

To the General assembly of Schibsted ASA 2024

Alternative proposal to point 11. The Nomination Committee's proposal regarding directors' fees, etc.

We propose that the general increase in board fees be set at 5.2 percent, rounded up to the nearest 1,000. This is in line with the salary increase for the employees in Schibsted Norway (and 1.1 percentage points higher than the salary supplements in Sweden). Proposing 10 percent, which is almost double to what we are proposing, is not fair to employees who last year received a salary dictate, and who this year are living with cost programs and cutbacks. Also the board's remuneration should reflect the macroeconomic conditions in society and the company's development.

We also propose that board members elected by the employees and board members elected by the shareholders should be treated equally. They have the same legal responsibility, the same workload, thus equal treatment is important to ensure that the entire board works together with mutual respect and with the best interests of the company in mind. We therefore propose that the two lines "shareholder-elected board members" and "employee-elected board members" be merged in line with previous practice. They must all then only be referred to as board members.

At the same time, we support the nomination committee's proposal that board members use 30 percent of the annual net board fee to buy shares. This is to stimulate further commitment and effort for the company. We propose that this should apply to all board members.

Concretely, we therefore propose that the lines with an overview of the various positions and compensation for these, be changed to the following:

Chair of the Board: NOK 1 362 000 (NOK 1 294 000)

Deputy chair of the Board: NOK 1 022 000 (NOK 971 000)

Board members: NOK 639 000 (NOK 607 000)

Alternate Board members: NOK 30 000 per møte (NOK 28 000 per møte)

Chair of the Audit Committee: NOK 237 000 (NOK 225 000)

Member of the Audit Committee: NOK 146 000 (NOK 138 000)

Chair of the Compensation Committee: NOK 160 000 (NOK 152 000)

Member of the Compensation Committee: NOK 106 000 (100 000)

Additional fee for Board members residing outside the Oslo region: NOK 53 000 (NOK 50 000)

Additional fee for Board members residing outside the Nordic countries: NOK 106 000 (NOK 100 000)

Resolution proposal:

The General Meeting approved the alternative proposal for fees to the board and the board's committees for the period from the 2024 Annual General Meeting to the 2025 Annual General Meeting.

Proposers:

Sigurd Ruud Frivik (trade union chairman for Parat in Finn), Håvard Roll Kvangarsnes (trade union representative for Parat in Finn), Jostein Matre (trade union chairman for NJ, Norwegian Union of Journalists, in VG), Kristjan Molstad (trade union chairman for NJ, Norwegian Union of Journalists, in Aftenposten), Jan Zahl (trade union chairman for NJ, Norwegian Union of Journalists, in Stavanger Aftenblad), Erik Fossen (trade union chairman for NJ, Norwegian Union of Journalists, in Bergens Tidende), Hans Kristian Mjelva (board member in Schibsted ASA), Marita Elena Valvik (board member in Schibsted ASA), Maria Carling (board member in Schibsted ASA), Henning Spjelkavik (alternative board member in Schibsted ASA), Finn Våga (trade union chairman of the group committee of shop stewards), Rune Berge (group employee representative in Schibsted), Ingunn Saltbones (group employee representative in Schibsted) and Per Edström (group employee representative in Schibsted).

Also supported by: Christer Sandberg (trade union chairman for Unionen in Schibsted Sverige), Sara Milstead (trade union chairman for SJF, Swedish Union of Journalists, in Aftonbladet), Jonna Sima (alternative board member in Schibsted ASA)

Oslo, 23 April, 2024