

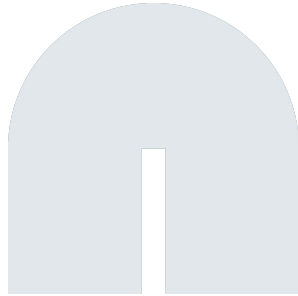
Vend 2025 Sustainability Statement in short

Strategic transformation – becoming a pure-play marketplace company



Strategic shift

During 2025, Vend Marketplaces (formerly Schibsted Marketplaces) continued its strategic transformation to become a pure-play marketplace company.



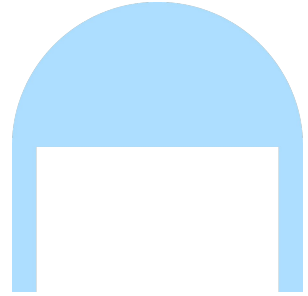
A new identity

The company officially changed its name to Vend Marketplaces in the second quarter of 2025, marking the completion of its separation from media operations.



Core verticals

The vertical strategy centres on four core segments: Mobility, Real Estate, Jobs, and Recommerce.



Vision

The distinct corporate identity is built around the vision: "Smart choices made easy."

Vend's value chain

Upstream



Production of goods and services by third-party sellers offered through our marketplaces



Procurement of goods and services needed for our operations, such as digital infrastructure and cloud services

Own operations



Our marketplaces:
Mobility, Real Estate,
Jobs and Recommerce

Our operations: People and talent management, brand and marketing, data and technology, user management, engagement and safety, sales processes

Downstream



Mobility: Enabling users and car dealers to connect with buyers



Real Estate: Enabling home seekers and real estate agents to connect



Jobs: Enabling connections between employers and candidates



Recommerce: Enabling users to trade second-hand goods

Sustainability in the business model – enabling sustainable choices at scale

Nordic reach

Serving a vast customer base in Norway, Sweden, Finland, and Denmark with more than 300 million visits per month.

Integrating sustainability

Sustainability is integrated into Vend's business model by enabling user behavior that supports more resource-efficient, transparent, and safe transactions.

User-driven impact

Vend recognises that its primary sustainability contribution is driven by the choices and behaviours of its users.

Empowering circularity

We provide the digital infrastructure that enables users to participate in second-hand trading, extending product lifetimes and reducing the need for new resource extraction.

Efficient connections

In 2025, we began migrating to a shared technology platform. This consolidation makes connecting buyers and sellers more seamless and secure, making it easier for our users to choose reuse and reduce waste across our Nordic marketplaces.

Environmental information: Climate change (E1)

In 2025, we progressed our strategic climate work, establishing a new target to reduce Scope 1 and 2 emissions by 50% by 2030.



Emission reductions

Total market-based GHG emissions (Scope 1, 2, and 3) decreased by 27% compared to 2024.



New climate target

Scope 1 and 2 emissions are to be reduced by 50% by 2030, with 2024 as the base year.



Operational efficiency

Efforts include optimising IT and cloud infrastructure, and a major platform transition to reduce the environmental footprint of technology operations.



Forward-looking approach

Over the next few years, Vend will explore expanding climate targets to include value chain emissions and a longer-term net-zero ambition.

Social information: Our employees (S1)

In 2025, we continued building "One Vend" with emphasis on leadership, culture, and inclusion.



Target on gender balance

50/50 gender balance across leadership by 2030. Women represented 44% of top management in 2025, up from 33% in 2024.



Gender pay gap

The gender pay gap improved from 4.2% to -0.1% in 2025.



"Clear & Care" framework

Vend introduced a new Leadership Framework and a group-wide Job Level Framework to support consistent people practices.



Forward-looking approach

Future focus includes strengthening employee engagement, and building competence within AI and digital transformation.

Governance information: Business conduct (G1)

In 2025, we strengthened our governance framework by updating the Code of Conduct and reinforcing AI governance.



New Governance target

100% of employees to complete Vend's updated Code of Conduct training by the end of 2026.



Responsible AI

Activities focused on clarifying accountability and mapping AI use cases across the organisation to ensure alignment with emerging EU regulatory requirements.



Compliance framework

Established a Crisis Management Framework aligned with NIS2 requirements to protect people, assets, and operations.



Forward-looking approach

Future focus remains on embedding responsible AI practices and maintaining strong internal controls and supplier oversight.