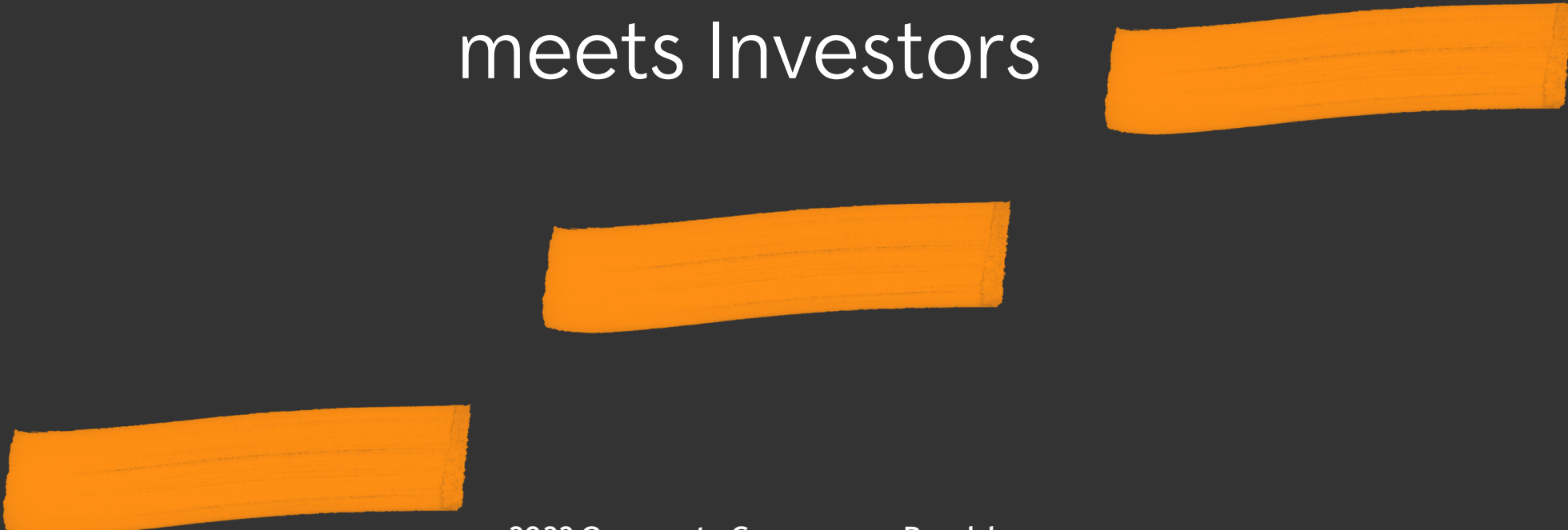


# Scout24 Supervisory Board meets Investors



2022 Corporate Governance Roadshow

Dr. Hans-Holger Albrecht - Chairman of the Supervisory Board  
Frank H. Lutz - Deputy Chairman of the Supervisory Board

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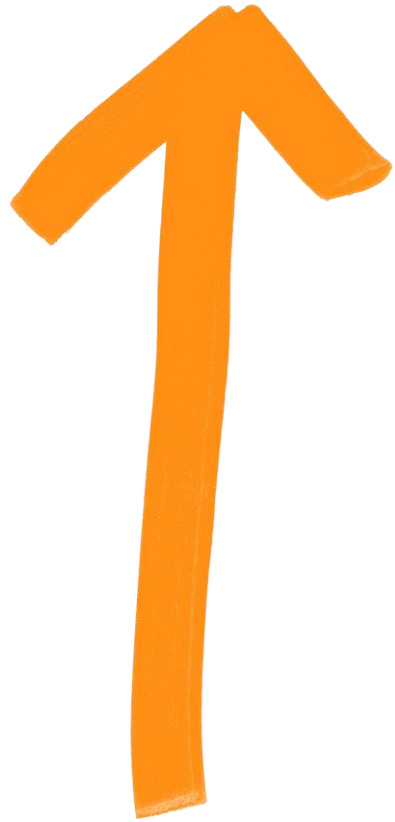
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# Agenda



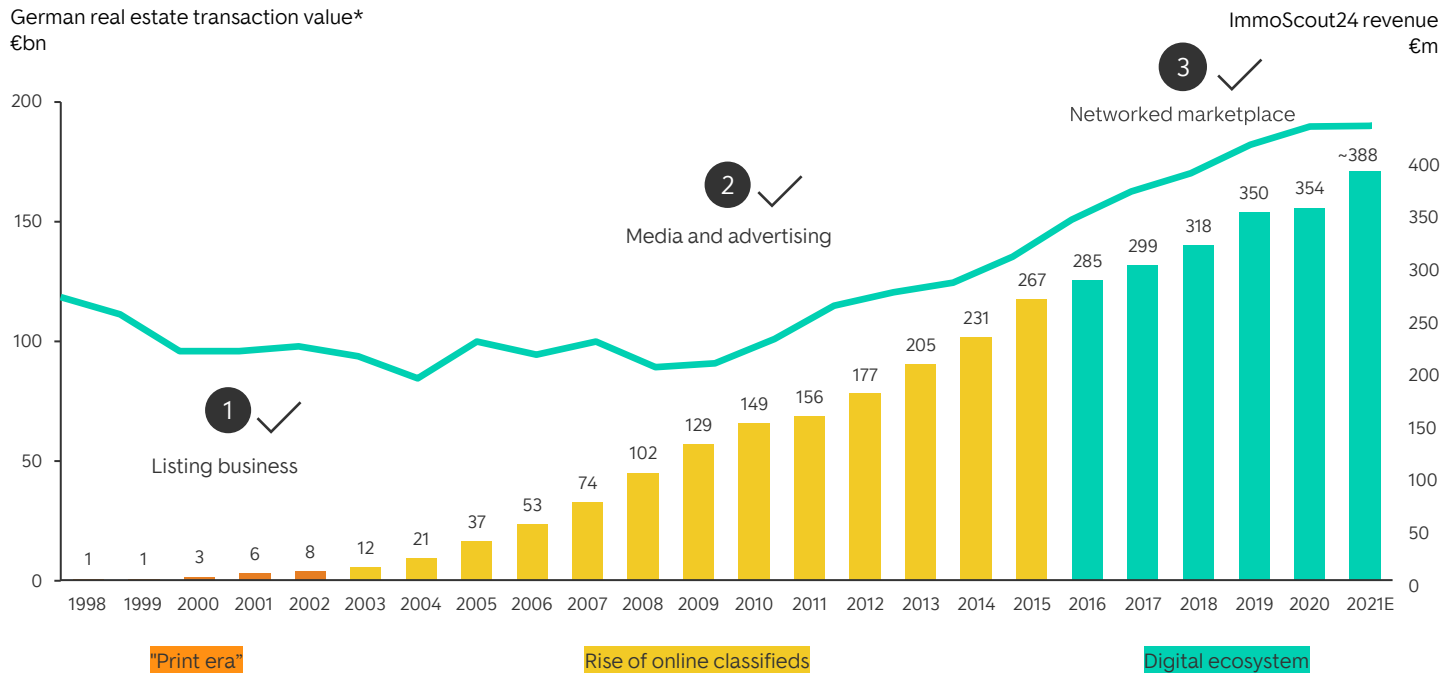
- 1 Tasks and **operation mode** of the Supervisory Board
- 2 **Capital allocation** strategy
- 3 **Environmental, Social and Governance** topics

Tasks and operation mode of the Supervisory Board

We see ourselves as partner of  
both the Management Board  
and our shareholders

# For over two decades Scout24 has generated **resilient and attractive growth** through value creation for customers and shareholders

## ImmoScout24 Revenue Development in changing Real Estate Market



- ✓ Reflecting **strong market position** with superior brand perception
- ✓ **Defining industry trends** in an evolving market
- ✓ **Despite several crises**, resilient growth through the cycles

We are fully aligned with the Management Board on the strategy presented at the CMD – “moving to the next level”

Reengineered  
the Company towards  
**Customer Focus**

Professional & Private

Introduced a new  
**Operational Paradigm**

Objects – Customers –  
Transactions

Created a  
Product Suite to target  
**a much larger TAM**

From €1bn to €11bn+

Complemented the  
product offering by the  
**right acquisitions**

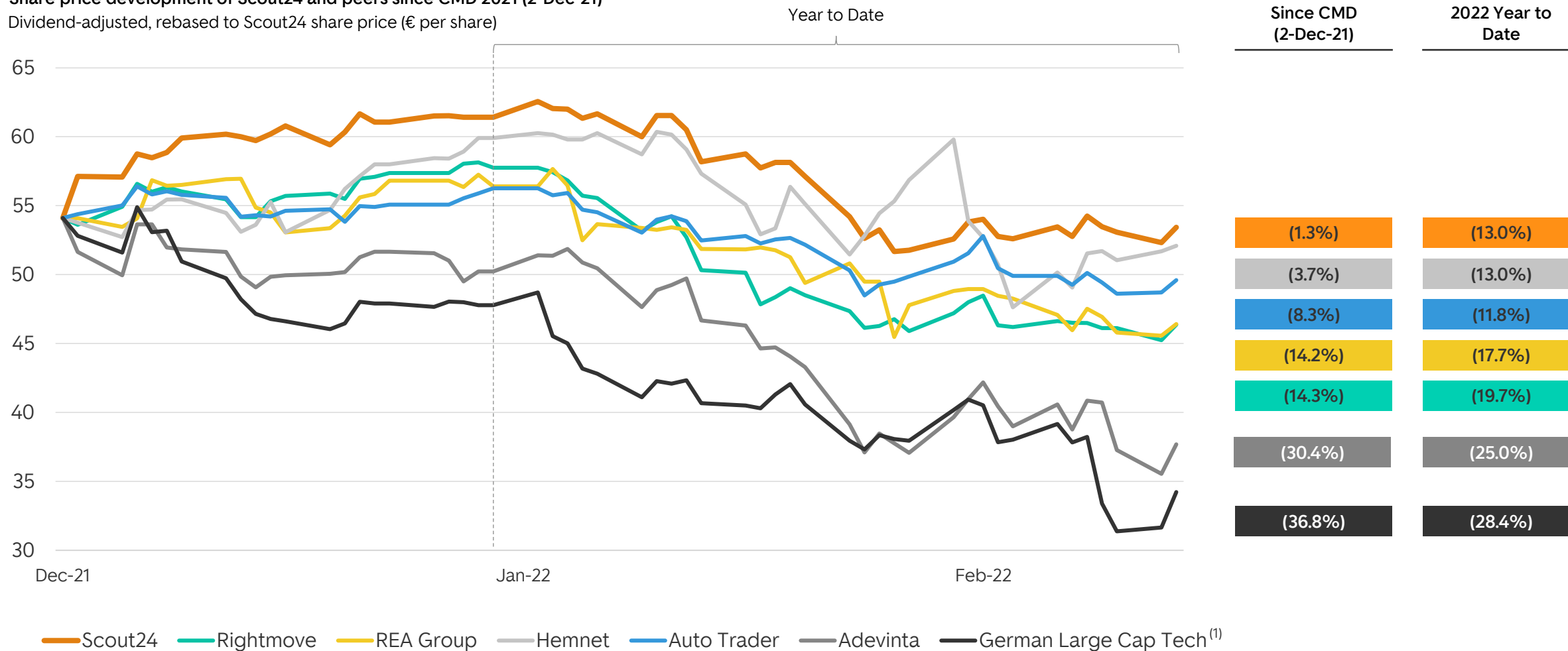
ImmoVerkauf24 +  
Vermietet.de

From Classifieds to Transactions -  
Making sustainable double-digit revenue growth possible  
and strengthening our market position

# On the back of the strategy update at the CMD 2021, Scout24 showed a strong share price performance versus key peers

## Share price development of Scout24 and peers since CMD 2021 (2-Dec-21)

Dividend-adjusted, rebased to Scout24 share price (€ per share)



Source: Capital IQ as of 15 February 2022

Notes: (1) Includes Delivery Hero, Hello Fresh and Zalando

Besides discussions on the strategic development, we dealt with various other topics

The Supervisory Board supported and advised on the change of legal form of Scout24 to **Societas Europae**.

We initiated and completed the process for the **selection of a new auditor** to allow for a change from 2023 onwards.

Continuous exchange and monitoring of the **Company's capital structure** together with the Management Board.

We reviewed the **succession planning** for the key positions below the Management Board.

We discussed the **sources and structures of future growth**, and dealt with the acquisition of Vermietet.de.

We defined a state-of-the-art remuneration system and **extended all Management Board contracts** based thereon.

We monitored the risk management, compliance, internal audit and data protection, and specifically enquired about the **IT security architecture**.



The Supervisory Board consists of six members, all of which are independent



**Dr. Hans-Holger Albrecht**

**Chairman**  
Born 1963, German  
Member since 2018  
Appointed until AGM 2024

**Former CEO of Deezer S.A. (non-listed)**

- Chairman of the Board of Directors Storytel AB (listed)
- Member of the Board of Directors of Deezer S.A. (non-listed)
- Non-executive member of the Board of Directors of VEON Ltd. (listed)



**Frank H. Lutz**

**Deputy Chairman**  
Born 1968, German  
Member since 2019  
Appointed until AGM 2024

**CEO CRX Markets AG (non-listed)**

- Supervisory Board member Bilfinger SE (listed)



**Christoph Brand**

Born 1969, Swiss  
Member since 2019  
Appointed until AGM 2024

**CEO of Axpo Holding AG (non-listed)**

- Chairman of the Board of Directors of Centralschweizerische Kraftwerke AG (non-listed)
- Member of the Board of Directors of gfm Schweizerische Gesellschaft für Marketing (pro bono, non-listed)



**Dr Elke Frank**

Born 1971, German  
Member since 2020  
Appointed until AGM 2024

**Member of the Executive Board of Software AG**

- Member of the Kuratorium of the Fraunhofer Institute for Industrial Engineering IAO (pro bono, non-listed)



**André Schwämmlein**

Born 1981, German  
Member since 2019  
Appointed until AGM 2024

**CEO of FlixMobility SE (non-listed)**

- Member of the Supervisory Board of ABOUT YOU Holding AG (listed)
- Member of the Supervisory Board of ABOUT YOU Verwaltungs AG (non-listed)



**Peter Schwarzenbauer**

Born 1959, German  
Member since 2017  
Appointed until AGM 2024

**Former member of the Management Board of BMW AG (2012-2019)**

- Member of the Supervisory Board of UnternehmerTUM GmbH (non-listed)
- Chairman of the Advisory Board of company bike solutions GmbH, Munich, Germany
- Member of the Advisory Board of Lunewave, Inc. (non-listed)
- Member of the Advisory Board of Mobility Impact Partners LLC (non-listed)

Our commitment is reflected in a very high attendance ratio in 2021 meetings

### Supervisory Board

11 Meetings

### Executive Committee

6 Meetings

### Audit Committee

6 Meetings

### Remuneration Committee

2 Meetings

**Total**  
25 Meetings

SB Member	Supervisory Board	Executive Committee	Audit Committee	Remuneration Committee	Participation quota
Dr. Hans-Holger Albrecht	11/11	6/6	6/6		100%
Christoph Brand	10/11			2/2	92%
Frank H. Lutz	11/11	6/6	6/6		100%
Peter Schwarzenbauer	11/11	6/6		2/2	100%
André Schwämmlein	11/11		6/6		100%
Dr. Elke Frank	11/11			2/2	100%

# The Supervisory Board remuneration is unchanged since 2018

In T€

SB Member	Role	Fixed Remuneration	ExCo	Audit	RemCo	Total Remuneration
Dr. Hans-Holger Albrecht	SB Chairman	140	40	20		200
Frank H. Lutz	Deputy Chairman	120	20	40		180
Dr. Elke Frank	Ordinary Member	60			40	100
Peter Schwarzenbauer	Ordinary Member	60	20		20	100
Christoph Brand	Ordinary Member	60			20	80
André Schwämmlein	Ordinary Member	60		20		80
<b>Total</b>		<b>500</b>	<b>80</b>	<b>80</b>	<b>80</b>	<b>740</b>

- D&O insurance borne by the Company
- No attendance fees
- No performance based variable remuneration

Capital allocation strategy

We are returning to an  
efficient capital structure

# Together with the Management Board we have refined our **capital allocation strategy** after a successful capital return roadmap

## 1. Re-invest into growth



- We will continue to **re-invest into growth** as first priority.
- Any potential **M&A activities** will be undertaken in a disciplined manner with a focus on value creation and moving closer to the real estate transaction.
- For sufficient M&A firepower, we plan to provide for a **financing capacity** of ~€1bn (assuming a leverage of up to 3.5x).

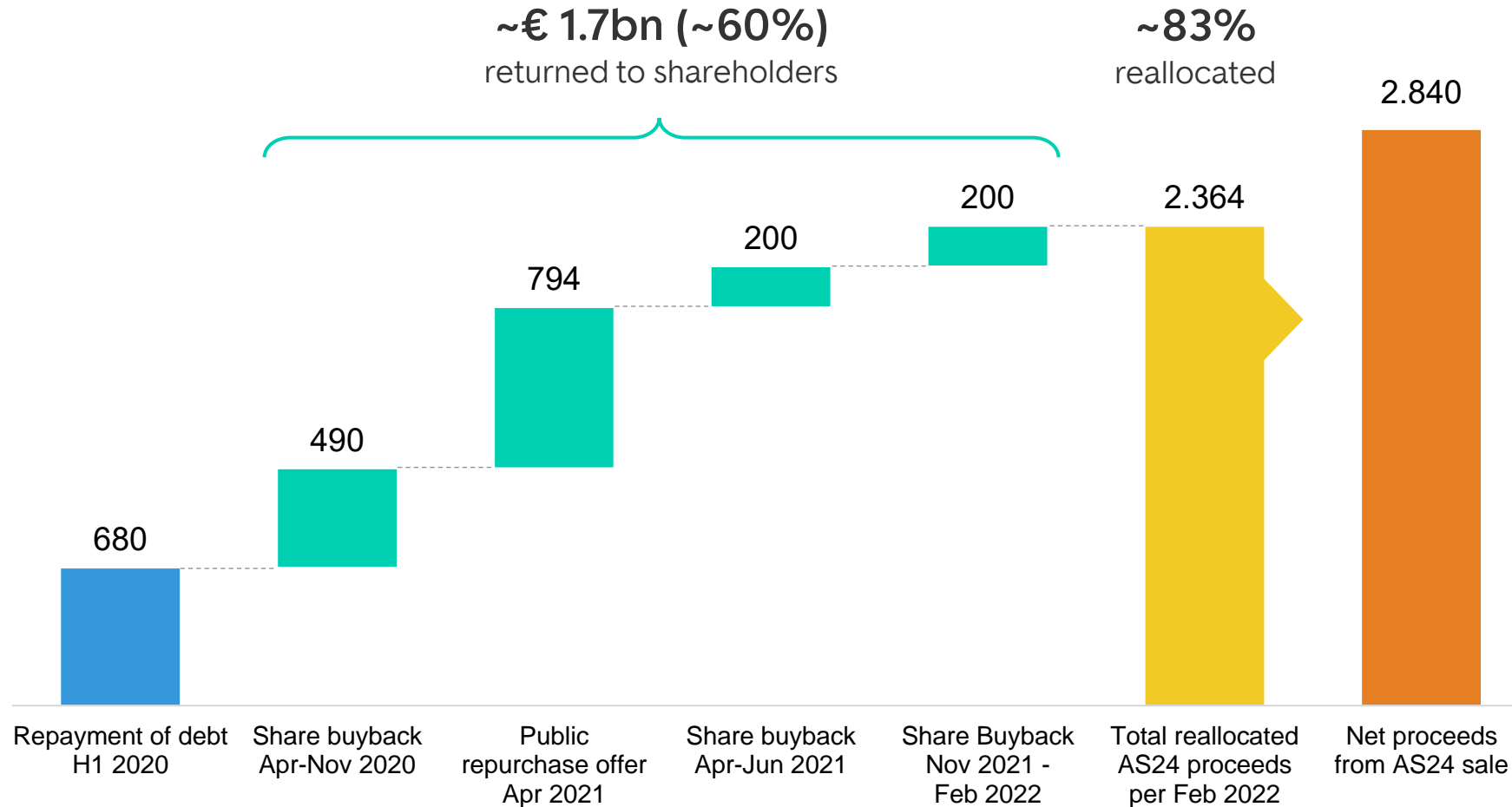
- We will continue to pay out 30-50% of our adjusted net income in the form of annual **recurring dividends**.
- Excess cash shall be returned to shareholders through **share buybacks** (targeting a leverage without M&A of around 0x (-1.3x incl. special fund assets expected as of December 2021)).

## 2. Return cash to shareholders



The reallocation of the €2.8bn net proceeds from the AS24 sale is at 83% completed and we have distributed 60% to shareholders

€ million



Since April 2020, Scout24 returned ~60% of the net proceeds from the AS24 sale to shareholders via share buybacks

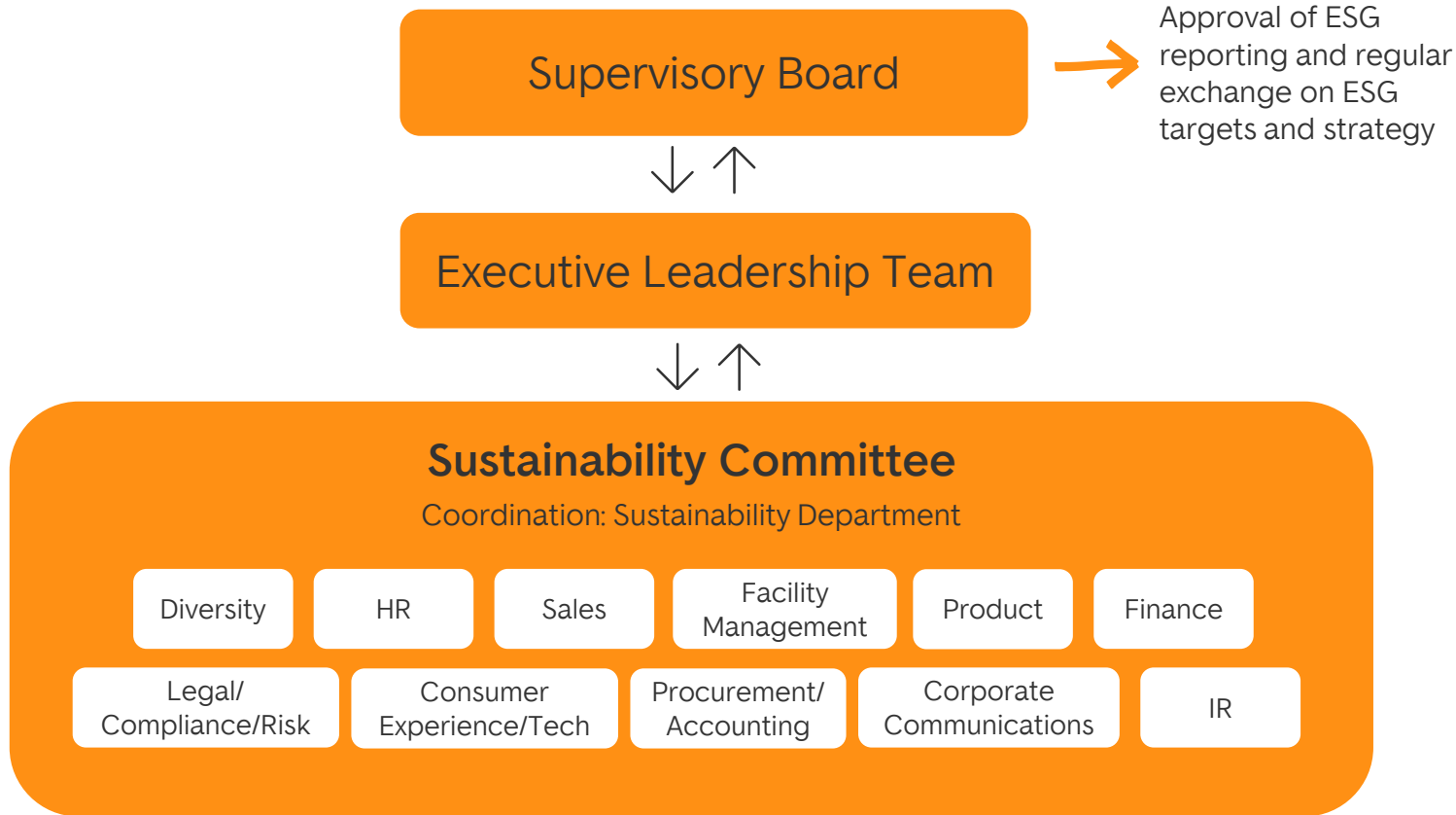
- Buybacks of in total ~24.8 million shares and capital reductions of in total 24.0 million shares
- **Accretive for shareholders**

Repayment of debt in order to achieve target leverage ratio in line with peers

## Sustainability Program

We are strongly aligned with the  
Management Board on ESG topics

# ESG topics were regularly addressed in our SB meetings



## 2021 measures moving Scout24's sustainability agenda to the next level:

- ✓ Sustainability Report according to HGB and GRI, now also including **EU taxonomy**
- ✓ New **materiality analysis** as basis for the Company-wide sustainability strategy – linked to the UN Sustainable Development Goals and the UN Global Compact Principles
- ✓ New **sustainability program** with cross-divisional goals
- ✓ Plans for **sustainability-linked financing** with ESG KPIs
- ✓ Scout24's corporate values extended to the **Code of Conduct for suppliers**
- ✓ Refined **climate protection measures**
- ✓ Included **ESG target** in management compensation



These climate protection measures help to achieve the goal of CO<sub>2</sub> neutrality by 2025

Improved mobility behaviour with **new travel policy** placing train travel over air travel and converting the **vehicle fleet to e-mobility** (88% as of end of 2021).

Goal to purchase **100% electricity from renewable sources** on the basis of a framework agreement with the electricity provider.

The **conversion of the Company's data centers to a cloud-based solution** has already been largely completed.

With its **ecologically sustainable construction** and high **energy efficiency**, Scout24's Berlin office building meets high sustainability standards.

In 2022, Scout24's climate strategy will be further enhanced – also by incorporating **science-based findings; TCFD recommendations** on climate-related financial disclosures will be analysed.

Our Executive  
Leadership Team  
is more **diverse**  
than ever before  
(29% women)



**Tobias Hartmann** Chief Executive Officer



**Rowena Patrao** Chief Technology Officer



**Christian Ronge** General Counsel



**Dirk Schmelzer** Chief Financial Officer



**Thomas Schroeter** Chief Product Officer &  
Managing Director ImmoScout24



**Claudia Viehweger** Chief Human  
Resources Officer



**Ralf Weitz** Chief Commercial Officer &  
Managing Director ImmoScout24

# Scout24

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