

Strategic ESG Framework 2026

E We live up to our **climate responsibility**

We **consistently use renewable energy**, lower our consumption and minimise emissions to do our part towards **achieving the Paris Agreement**.

- Reduction in CO₂e (across all scopes) by 90% compared to 2018 by end of 2045 to reach net zero
- Purchase 100% of electricity from renewable sources by 2030 for our office locations*
- Convert vehicle fleet to 100% e-mobility by end of 2026

*where we have direct influence on supplier choice

S We create an **inclusive environment**

As a **people company**, we create a **diverse, inclusive and inspiring** working culture to sustainably secure our economic success. We **utilise our business model** to shape society with the help of our employees.

- Gender parity in the Scout24 Group by end of 2026
- Above 40.0% women in leadership positions by end of 2026
- 80% of employees have defined at least one development area in MyDialogue in 2026
- Special focus on platform trust and safety

G We pursue a **value driven** approach to business management

We instil **value based behaviour** throughout the organisation and set standards as a digital marketplace, taking **responsibility with respect to customers and users**.

- We complete the ISO 27001 certification for Scout24, ImmoScout24 Germany and bulwiengesa in 2026
- We extend our active ESG ratings portfolio from 2 to 4 ratings in 2026, and strive for positioning Scout24 among the leading DAX companies until 2029

We drive a responsible **AI** transformation

We provide data transparency about CO₂e emissions of internal AI usage by end of 2026

We implement a Workforce AI Upskilling Index as a new key metric for the adoption and quality of AI usage in the company

We install a Responsible AI working group as central governance structure

