

GROUP ENVIRONMENTAL POLICY

At Schibsted we recognize the need for a transition to a low carbon society and aim to position our business to meet this issue by employing a holistic understanding of environmental issues. We are committed to addressing the environmental impact generated through our business and this Group Environmental Policy set out our principles and approaches to minimize our environmental impact. We regularly consult with stakeholders on environmental matters in order to understand our most material environmental impacts, and we monitor and report annually on our environmental performance.

More information is to be found in our annual Sustainability report.

Our operations are diversified both in size and nature and have different impacts on the environment. All our operations must follow local and national environmental legislation.

GUIDING PRINCIPLES

Schibsted Media Group is a participant and complies with the UN Global Compact's 10 principles. The three principles that apply to this Environmental Policy are:

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

For Schibsted Media Group this implies that:

- We are committed to reducing the negative environmental impact of our operations.
- We adopt a precautionary approach to all materials and processes used in our operations that may be damaging to the environment.
- We undertake initiatives to promote greater environmental responsibility in our operations and encourage the development and promotion of environmentally friendly technologies.

ENERGY AND GREENHOUSE GAS EMISSIONS

- We will work to reduce our energy consumption and greenhouse gas emissions from our operations.
- We measure and report our carbon footprint to understand and manage the environmental impact of our operations.
- We will review our operations on a regular basis in order to understand what action we can take that have the highest impact on our energy consumption.
- We will when available make environmentally responsible choices and favor renewable energy.
- When choosing means of transport and travel, the option with the smallest environmental impact is preferred.

MATERIALS AND WASTE

- We use a wide range of materials in our operations. When achievable we will assess products to understand their impact from raw material to waste. The products should if possible be from renewable raw materials or recycled materials and should not use more resources or production energy than necessary.
- We will not use wood from old growth forests or rainforests in our operations.
- We strive to limit the use of packaging, and will recycle and reuse as much of our materials as possible.

- The waste that we produce will be sent for recycling or to modern waste plants, in order to minimize our direct impact on the environment.

WATER, CHEMICALS AND HAZARDOUS SUBSTANCES

- We will analyze what we can do to lower our water consumption, and in operations where this is critical strive to reduce our water consumption. Output water from our operations may carry chemicals and pollutants that pollute the environment.
- We will work to reduce the amount of chemicals and hazardous materials we use in our operations.
- When we do use hazardous chemicals and substances, we will handle them safely and correctly to protect people and the environment. Our aim is to use safe non-chemical substitutes where possible.

IMPLEMENTATION AND COMPLIANCE

Schibsted Board and Schibsted Executive Team are responsible for ensuring that both the content and the spirit of the Group Environmental Policy are communicated, understood and acted upon. Explicit or implicit approval of questionable actions will not be tolerated.

Appointed Head of Sustainability is responsible for monitoring compliance with this policy.

If you have a concern related to compliance with the Group Environmental Policy, you have a responsibility to raise that concern. Concerns shall be escalated to the appropriate level/department or reported through Schibsted SpeakUp if considered sufficiently serious. We handle compliance concerns as strictly confidential, taking due care of the interests of all parties involved.