

## **DIVERSITY & INCLUSION AT SCHIBSTED**

Our mission is to empower people in their daily life. To find the best ways to do so, we need a workforce that represents the users we serve. That is why Schibsted is committed to incorporate values of diversity & inclusion into every aspect of the company, with the speed and passion that characterise our organisation.

### **Diversity at Schibsted**

We want people at Schibsted to challenge the ordinary, find the good ideas and achieve great things. For this, we depend on a workforce with diverse mindsets that contributes with different experiences, backgrounds and perspectives. Diversity at Schibsted is all the differences and similarities that make us unique as individuals. This includes traits such as ethnicity, gender, age, functional capacity and sexual orientation, as well as culture, religion, background, language, cognitive difference, and more.

### **Inclusion at Schibsted**

It is crucial to ensure that we all can be ourselves at work, and have a sense of belonging. Only then can we reach our full potential, and unique ideas truly can prosper. To unleash the potential of diversity, Schibsted therefore go beyond acknowledging the diverse traits of our workforce and commit to cultivating a corporate culture of inclusion. We aim to fully enable the participation of all individuals, and that the unique and different traits of our workforce shall be equally respected and celebrated.

### **Inclusive leadership at Schibsted**

It is the responsibility of Schibsted's top management to turn our policy on diversity and inclusion into reality through appropriate strategic focus and resource allocation. Furthermore, our leaders throughout the company are essential in ensuring an inclusive organisational culture. Schibsted's commitment to diversity & inclusion is reflected in some of our leadership principles, that guide us in maintaining our people-driven, agile, collaborative and entrepreneurial organisation:

- Embrace differences, spark lively debates and unite teams
- Insist on fact-based decisions
- Instill a culture of rapid innovation: Try, fail fast, modify, scale
- Demonstrate trust, respect and transparency

In addition to this, each employee is responsible for taking the lead in creating and maintaining an environment of mutual respect.

Mitigating biases, ensuring a workplace free from discrimination and having an inclusive culture is not a state that can be reached. It is a process that requires constant attention and effort, which shall be inherent to Schibsted's culture.

Should you as an employee experience that this policy is not complied with, you can report your concerns through one of several reporting channels.