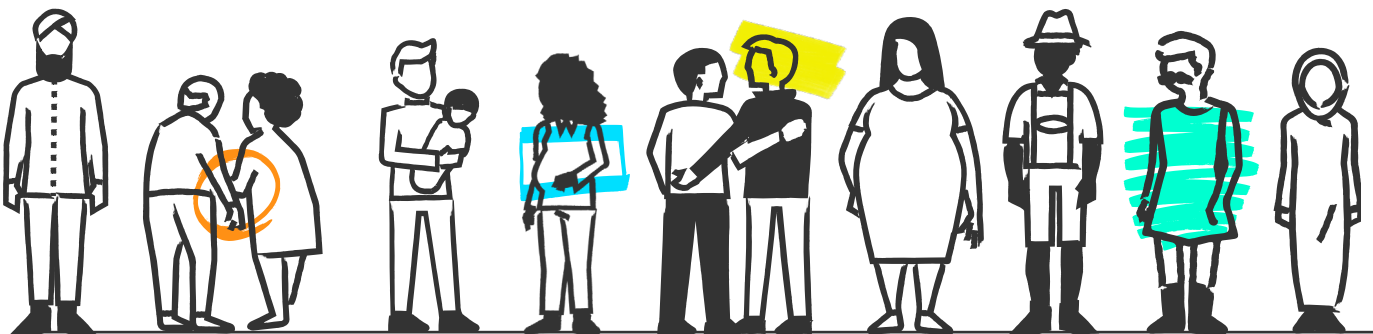
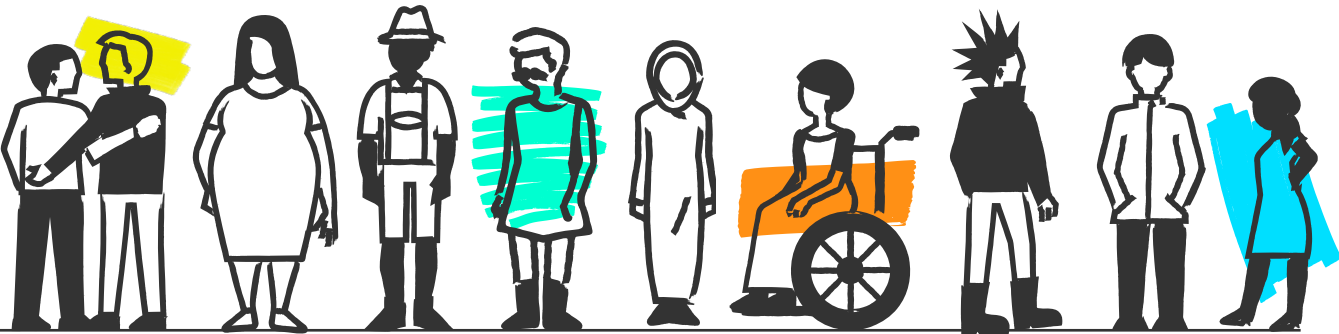


# Diversity, Equity & Inclusion Report 2022





## Who we are

Scout24 is 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 member of the MDAX and the DAX50 ESG. The company is headquartered in Munich. In addition, Scout24 has a location in Berlin and, with ImmoScout24, offices in Cologne and Vienna. As of December 31, 2022, Scout24 had 960 employees (FTE).

## Diversity Statement

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 colors, ethnic origins, citizenships, ancestries, religions and worldviews, disabilities, ages or marital statuses.



“As a digital company our employees are the foundation to our success. Only by creating a culture that embraces diversity and an environment where everyone feels safe to show up as their true selves, we can unlock our full potential. This is how we make a difference.”

Tobias Hartmann, Chief Executive Officer



“Diversity, Equity & Inclusion (DEI) has been an integral part of our DNA. Be it through our annual Inclusion Survey, regular awareness weeks, the newly established Communities@Scout24 or other DEI initiatives – we continue to push boundaries, foster exchange and tackle barriers in all areas of Scout24. That is why we are particularly proud to publish our first DEI Report.”

Dr. Claudia Viehweger, Chief People & Sustainability Officer





# How we started our DEI journey

In 2020, we made DEI a priority at Scout24.

Responsibilities were assigned, we anchored the topic in our core values and developed our own DEI strategy. Besides internal data and insights, we benchmarked ourselves and collated findings from studies to define our vision and strategy. Since then, we have been striving to further raise awareness of an inclusive work environment, promote diversity in our teams and in particular increase the proportion of women in the company.

Over time, we have broadened our focus to include other diversity characteristics alongside gender, such as ethnicity, (dis-)ability or caregiver status. While we have made great improvements, reflected for example by our goal of gender parity in the workforce and the feedback from our employees in the Inclusion Survey, our DEI journey remains one of continuous listening, learning and transformation as **#OneTeam**.

Today, we are happy to share our journey so far with you in our first DEI-Report and are looking forward to taking you with us on the journey ahead!

If you have any questions or comments, please contact us at [diversity@scout24.com](mailto:diversity@scout24.com).

# 2020

Creation of our DEI Strategy

Launch of our first annual Diversity Week

Signatory of the Diversity Charter

Leadership Online Summit  
“Culture and Diversity”

Launch of our annual mandatory anti-discrimination trainings

# 2021

Pride Week with LGBTQIA+ awareness trainings

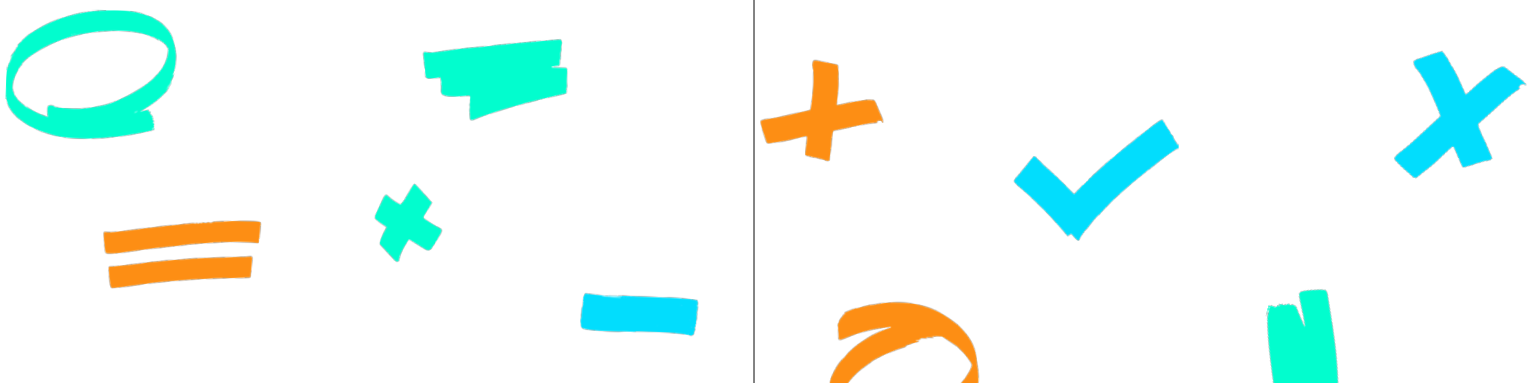
Scouts Day of Disabilities at Work and commitment to gender inclusive language

Launch of our first annual Inclusion Survey

# 2022

Mental Illness Awareness Week

Start of companywide Communities@Scout24





# Our strategy for DEI

## Inclusive Leadership + Culture · From Basics to Allyship

Our position on diversity, tolerance and equal opportunities is set out in our company-wide **Code of Conduct**. We take a zero-tolerance approach to any and all types of disadvantage or discrimination against employees, applicants and business partners. We signed the “Charta der Vielfalt” (the German Diversity Charter) in summer 2020. Our **managers** bear a special responsibility for DEI. It is their job to embody our values on a daily basis at work and create safe, inclusive environments within their teams or departments.

## Equitable Talent Processes + Development · Hiring for Diversity & Retaining Talent

**Fair HR processes** are critical when it comes to promoting diversity and equal opportunities. We are active in three fields to approach this goal in a comprehensive manner: Recruiting, talent retention and development. We designed measures to **detect potential bias in the recruitment process** and make the process objective and more inclusive overall while also improving the experience for applicants. We implemented interview training courses for colleagues who interview applicants to train them on how to make an application process fair.

## Value-driven Business · Making a difference

DEI is not only what we strive for in our everyday work with colleagues at Scout24, but it should also be reflected in our **business and our business processes**. Inclusion and barrier-free accessibility are another key focal point of our developments in product management, be it language availability or the inclusion of users with disabilities.

# Inclusive Leadership + Culture

All **leadership levels** demonstrate their **commitment to DEI** by ensuring equitable hiring and career assignments, role-modeling inclusive behavior, and highlighting the importance of DEI for business success.



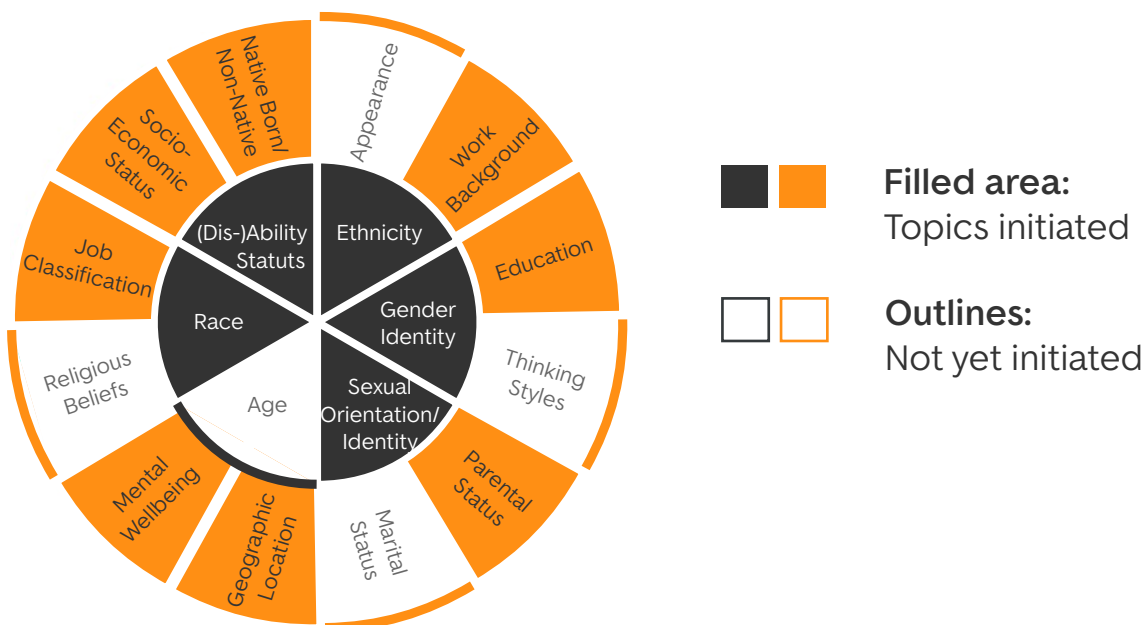
**Everyone** contributes to inclusion by understanding and acting on their individual responsibilities to create a happy, caring and high performing inclusive **culture**, where colleagues feel safe to be their true self.

We regularly organise enablement and learning formats as well as annual theme weeks. So far, we have already engaged with many diversity dimensions. In 2023, we want to expand our knowledge and widen our DEI approach even further.

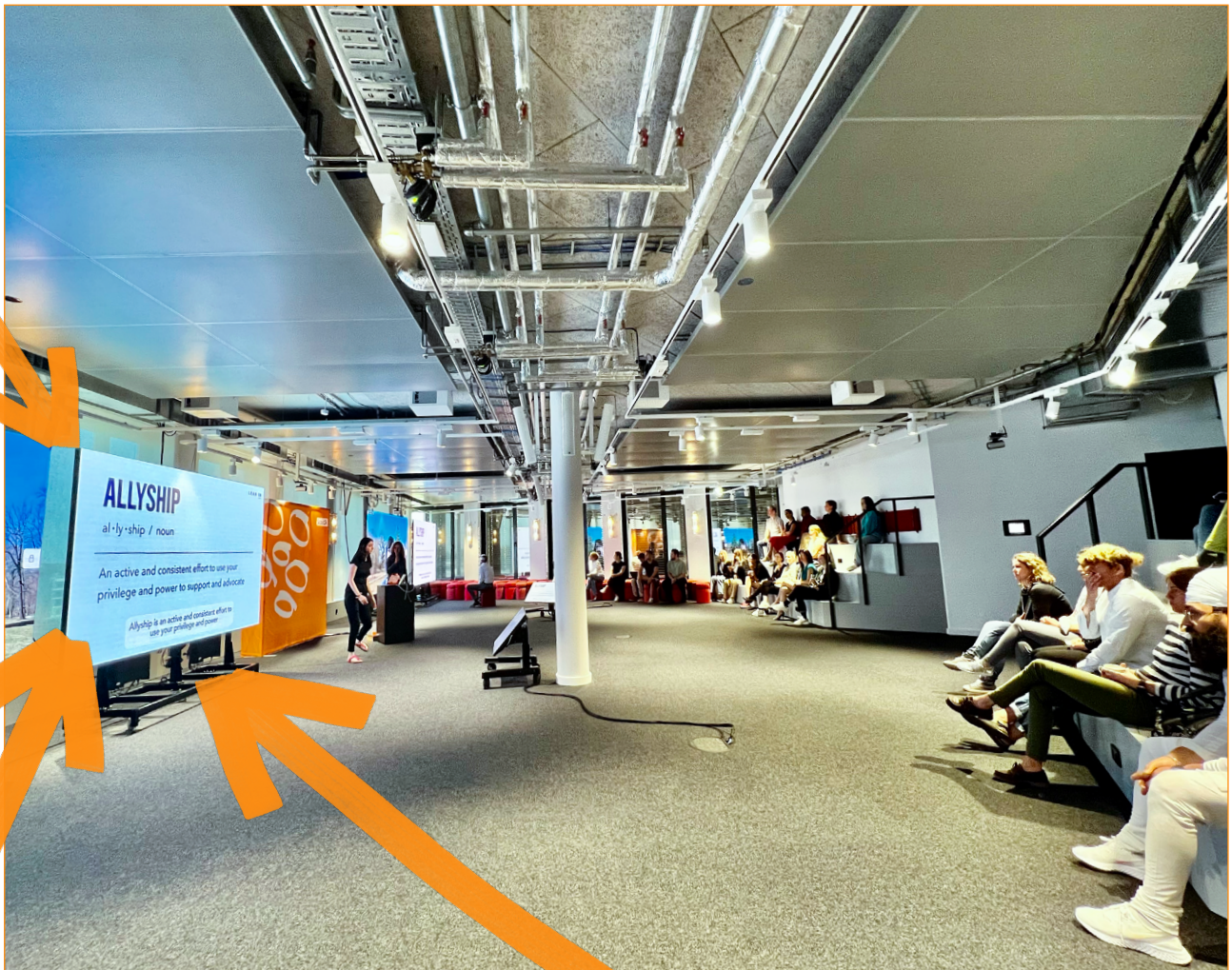
By offering various awareness formats we enable our employees to create a more diverse and inclusive workplace.

- Scout's Day of Disabilities at Work
- Mental Illness Awareness Week
- Diversity Weeks
- Pride Week

An inclusive culture needs to be lived. For us, this means addressing inclusion challenges and sparking difficult but crucial questions. It is important for us to have a holistic view of diversity to expand our knowledge and widen our DEI approach even further. By offering various awareness formats we enable our employees to create a more diverse and inclusive workplace.



1,742 Dial-ins in 26 awareness sessions in 2022.





## Inclusive leadership

Our managers must ensure that everyone in their teams feels respected, accepted, and valued. To meet this responsibility, we work together in the **Leadership Team**. How do we do it? By making DEI an integral part of our internal talent programs, the Annual Leadership Summit and special sessions for leaders during our annual awareness weeks. We expect our leaders to actively build an environment where employees feel they belong - this means:

- Recruiting a diverse team of people, opinions and perspectives that fit with our culture and complement each other.
- Overcoming prejudices and biases to treat and promote all employees fairly.
- Developing sensitivity to privilege, microaggressions and disadvantage amongst colleagues.

Our internal coaches and HR-partners support all our managers in this process.

## Communities

Scout24 Communities are voluntary employee-led groups that foster a diverse and inclusive workplace aligned with our Scout24 mission, values and goals. The groups provide support and help in personal or career development and create a safe space where everyone can bring their whole selves to the table. We are very happy to have LGTBQIA+, women, BIPOC and student communities and we welcome every additional community [@Scout24](#).

"I am engaged in the Women Community because I am convinced that there is an enormous potential of power and creativity in women working together that we are not yet properly using today.

Only together we can continue to break down outdated patterns and free ourselves from false beliefs. I want to encourage and support my female colleagues. That's why the community is so important. It is a meeting place and protected space for exchange."

Astrid Haarhaus, Member of the Scout24 Women Community



# Company-wide Inclusion Survey

Our annual surveys focus on the status of our inclusive culture and help us to find out if all groups of employees feel equally included, respected, and treated fairly within the company. The Inclusion survey has two main purposes:

**1. Measuring diversity broadly:** We want to better map various demographic or identity dimensions, such as gender identity, ethnicity, or (dis-)ability at Scout24. This is an important step to track initiatives that foster DEI.

**2. Measuring inclusion and belonging:** We want to gain a deeper understanding on different aspects of inclusion and belonging such as psychological safety when it comes to opinions or decision making. Together with various demographics and identities, we can find out whether certain groups might feel less included. This will help us to better tailor and direct initiatives for improving the situation of such groups at work.

## Period products in all toilets

After talking about the influence of the menstrual cycle on productivity and the workplace during our Diversity Week in June 2022, we turned words into action and equipped all toilets in our offices with period products. Because it is important to us to create a period-friendly and safe environment for all employees, the products are available in women's, men's and gender-inclusive toilets. As a sustainable company, the health of our employees and the environment are crucial – that's why we have chosen sustainable products.



# Equitable Talent Processes + Development



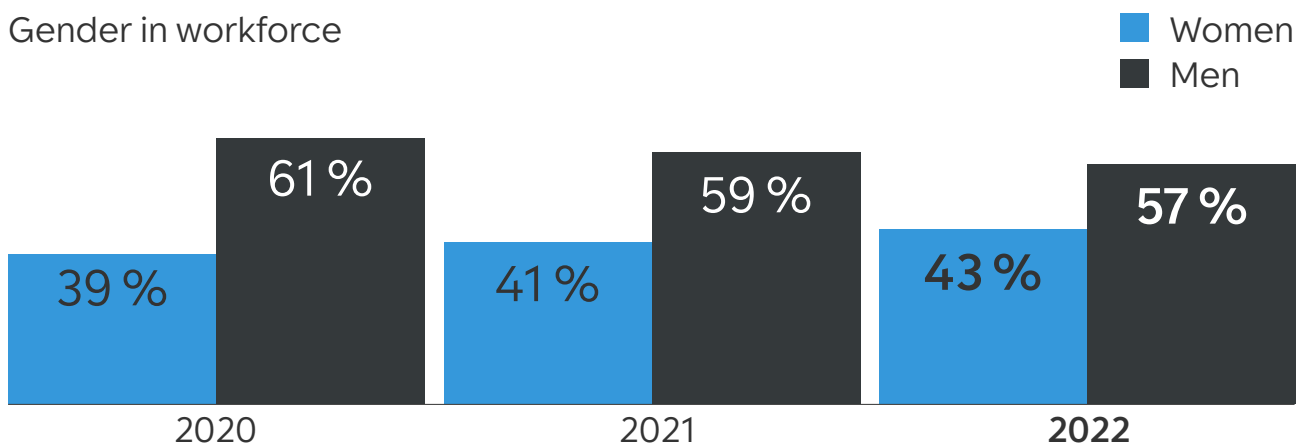
We ensure entirely equitable **recruitment, promotion and succession processes** based on merit to increase diversity at all functions and levels to better mirror the population.

We establish focused sourcing approaches and talent development programs to foster diversity and **overcome structural inequities**.

Our Diversity Management is based on the belief that we benefit from the best talent – especially if they can be their true selves at work. We as a company are responsible for creating and maintaining an environment allowing us to attract and retain a diverse workforce and develop everyone equally at all hierarchical and functional levels.

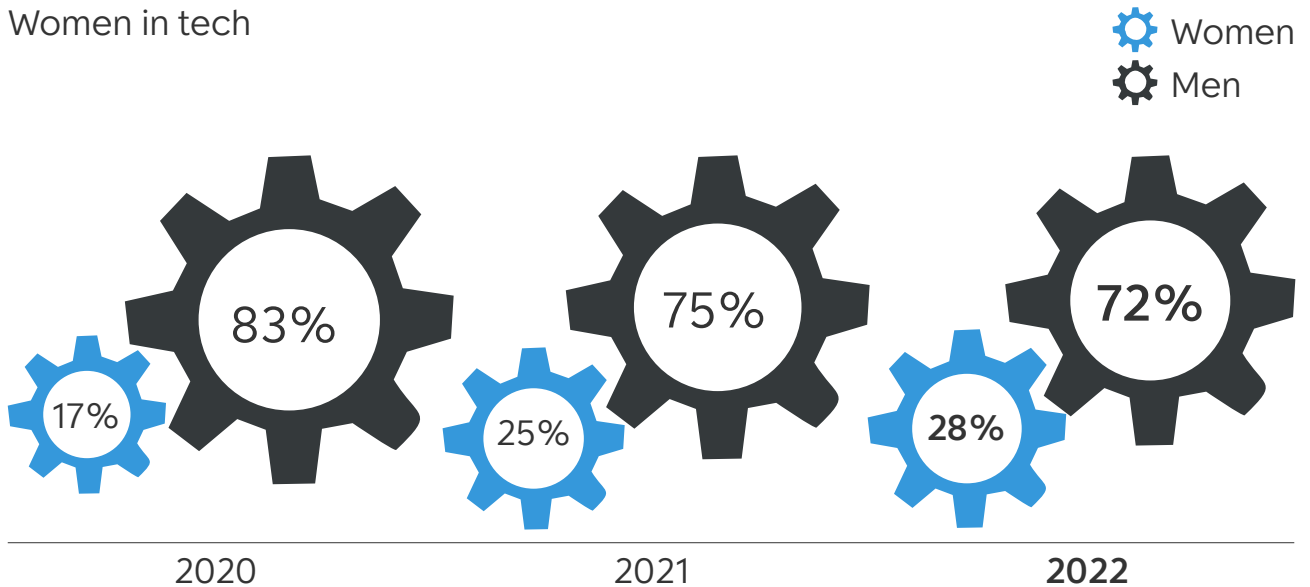
Fair HR processes are crucial to promoting diversity and equal opportunities. To address this issue holistically, we are active in the three areas of recruitment and talent acquisition, employee retention, and employee development. One of our goals is to reach gender parity in our workforce by the end of 2025, provide equitable career opportunities for all our employees and increase the share of people with traditionally marginalised identities in leadership positions.

Gender in workforce



To reach a diverse range of talent, we engage in professional networks for women, as well as networks focused on LGBTQIA+. In the past few years, we took part in events and fairs such as WomenHack, STICKS & STONES, HerCAREER and Unicorns in Tech. To be perceived as an attractive employer for people with disabilities and to be able to meet possible needs well, we are in constant exchange with the organisation Sozialheld\*innen e.V., which advocates for equal participation for people with disabilities.

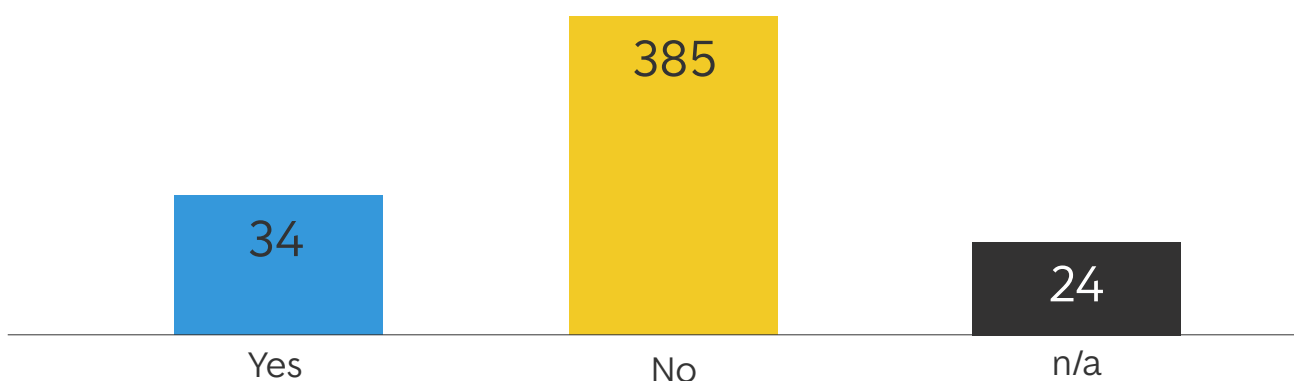
### Women in tech



A diversity and bias-sensitive approach is an integral part of our job ads, interviews and hiring processes. By providing the opportunity during the application process to let us know of access requirements, we can identify and reduce barriers. In addition, we support our future employees in their relocation.

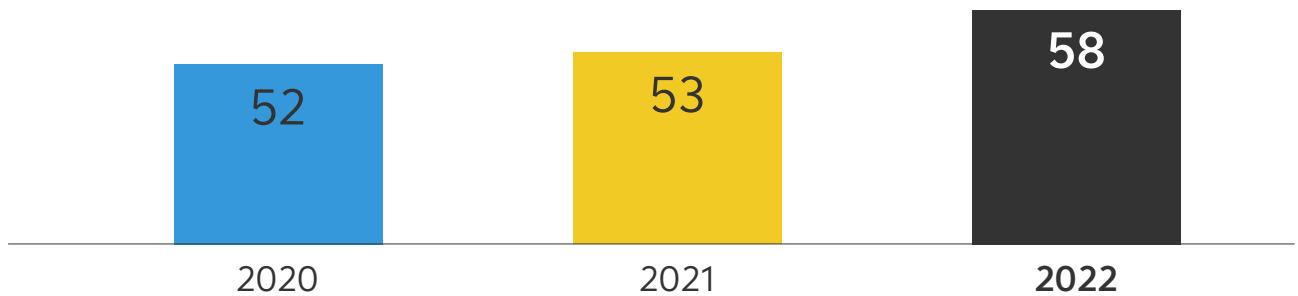
To ensure equitable recruitment, promotion and succession processes based on merit, we conduct regular compensation analyses. To promote exchange between managers and employees and to identify individual development opportunities, standardised feedback meetings are held twice a year.

### Number of people with self-identified disability status | Inclusion Survey 2022



In accordance with our Core Value **#datadriven**, we base all our measures on internal surveys and evaluations. By creating a data dashboard for all key recruiting and HR metrics such as levels or part-time status, we can map our recruiting and promotion performance in real time to uncover any lopsidedness and gaps around DEI.

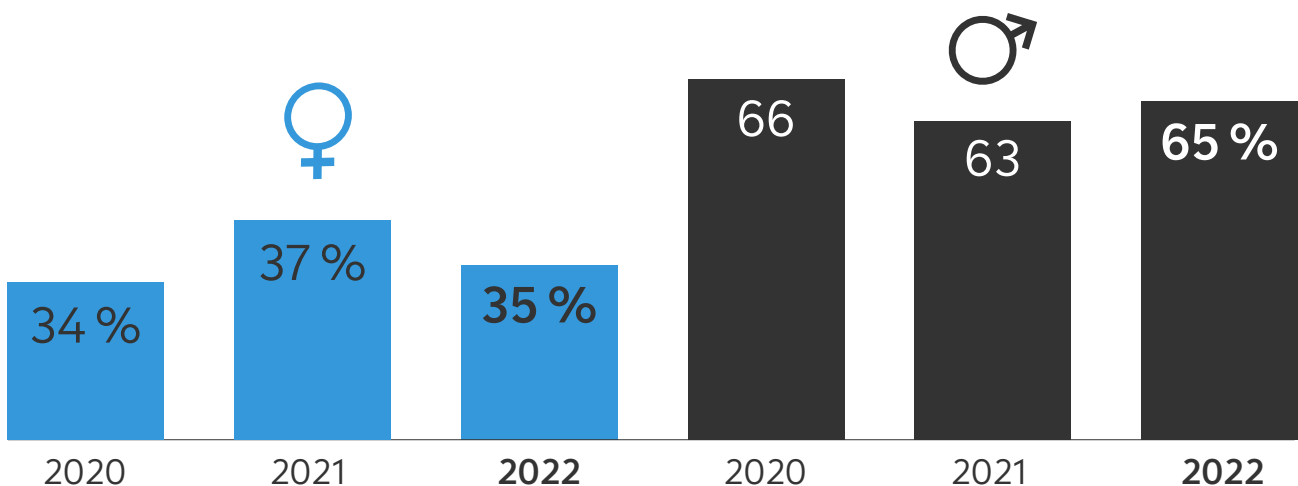
Number of nationalities



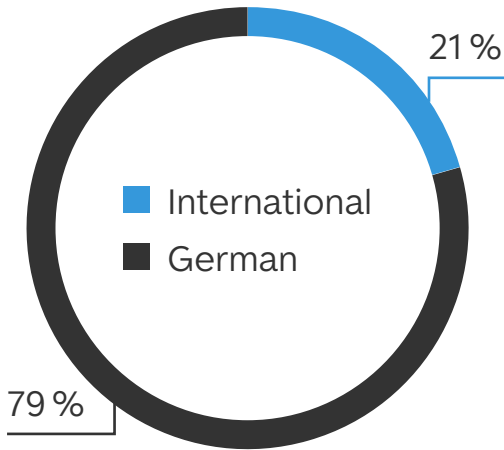
**We're moving in the right direction,**  
but we also know that more work needs to be done.

- In 2023 we will work on our support for women to grow into leadership positions. To this end, we will launch a coaching program for women only.
- There is going to be a workshop for our recruiting team on the topic of disability. Together with the Sozialheld\*innen e.V. we will put our existing strategy for recruiting people with disabilities to the test and make sure everyone has the knowledge they need.
- There will be further adjustments to our inclusive-workspace design. For example, some parts of our office will be adjusted in height to make them even more accessible for wheelchair users.

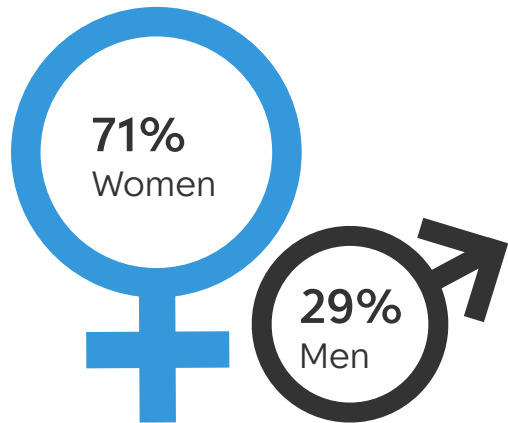
Gender in leadership



### International Leadership

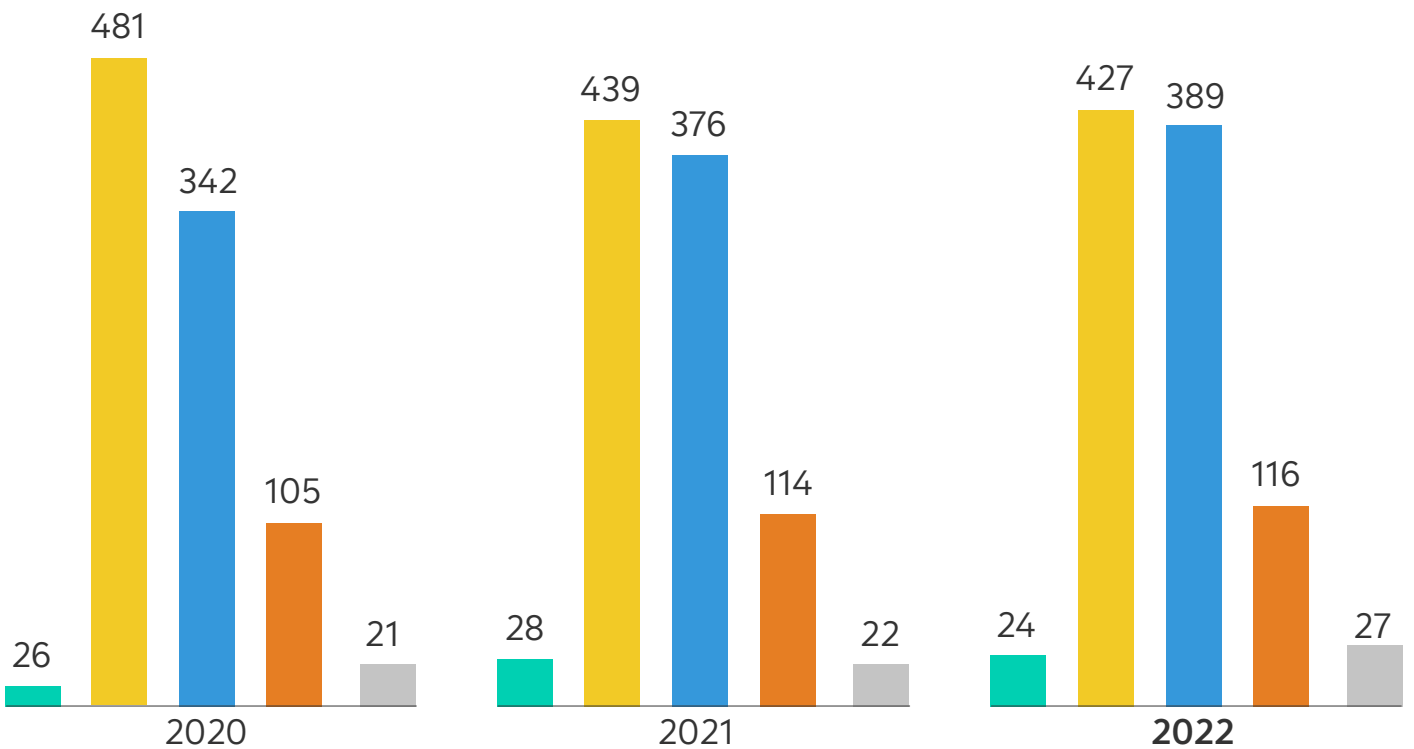
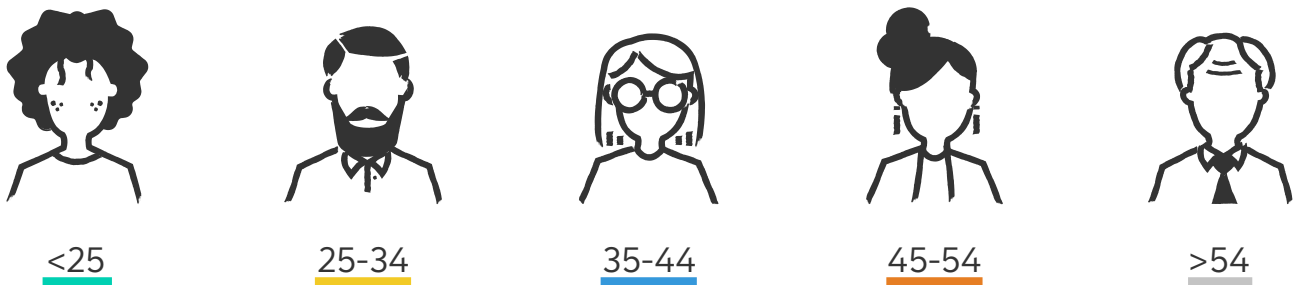


### Gender part-timers<sup>1</sup>



<sup>1</sup>124 Part-time employees as of Dec. 31, 2022

### Generational diversity in total numbers



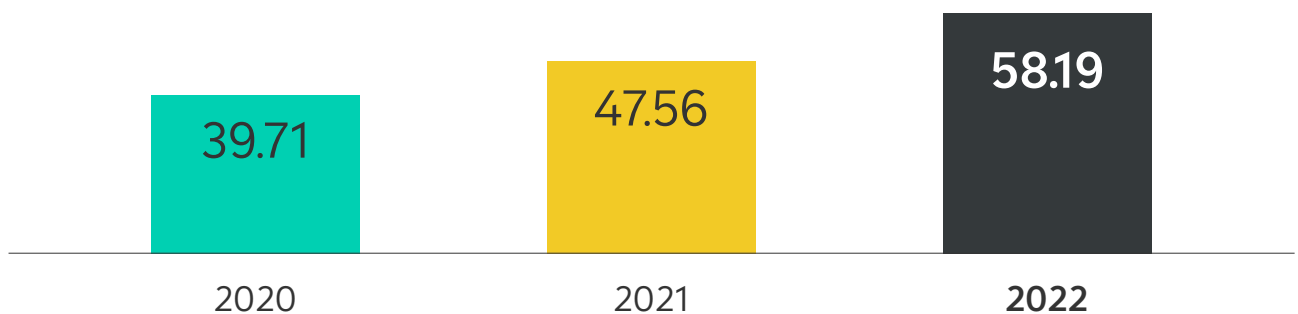


# Value-driven Business



Every team incorporates DEI in their functional work to ensure **responsible and sustainable business**, which translates into delighted customers, consumers, and investors.

Bloomberg Gender Equality Index



Since 2020, we have been participating in Bloomberg's "Gender Equality Index" to create external transparency on developments in DEI. Even though we have improved continuously since then, we see potential for improvement in particular in the area of gender diversity in leadership but also in the gender-specific evaluation of customer satisfaction.

## Discrimination in the housing market Info Page

We want to help break down barriers for all those involved in the housing market and create open and fair cooperation. Since inclusion is strongly manifested through language and we are the market leader with ImmoScout24 with a correspondingly large reach, we have been using gender-inclusive language in our active internal and external communication as well as on our traffic-relevant pages since 2021.

We want to make our users and customers aware of the discrimination that exists in the real estate market and what they can do about it. For this purpose, we provide them with a detailed advice page. Our many efforts to combat discrimination in the housing market were recognized by the German Federal Anti-Discrimination Agency in 2022 as examples of best practice.

## Cooperation with the Sozialheld\*innen e.V.

Our long-standing cooperation with the Sozialheld\*innen e.V. helps us make our products and services even more accessible to people with disabilities. One example is the integration of the Wheelmap - a map of wheelchair-accessible locations - on ImmoScout24.

In addition, Sozialheld\*innen are helping us to raise awareness of inclusion. In 2023, we want to continue to focus on accessibility and remove barriers for our users. To this end, we are constantly examining how the Web Content Accessibility Guidelines can be implemented.



SOZIALHELD\*INNEN



What's coming next

# 2023

Women's Coaching pilot

Strengthen representation at internal and external events and develop self-obligatory guidelines

Support at least three Product/ Tech teams to set and meet their own DEI targets

Identify and remove barriers for employees and applicants with disabilities

# 2024+

Gender Parity by 2025

