

Statement pursuant to section 8-10 (5) of the Norwegian Public Limited Liability Companies Act

This statement is made by the board of directors of Schibsted ASA, organization number 933 739 384 (the "**Company**") pursuant to section 8-10 (5) of the Norwegian Public Limited Liability Companies Act.

The board of directors of the Company has established an incentive program where senior executives are encouraged to purchase shares in the Company. Under the program, senior executives who purchase Schibsted B shares during 2025 for an amount corresponding to between 3 and 12 months' gross annual salary, and who retain ownership of the shares for a period of two years, will receive two bonus shares for each share purchased under the program. A more detailed description of the relevant incentive program is included in the Company's guidelines on the determination of salary and other remuneration to leading persons, section 3.2.3 "Co-Investment Plan".

In order to facilitate the senior executive's participation in the program, the Company will offer loans with a total principal amount of up to NOK 35 million plus interest to the participating senior executives to finance the acquisition of shares in the Company (the "**Loans**"). The Loans will constitute financial assistance covered by section 8-10 of the Norwegian Public Limited Liability Companies Act.

The board confirms that:

- (i) It is in the Company's interest to provide financial assistance by way of the Loans;
- (ii) The requirement for adequate equity and liquidity pursuant to section 3-4 of the Norwegian Public Limited Liability Companies Act will be fulfilled.

14 April 2025



Karl Christian Agerup
chairman of the board



Rune Bjerke
deputy chairman of the board



Kamilla Wehrmann
board member



Philippe Jean Marie Gaston Vimard
board member



Satu Kristiina Kiiskinen
board member



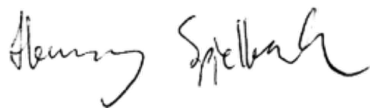
Ulrike Handel
board member



Rolv Erik Ryssdal
board member



Natalia Gennadijevna Zharinova
board member



Henning Spjelkavik
board member



Yevgeniya Nättilä
board member



Verifikasjon

Transaksjon 09222115557544143138

Dokument

Board statement - Schibsted ASA - Financial Support

Hoveddokument

2 sider

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Ferdigstilt den 2025-04-14 16:34:34 CEST (+0200)

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