

Sustainable investment policy last updated 2020-10-01

## **Sustainable investment policy**

Schibsted invests in disruptive, scalable and innovative business models that creates unique value and becomes market leaders. We believe sustainability is a fundamental part of building strong and successful businesses. As a responsible owner and actor in the investment industry, we need to be constantly aware of how our investments impact society and the environment as well as support our investments to develop and adopt sustainable practices.

### **Purpose of the policy**

The purpose of this policy is to set out Schibsted's strategic orientation and approach to sustainable investments throughout our investment process.

### **Sustainable investment commitments**

Schibsted is committed to incorporate sustainability considerations into our investment and decision-making process and assess sustainability factors when choosing investment target as well as on-going under the ownership and exit phase of the investment process. Our ambition is to be ranked as the industry leader and ensure that invested capital is used to drive innovation for future-fit business models. As an early stage investor, our ambition is to influence innovative companies towards sustainability and help the evolution of more sustainable businesses.

We base our sustainable strategy and investment policy on the Principles for Responsible Investments (PRI) and the 10 principles of the UN Global Compact, including principles on human rights, labor rights, business ethics, equal opportunities, anti-discrimination, child and forced labor, anti-corruption and protection of the environment.

The policy will be updated regularly to align with potential changes to the investment strategy, external best practices, and relevant regional/global legislation.

### **Scope and responsibility**

This policy set out the approach to all Schibsted's venture investment activities. The investment team has the overall responsibility for the policy and its implementation. The investment manager is responsible for the day-to-day implementation across the investment cycle.

### **Deal selection phase**

The investment manager is responsible for assessing the investment target. During the initial screening, sustainability risks and opportunities related to the specific investment theme and the company are identified and assessed. Additionally, the investment target is also assessed based on the potential contribution to the Sustainable Development Goals and Schibsted's sustainability pyramid. The results are presented in an Investment Memorandum on which the Investment Committee ("Venture Investment Board") base their decisions on whether or not to proceed to the due diligence phase. During the due diligence process, sustainability risks and governance are thoroughly assessed. The results from the due diligence is presented along

with the financial indicators and investment opportunity evaluation, and lay the foundation for the final investment decision.

### **Ownership**

Our ownership practices are aimed at developing innovative companies into successful and sustainable businesses. We engage proactively with the companies on sustainability issues through our board memberships and provide our support and guidance to build and lay the foundation for a sustainable and economic viable company. Together with each company, we address the identified sustainability risks and opportunities identified in the deal selection phase. We also gradually set requirements on sustainability performance as we increase our ownership share and the company increases its sustainability maturity. The company's management is ultimately responsible for developing the company's sustainability strategy.

Schibsted's Chief Financial Officer and Executive Vice President for Next are responsible for ensuring that our investments are aligned with our internal guidelines.

### **Exit**

In the eventually of an exit, we evaluate the potential sustainability impact of the company and ensure that the company is positioned to continually improve its sustainability work.

### **Reporting**

At Schibsted, we want to be transparent on our sustainable investment activities and will annually report on achievement and progress in the sustainability section in our annual report.