

Strategic ESG Framework 2025

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 60% by 2025 compared to 2018 and by 90% by 2045 to reach net zero
- Purchase 100% of our electricity from renewable sources by 2030 for our locations in Germany and Austria
- Convert vehicle fleet to 100% e-mobility by 2026

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 2025
- 40% women in leadership positions by end of 2025
- 1,000 designated apartments for homeless people on ImmoScout24
- Special focus on platform security and platform availability

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**.

- Our business partners, suppliers and service providers (measured by spend) undertake to comply with Scout24's Code of Conduct or an agreement that meets these requirements at a minimum

