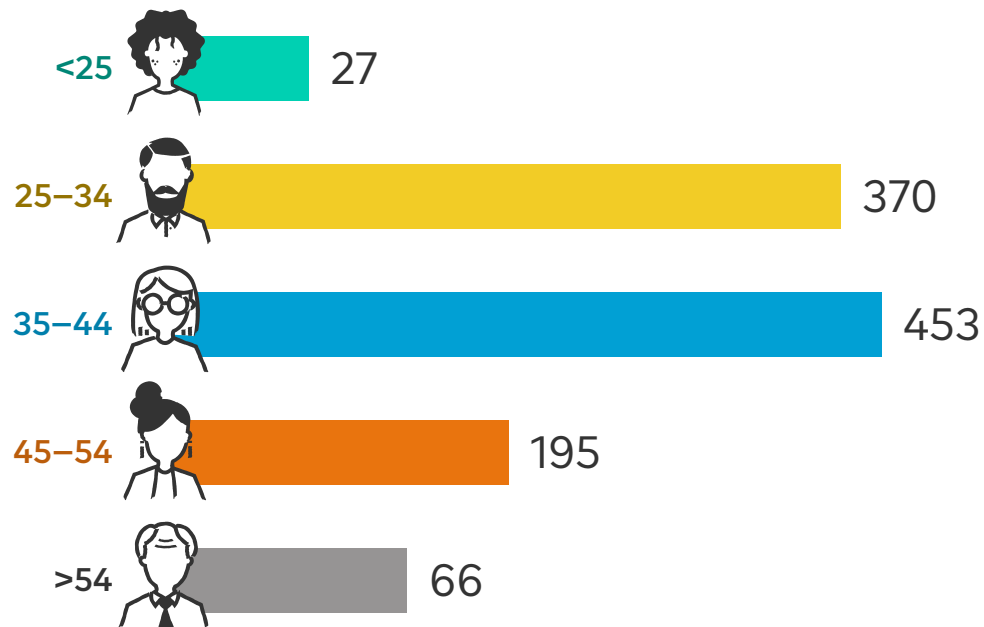
Value-driven business activities

- › Launch of an AI application supporting gender-inclusive language
- › Sales training on strategies for responding to discrimination and hate speech
- › Annual risk analysis of Scout24’s supply chain in accordance with the German Supply Chain Due Diligence Act (LKSG), focusing on potential human rights and environmental risks
- › More than 80% of suppliers have signed the Scout24 Code of Conduct or an equivalent agreement
- › Ongoing optimisation of digital accessibility across products
- › Long-standing partnership with the Berlin-based non-profit organisation Sozialhelden e.V.
- › Commitment to combating discrimination in the housing market, recognised by the Federal Anti-Discrimination Agency as a best-practice example
- › Support for the first laundrette operated by Berliner Stadtmission for people experiencing homelessness

¹The current analysis is role-based and covers Scout24 SE and Immobilien Scout GmbH.

Our Employees at a Glance

Age distribution in the workforce

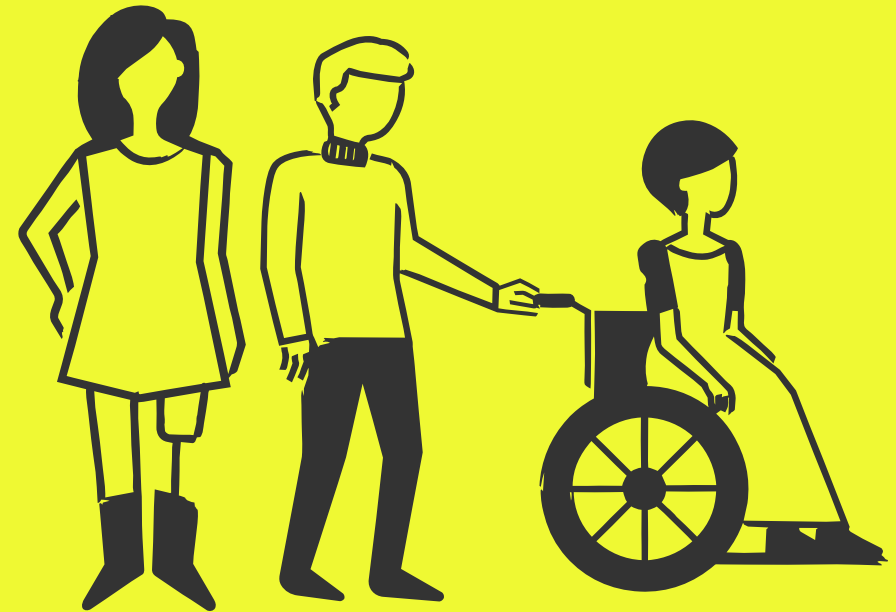


Employees from all over the world

58 nationalities



Employees with a disability



20 People with official status of severe disability or equivalent status

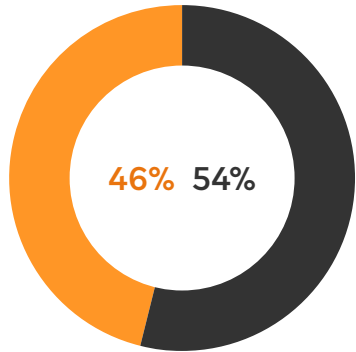
27 People who stated in the Inclusion Survey that they have a disability

8 People who are unsure if they have a disability

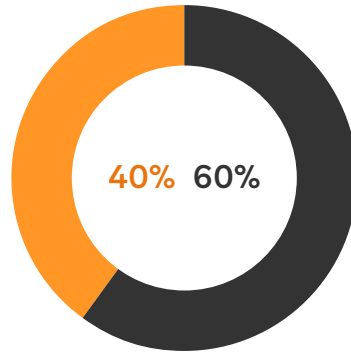
Our Employees at a Glance

Women

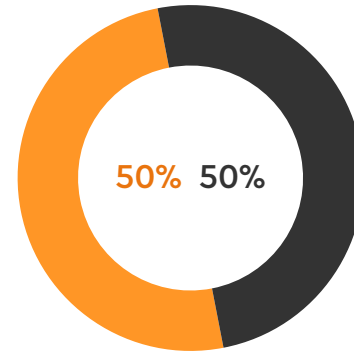
Men



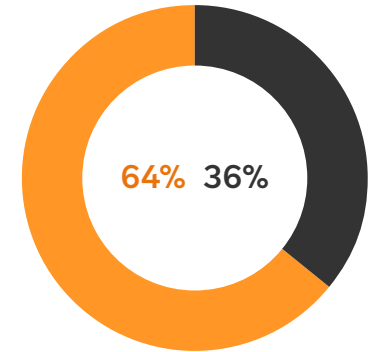
Gender distribution within the company



Promotions



Promotions to management level with personnel responsibility



Participants in the leadership programme on a probationary basis (Leadership Light)

New hires

167

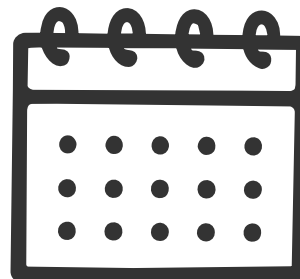
54%
46%



Tenure (in years):

Ø 6.5

Ø 6.0
Ø 6.9



Leavers

262

50%
50%



Our Employees at a Glance

Gender distribution across management levels
(Germany and Austria)

Frauen

Männer



Management Board (3)

33%

67%

ELT including
Management Board (8)

38%

62%

Vice President (15)

0%

100%

Director/Head (74)

27%

73%

Team Lead (103)

45%

55%

Our Employees at a Glance

Self-identified in the 2025 Inclusion Survey:



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



... als parents: **185 employees**



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



... as neurodivergent or possibly
neurodivergent: **99 employees**

Feedback from the 2025 Inclusion Survey:

87% receive support from their
colleagues when they need it.

83% of participants state that they
can be themselves at Scout24.

80% of participants say
they can make good use of
their strengths at work.

73% of participants feel that
their opinion is valued.

Zoom-in:

Artificial Intelligence

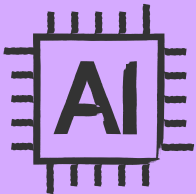
is currently the biggest driver of innovation. We want to harness this potential responsibly to prevent potential discrimination.

81%

of our employees use AI in their day-to-day work

69%

of our employees agree with the statement: "The use of AI has a positive impact on how I feel about my work". There is no difference in perception between the genders.



To ensure that the **AI transformation is managed responsibly**, we have expanded our ESG Strategy 2026 to include relevant targets. For example, we are introducing a "Workforce AI Upskilling Index", which will track the quality of our employees' use of AI over time.

Our annual "**Learning Day 2025**" comprised 19 sessions which our employees could use for their training in the sphere of AI. During our Diversity Week, there was also a session on the topic of Discrimination in AI Systems.



HeyImmo

Since 2025, our **free AI assistant "HeyImmo"** has been available to all ImmoScout24 user groups. It provides expert guidance through every stage of your housing journey.

HeyImmo has clear **safeguards** in place to prevent biased or discriminatory responses. For example, our assistant does not make recommendations when selecting tenants or buyers based on characteristics such as nationality, ethnicity, religion or gender, but **always focuses on fair, objective criteria** such as references, financial standing and rental history.

In addition, HeyImmo uses additional security checks and content filters to detect and block harmful or non-compliant enquiries. This ensures that **responses remain respectful, compliant and in line with the principles of fair housing.**



What kind of home are you looking for?

Zoom-in:

Emerging Talents – the first step into a career at Scout24

Apprentices, working students and interns have been enriching our teams for many years. Also in the age of AI, we continue to promote early access to career opportunities at Scout24. Young professionals bring a wealth of fresh perspectives to our teams and strengthen our talent pipeline. In 2025, within the Scout24 Group there were

111 Apprentices, dual-study students, interns and working students. Of these: **68** women | **43** men

Diese Talente waren in folgenden Teams beschäftigt:

Product

Sales

Corporate Functions

Tech

Finance

Marketing

Immobilienbewertung und -zertifizierung

Support



Further information on joining Scout24: www.scout24.com/career/en/emerging-talents



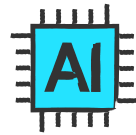
At “Kids Future Day”, children of Scout24 employees are introduced to different professions. They get to know the world of programming and gain their first experience with sales techniques. In 2025, we ran the event for the third time and welcomed around 30 children.



“When I started as an intern at Scout24 in 2009, I never imagined where my journey would take me. That is precisely why I am particularly committed to supporting talent at an early stage and providing them with **genuine opportunities for development**. For me, Scout24 has been a place where I have grown, shaped my own path and continued to learn new things for over 17 years. This ability to adapt to a constantly changing environment is crucial for the talent of tomorrow, particularly in the age of artificial intelligence.»

Daniel Hendel
Managing Director, ImmoScout24

Here's what we're planning



We are shaping the **AI transformation responsibly**: We measure the **CO₂ emissions** from our internal AI usage, measurably strengthen our employees' AI skills via a **Workforce AI Upskilling Index**, and are establishing a **central governance structure for Responsible AI**.



On the initiative of the **Pride Community**, Scout24 will be present at **Christopher Street Day 2026** in Berlin and will campaign for queer visibility and against discrimination.



We are **embedding our values and policies on diversity, equity and inclusion** as a key part of our post-merger integration.



We are converting our annual internal awareness initiatives into **monthly formats** that can be more easily integrated into our employees' daily lives and address current issues within the DEI spectrum.

Legal notice

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