

Diversity, Equity & Inclusion Report 2023



Scout24



We are Scout24 – a leading German digital company

With our digital marketplace, ImmoScout24, for residential and commercial real estate, we have been bringing together homeowners, real estate agents, tenants, and buyers for 25 years. Scout24 is a European stock corporation (Societas Europaea) and a member of the MDAX and DAX50 ESG.

Our headquarter is located in Munich. We also have offices in Berlin, Hamburg, Cologne and Vienna. As of 31 December 2023, we had 1,100 employees.

At Scout24, we value and promote the diversity that our employees bring to the company because we are convinced that it is precisely this diversity that is the basis of our success. We can only give our best as a team if you feel safe, valued and respected as a person.

We welcome you just as you are. Bring the real you to our team, which is a safe space for every person, of all gender and sexual identities, skin colours, ethnic origins, citizenships, ancestries, religions and worldviews, disabilities, ages or marital statuses.



"Achieving more diversity, equality and inclusion requires the right **mindset** and **openness** throughout the team. All issues of equality are always uncomfortable - especially for those who enjoy privileges, whether consciously or unconsciously.

The biggest game changer is recognising your personal comfort zone and having the **courage** to actively step out of it to create a more inclusive system."

Dr. Claudia Viehweger, Chief People & Sustainability Officer

Diversity, Equity & Inclusion: Our journey



! Our path to DEI is characterised by continuous listening, learning and further development as **#OneTeam**.

Our DEI Strategy



Inclusive company 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.

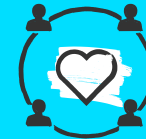
Everyone contributes to **inclusion** by recognising and taking individual responsibility. Together, we ensure an **inclusive and high-performing culture** in which all colleagues can feel safe to be their true selves.



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 to 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.

Every team involves **DEI** in its work to ensure sustainable economic success.

Measures for Inclusive company and leadership culture

- > **Diversity is part of the Executive Board's remuneration:** In 2023, two non-financial targets related to women in leadership positions and to international diversity were included in the one-year variable remuneration of the Management Board with a weighting of **30 %**.
- > **Diversity Week 2023:** Under the motto "From Allyship to Action", **11 workshops** were held with a total of 559 participants, including presentations on male allyship, discrimination in language and writing, and an introduction to cultural differences.
- > The start of Diversity Week was marked by a **mandatory session** for all our leaders.
- > **Mandatory DEI training:** All employees are required to take part in a mandatory annual training to update them on our Diversity, Equity & Inclusion values and requirements.



- > **Introduction of semi-annual DEI targets in managers' development plans:** Since 2023, it is an internal requirement for managers at Head Of level and above to set a target in the area of diversity, equity & inclusion.
- > **YOU Day 2023:** Our employees took part in a varied programme of **21 workshops** on health and inclusion.
- > **Social responsibility:** We look back on an eventful year. Among other things, we connected our cooperation partners Union Berlin and the Berlin City Mission, our Executive Board volunteered at the City Mission's emergency shelter and Scout24 donated a total of **EUR 200,000** to Housing First projects across Germany.

Measures for Inclusive company and leadership culture

- > **1 : 1 interviews with colleagues with disabilities:** Based on the results of our Inclusion Survey, we interviewed several people with disabilities in the company in order to provide even more targeted support.
- > **Period products:** Since 2022, a selection of sustainable period products has been available in all our offices. As it is important to us to create a menstruation-friendly and safe environment for all employees, the products are available in women's, men's and gender-neutral toilets.



- > **Kids Coding Day:** Under the motto "**Learn to code - Scout24 Academy for Kids**", we want to give children the opportunity to immerse themselves in the world of coding in a fun way and gain their first experience of technical professions. The first Coding Day took place in June 2023.
- > **Communities:** Our communities organised a variety of engagement formats last year. These included a presentation on the topic of "**Finance for Women**", initiated by the Women's Community, and a Christmas networking event with the Pride Community.
- > In 2023, we were recognised as a "**role model in diversity**" in a study by the Frankfurter Allgemeine Zeitung.

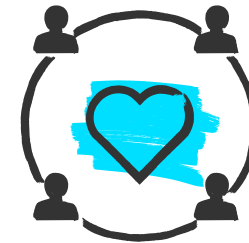
Measures for talent processes and development

- > **Coaching & training:** The Sustainability & DEI team provides targeted training for internal teams on topics such as privilege, unconscious bias and gender equality.
- > **Interlinked training for young people with disabilities:** We have been a partner of the Annedore Leber Vocational Training Centre since 2023 and offer young people with disabilities the opportunity to complete the practical part of their training at Scout24.
- > **Promotion of women:** We offer a variety of training formats and coaching sessions to enable women on their path to a management position, and to develop female leaders.



- > **Male / Female / Non-binary / Other:** We offer our employees several options to identify their gender in all HR-related systems. It is important to us to give everyone the opportunity to state their own identity.
- > **Regular surveys:** In addition to traditional employee surveys, we provide annual **upward feedback** to our leaders. Furthermore, we conduct an inclusion survey, which we use to measure the inclusion of different employee groups and adjust our actions accordingly.

Measures for Value-driven business activities



> **Partnership with the Inklupreneur network:** We started our journey with the Inklupreneur network in mid-2023. Since then, the network's mentors have been advising us in many ways on how to hire even more people with disabilities.

> **Accessibility:** The corporate websites of Scout24 and ImmoScout24 were revised during the reporting year in order to make progress in the area of accessibility.

> **Inclusive through language:** As inclusion is also strongly manifested through language and we have a very wide reach with ImmoScout24, since 2021 we have been using gender-sensitive language in our active internal and external communications and on our highly frequented websites.

> **Awareness of discrimination in the housing market:** We want to raise awareness of discrimination that exists in the housing market and how users and customers can take action against it. We provide a detailed advice page for this purpose. Conspicuous adverts can be easily reported. Our commitment has been recognised as an [example of best practice](#) by the Federal Anti-Discrimination Agency in 2022.

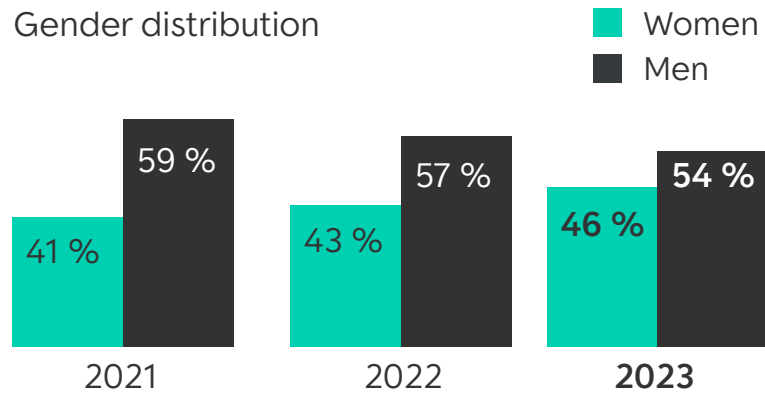
> **Cooperation with Sozialheld*innen:** Our long-standing cooperation with the Berlin-based organisation Sozialheld*innen e.V. helps us to better design our products and services for people with disabilities. One example of our collaboration is the integration of **Wheelmap** - a map with information on wheelchair-accessible locations on ImmoScout24.

> **Bloomberg Gender Equality Index:** We have been participating in this rating since 2020 in order to create transparency about our DEI measures and receive recommendations for further improvements.

Facts & Figures

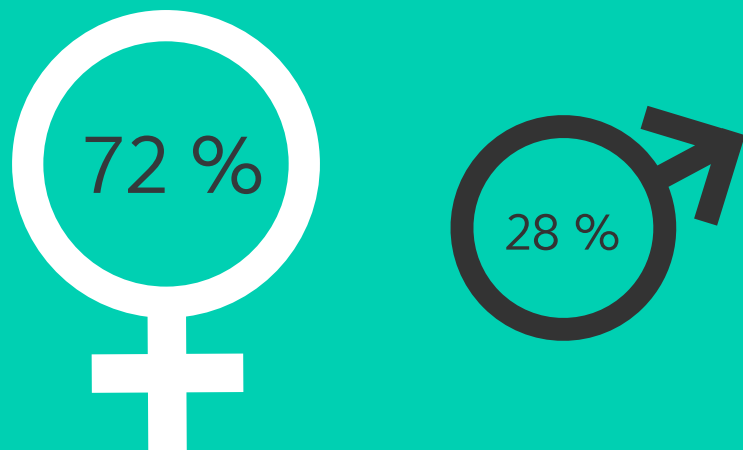
The year 2023 in figures¹

Gender distribution



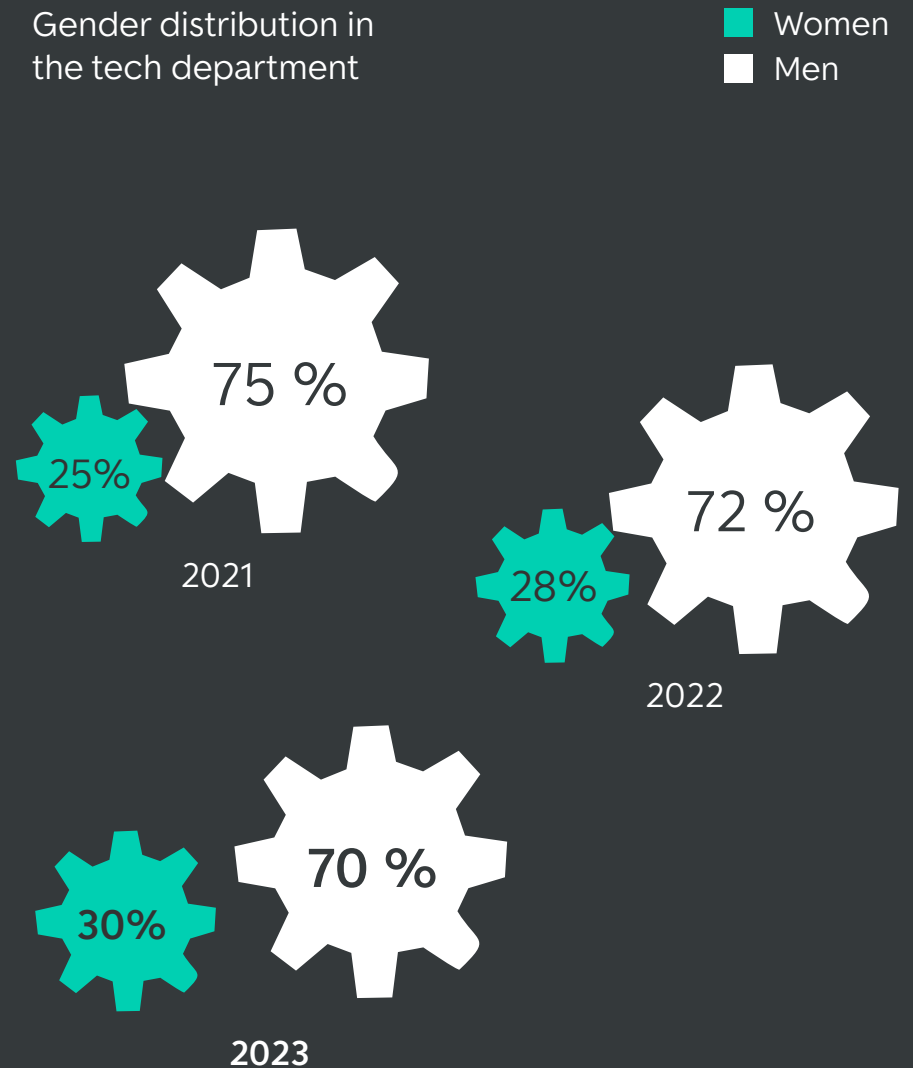
Gender distribution of part-time employees*

*In 2023, 14 % of employees worked part-time.



¹All numbers on pages 10 to 12 are based on headcount. As of the reporting date 12/31/23, none of our employees have recorded a gender identity outside the binary system in our personnel program.

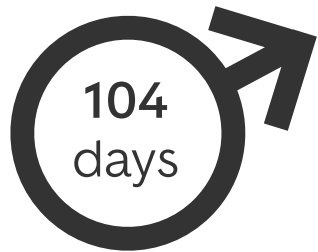
Gender distribution in the tech department



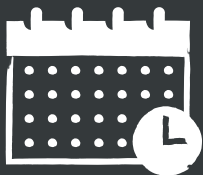
Facts & Figures

The year 2023 in figures¹

Average parental leave in comparison



Average years of tenure



On average, our employees are employed at Scout24 for **5.4 years**

Employees with official status of severe disability or equal status → **18**

Employees who reported having a disability in the Inclusion Survey → **29**

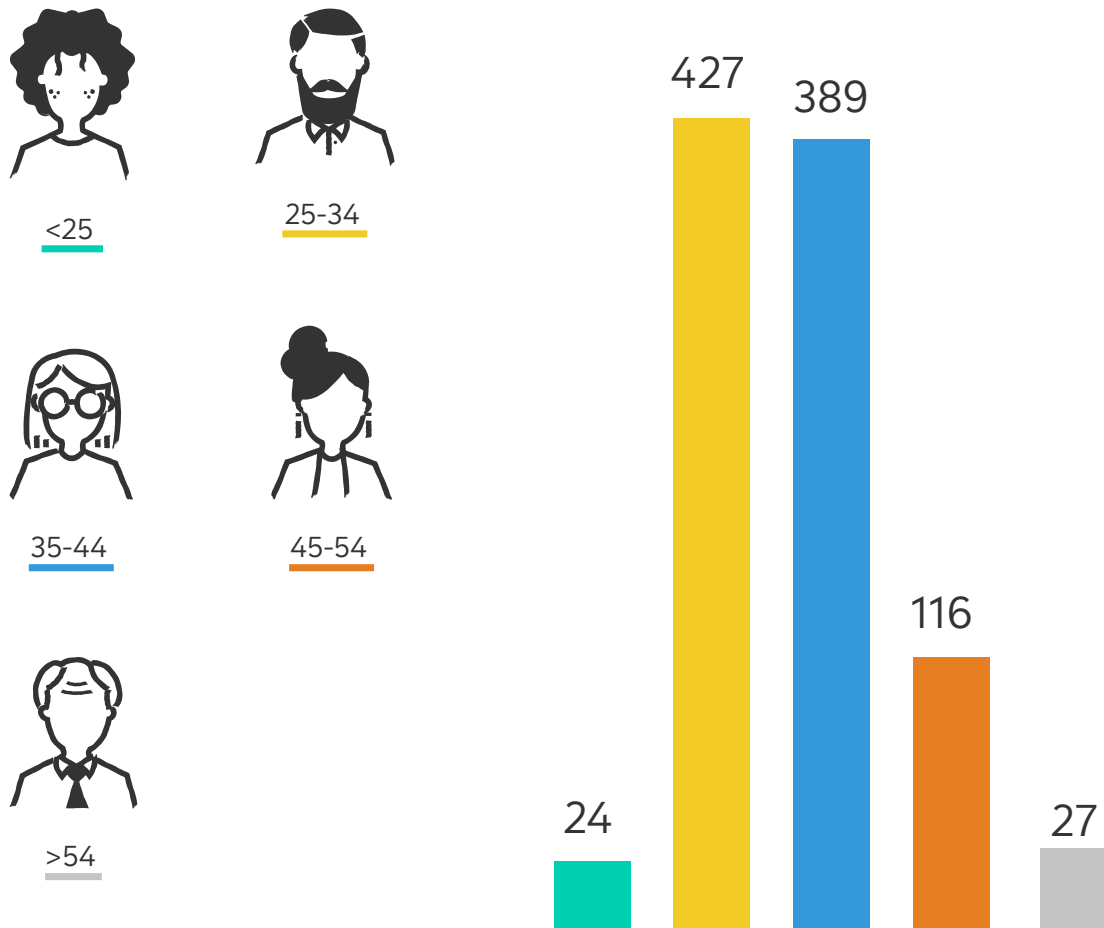
Employees who are not sure whether they have a disability → **12**

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Facts & Figures

The year 2023 in figures¹

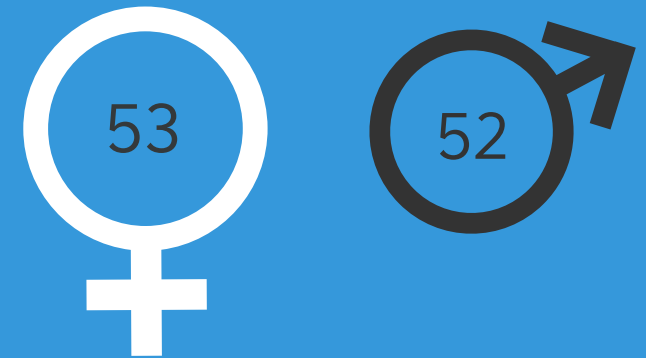
Age distribution in the workforce



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Our new hires in 2023

105 newcomers:



Percentage of **women** who have moved into a management position after completing our leadership programmes

47%

Facts & Figures

Demographics

In the Inclusion Survey 2023, our colleagues self-identified²:



... as part of the Pride Community: **40 employees**



... as parents: **180 employees**



... as care-giver for an adult: **17 employees**

Feedback from the Inclusion Survey 2023:

90 % receive support from their colleagues when they need it

82 % of participants state that they can be their authentic self at Scout24

75 % of parents at Scout24 say that all employees at Scout24 have equal opportunities to succeed

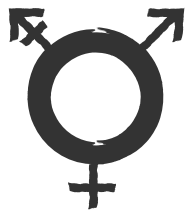
74 % of all participants agree that they are equipped to manage both their personal and work life demands

What we would like to improve on the basis of the results:

- > Harmonise the positive **perception** among all employee groups - especially among women in leadership positions and women at all levels
- > Increase **knowledge** of our wide range of support services among international employees
- > Involve our **subsidiaries** more closely in our DEI formats and campaigns. Continue to increase understanding of the needs of employees with disabilities

²Basis: 486 participants from all subsidiaries excluding Sprengnetter, participation rate 52 % of all employees.

Our next milestones



50 %

women or non-binary people and thus gender parity in our workforce by the end of 2025. By the end of 2023, we are already at 46 %.



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additional positions we would like to fill with people with disabilities by the end of 2024. Currently, 18 of our colleagues have an official status of severe disability or equal status.



We aim to increase the share of women in leadership positions.

Imprint

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