

Gender equality and anti-discrimination report 2023

Equality report Schibsted ASA

The statutory activity duty and duty to issue a statement requires employers to report on gender equality on several parameters and to disclose which measures are currently being taken in order to improve equal opportunities.

Schibsted ASA aims to be a workplace where there is full equality between women and men. In its policy, the Group has incorporated provisions that aim to ensure that there is no discrimination based on gender in matters such as salary, promotion and recruitment. The Group works to promote equality, ensure equal opportunities and rights and to prevent discrimination based on ethnicity, national origin, descent, skin colour, language, religion and outlook on life. This includes sound processes for recruitment, equal treatment in pay and working conditions, making good development plans for individual employees and ensuring protection against harassment. Our equality and discrimination efforts are rooted in the Group's various policies, guidelines and tools. We also refer to Schibsted's sustainability statement (incorporated in the annual report) for 2023, where these issues are discussed.

The measures based on the requirements described above are presented below.

Schibsted ASA Board

As of 31 December 2023, the company's Board consisted of 50 per cent women (2022: 40 per cent) and 50 per cent men (2022: 60 per cent), in accordance with the Norwegian Limited Liabilities Companies Act.

Working environment and staff

The average sickness absence rate in the company in 2023 was 2.1 per cent (2022: 1.5 per cent).

Gender equality and anti-discrimination

As of 31 December 2023 there were 45 women (52 per cent) and 41 men (48 per cent) employed in Schibsted ASA.

No permanent employees currently work part-time, and the company therefore has no involuntary part-time employees.

Temporary employees make up 5.8 per cent of the total number of employees, of which two are women and three are men.

The number of weeks of parental leave taken in 2023 totaled 153 weeks for women and 5 weeks for men.

A detailed wage survey was conducted in 2023. Nine groups of job levels were defined based on the principles of job evaluation that apply in the Schibsted Group, named here from group 100 to 109. Where 100 are positions with low requirements for competence and education and are based on physical work or support for others, up to the upper groups which include strategic positions with great responsibility and requirements for competence and results. Naturally, not all companies have employees in all groups and at all job levels.

These groups are in turn based on a standard contraction of levels in Schibsted Jobs, which is the system and methodology on which positions are evaluated. This in turn is based on the job levelling methodology developed by Willis Towers Watson and used worldwide. The entire Group was divided into 21 levels. Annual salary includes basic salary and fixed position and responsibility supplements. Total salary also includes bonus payments, commission, variable supplements, and fixed car allowances.

In total, women earn 29 per cent less in annual salary, and 34 per cent less when total salary payments are included. The female CEO is not included in the survey. The equal pay index is 97.4. The equal pay index is the weighted wage difference between the genders calculated on the average wage. A score below 100 means that women earn less than men, and a score above 100 means that women earn more than men. The closer to 100, the more equal the salary in the company.

Group	Gender	Number	Women / men in per cent	Annual salary women against men in %	Total salary women against men in %
102	F	1	25.0%	0.0%	0.0%
102	M	3	75.0%		
103	F	3	60.0%	17.9%	17.9%
103	M	2	40.0%		
104	F	25	71.4%	-4.1%	-5.7%
104	M	10	28.6%		
105	F	10	47.6%	-3.7%	-2.7%
105	M	11	52.4%		
106	F	5	41.7%	-8.5%	-14.5%
106	M	7	58.3%		
107	F	1	16.7%	6.4%	2.5%
107	M	5	83.3%		
108	M	3	100.0%		
Total		86	100.0%		

The wage differences in the survey for 2023 are larger than desired. 52 per cent of the managers in the survey are women, but men are in the majority in the higher levels of managerial and specialist roles. This largely explains why men in the company are paid higher salaries. However, the equal pay index shows that the differences are smaller than the average figures.

The guidelines for the salary mapping require in practice that all skills are assessed together, not taking market value of certain competences in consideration. They are relatively evaluated on the same levels and accordingly groups in this mapping. Which also can explain a difference in pay between genders.