

Modern Slavery Act Transparency Statement 2023

This statement is made by Schibsted to section 54(1) of the UK Modern Slavery Act 2015. It constitutes Schibsted's modern slavery statement for the financial year 2023, ending 31 December 2023. The statement outlines the action taken by Schibsted to identify and mitigate the potential risks of modern slavery related to its business operations and supply chain.

For a more detailed description of our relevant policies, due diligence processes, risk assessment and management see our reporting on the Norwegian Transparency Act on schibsted.com/sustainability/.

Our organization

Schibsted is an international group with 6,026 employees in eight countries. The group is headquartered in Norway and has subsidiaries located in the United Kingdom. Through online classified markets, media houses and investments in growth companies, Schibsted engages millions of people every day. For more detailed information on our businesses and operations, see schibsted.com.

Schibsted's commitment to sustainable business

Schibsted respects the UN Global Compact principles and we are committed to make its principles part of the strategy, culture and day-to-day operations of our company.

Schibsted supports and respects the protection of internationally proclaimed human rights as set out in the Universal Declaration of Human Rights and demands the same from our business partners. Schibsted respects and supports internationally proclaimed labour rights and we will not use child or forced labour. Schibsted ensures that its operations do not cause any infringement with such labour rights, including occupational health and safety.

Our Code of Conduct outlines our principles and standards for conducting responsible business. The Code of Conduct is based on the UN Global Compact's Ten Principles and is available to all our people and others. The Code of Conduct includes principles on Human Rights and Labour Rights. Our Speak Up function enables anonymous reporting of misconduct, breaches, or potential violations against the code, and hence, issues related to modern slavery.

For our marketplace operations, responsible business implies creating marketplaces that are reliable, efficient, and safe for our users. Our classifieds sites work proactively to prevent various forms of undesirable activity such as advertising of illegal or

unethical products, illegal marketing, and fraud. Please also refer to the Sustainability Statement.

Supply chain risk

Schibsted's supply chain mainly consists of suppliers providing IT services, data center services, printing services, paper for our newspapers, IT-hardware, event services, content moderation services and distribution of newspapers. Most of our supplies are sourced locally by each company.

We have taken several measures to strengthen our sustainable supply chain practices and ensure that modern slavery is not taking place anywhere in our supply chain. In 2023 our Supplier Code of Conduct was revised and updated, and we have included expectations to all our business partners. The Business Partner Code of Conduct reflects our current businesses, risks and expectations from our stakeholders and is based on the UN Global Compact's Ten Principles and also addresses specific industry challenges.

The Norwegian Transparency Act entered into force 1 July 2022 making it mandatory to conduct human rights due diligence. Schibsted conducted a high-level risk assessment in 2022 on our human rights risks in our operations and our supply chains and have updated this in 2023 where relevant. The findings indicate that Schibsted generally operates in a low-risk environment. Based on the high-level risk assessment Schibsted has prioritised several areas for the further work, one of which is the risk of forced labour in our supply chain.

For more details, see the reporting on the Norwegian Transparency Act for 2023 on schibsted.com/sustainability/.

Looking ahead

We will continue to strengthen our efforts to reduce risks relating to our supply chain and business partners in general. We will roll out our procurement framework where relevant so that our companies can analyse, monitor, assess and develop their suppliers. The procurement framework includes tools for risk analysis, assessment, and monitoring that will help mitigate our supply chain risks. We will also assess the need for further requirements in contracts of materials of high-risk and in-depth investigations of human rights exposure, including forced labour, in the printing material supply chain. Furthermore, we will continue the implementation of the Code of Conduct and provide suitable training solutions to ensure knowledge and adherence to our guiding principles within the company.

Oslo, 21 March 2024

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