



Adevinta Sustainability Report 2020

Creating perfect matches on the world's
most trusted marketplaces

Adevinta at a glance

We are a global online classifieds specialist, operating in 11 countries. We provide digital services to connect buyers and sellers, and facilitate transactions, from job offers to real estate, cars, consumer goods and more. Adevinta's portfolio spans more than 30 digital products and websites, attracting 1.3 billion average monthly visits. Leading brands include top-ranked leboncoin in France, InfoJobs and Milanuncios in Spain, and 50% of fast-growing OLX Brazil. The Group employs 4,700 people committed to supporting users and customers daily.

OUR MISSION

Create perfect matches on the world's most trusted marketplaces.

OUR PURPOSE

Make a positive change in the world by helping everything and everyone find new purpose.

OUR STRATEGY

With trusted brands that enjoy leading market positions, Adevinta operates a resilient business model at the centre of the second-hand economy at a time when consumers are seeking more sustainable and cost-efficient ways of buying products. The bulk of the Group's classifieds revenues are from professional customers who depend on recurring, subscription-based listing packages. To ensure the Group remains at the forefront of the digital economy, Adevinta is investing in new products and technology and believes this is its best long-term differentiator.

CEO statement

Enabling sustainable consumption is the cornerstone of our business model and is an integral part of our DNA. By fulfilling our mission to create perfect matches on the world's most trusted marketplaces, we help people make sustainable choices.

By offering our users a platform on which to deal directly with each other, we reduce the need for newly produced goods and promote more sustainable consumption. This important concept and connection is what we call our Second Hand Effect. Through Adevința's digital marketplaces, every time an individual chooses to buy a used item instead of something new, they are saving money and making a choice that helps the environment. Buying a used sofa, for example, means one less new sofa needs to be manufactured, and the old sofa serves a new purpose. This contributes directly to the circular economy, which in turn means the use of less energy and fewer natural resources. All this translates to savings in greenhouse gas emissions and fewer wasted materials. A single sofa might not seem like much, but when you multiply these environmental savings across the dozens of digital marketplaces we operate, the result is remarkable. We make every effort to calculate the environmental benefits of second-hand trade. In 2020, for example, 19.1 million tonnes of carbon dioxide emissions were potentially saved by people who chose to buy and sell used items through Adevința's digital marketplaces.

Our environmental, business and societal impacts

We were busy throughout 2020 on many aspects of our sustainability work. We enhanced key documents that impact our sustainability performance and continued to monitor the sustainability risks that are most relevant to Adevința's business. The following pages examine our performance in terms of environmental impact, with a focus on our role in the circular economy, energy use and greenhouse gas emissions,

and reduction of waste. We also review our business impact under the headings of sustainable investments and ownership, privacy, user safety and fraud protection, fair business practices and sustainability within our supply chain. Finally, we have analysed our societal impact in terms of diversity and inclusion, skills development and knowledge sharing, health and wellbeing of employees, community engagement and charitable donations.

We look forward to improving on all fronts. However, our agreement to acquire eBay Classifieds Group will upon completion have a major impact on the size of our organisation. For this reason, we believe it is appropriate to wait until integration of the enlarged Adevința Group is underway before undertaking further work on developing our sustainability strategy.

Covid pandemic

Despite the Covid pandemic's effect on our operations in 2020, I am pleased to say that our marketplaces continued to play an important role in people's lives and continued to show how closely connected we are with local communities. Our wide reach helped to spread vital Covid-related information from governments and health services, support volunteering and educational activities, and to provide direct support to key workers such as paramedics, nurses and caregivers. Our marketplaces' initiatives were brought to life by the fantastic response and participation of thousands of local people in different parts of the world.



I am certain that we can achieve much more as a sustainable business in the years to come and I am excited about the future. I am confident that Adevința will continue to provide lasting positive impacts as a force within the circular economy, as an employer, and as a business that builds beneficial relationships with the local communities in which we operate.

A handwritten signature in black ink, reading 'Rolv Erik Ryssdal'.

Rolv Erik Ryssdal
CEO Adevința

IN 2020

19.1m

TONNES OF CARBON DIOXIDE
EMISSIONS WERE POTENTIALLY SAVED*

* By people who chose to buy and sell used items
through Adevința's digital marketplaces

Sustainability statement continued

Purpose

Make a positive change in the world
by helping everyone and everything
find new purpose

Mission

To create perfect matches on the
world's most trusted marketplaces

Our sustainability governance

The Chief Executive Officer (CEO) has the overarching responsibility for Adevinta's sustainability work. The Board of Directors oversees and governs Adevinta's sustainability performance, while the Chief Financial Officer (CFO) is responsible for the operational performance and reports to the executive management team and Board at least once a year. The sustainability statement is an integral part of the Board of Directors report.

During 2020, we reviewed and updated governing documents that impact our sustainability performance and these are described further in this annual report. In light of Adevinta's agreement to acquire eBay Classifieds Group, we intend to reassess our work on defining a company-wide sustainability strategy as part of the integration of the respective businesses.

Sustainability policies

[Code of Ethical Conduct and Principles of Corporate Responsibility](#)

During 2020, we decided to split our Code of Conduct document into two separate documents: Our **Code of Ethical Conduct**, which targets employees and partners; and our **Principles of Corporate Responsibility**, which addresses

company responsibilities. These two documents outline our principles and standards for conducting business and serve as our key sustainability policies at this stage. They are based on the UN Global Compact and include principles on human rights, labour rights, business ethics, equal opportunities, anti-discrimination, child labour and forced labour, anti-corruption and the protection of the environment.

The **Code of Ethical Conduct** sets out the basic standards of ethical behaviours that Adevinta expects of all employees across the Group, in respect of internal and external business interactions. In particular, it guides employees on how to behave in relation to the following topics:

- Anti-bribery and corruption
- Gifts and entertainment
- Conflicts of interest
- Maintaining reliable records and reports
- Handling information that may affect the Company's share price

We do not tolerate any form of bribery or corruption and we are committed to preventing unethical business practices.

Our **Principles of Corporate Responsibility** set out the basic standards of behaviour that Adevinata expects of all employees and companies across the Group to ensure that we consider, and contribute positively towards, the interests of all our stakeholders (users, customers, suppliers, regulators, local communities, etc). Our Principles are divided into five categories which set out Adevinata's position in respect of different issues:

- Responsibility towards our employees: labour rights, equal opportunities and anti-discrimination, bullying and harassment;
- Responsibility towards our users, customers and clients: privacy and data protection;
- Responsibility towards protecting Adevinata's assets: confidential information, intellectual property, information technology;
- Responsibility towards our community and society: human rights, the environment, political activity, improper use of our platforms, sale or promotion of unlawful goods or services, money laundering and terrorism financing, competition (anti-trust) laws; and
- Our accountability for sustainable corporate responsibility in terms of disclosing sustainability performance data for the Group, as well as progress on targets as part of the Group's annual report according to the requirements defined by the EU (European Union) and Norwegian laws.

In 2020, we also reviewed and developed several governance policies. The policy documents apply to all Group companies in which we own more than 50% of the voting rights. In cases where Adevinata does not exercise such control, the Board members appointed by Adevinata are required to ensure the main principles outlined in our Code of Ethical Conduct are applied by these companies.

All policy documents and the **Code of Ethical Conduct** and **Principles of Corporate Responsibility** are available to all our employees via the Adevinata intranet.

In addition to the group-wide policies included in the illustration, our marketplaces have policies including privacy policies and guidelines which are designed and implemented at the local level.

In June 2020, the Board of Directors approved Adevinata's first modern slavery statement for the financial year 2019. The statement was developed to comply with the legal requirements of section 54(1) of the UK Modern Slavery Act 2015 and outlines the action taken by Adevinata to identify and mitigate the potential risks of modern slavery related to its business operations and supply chain.

Policies

We are committed to building a culture of trust where discussion of ethical issues is an integral part of the business, and where employees feel comfortable about identifying potential unethical business conduct. During 2020, 1,365 employees across the Adevinata brands completed compliance training and we plan to extend this to all employees in 2021.

During 2020, we reviewed and adjusted our whistleblowing policy, providing employees with different channels for reporting concerns at local and Group level. Additionally, if employees prefer to raise issues regarding misconduct, breaches and potential violations anonymously, they can use the Adevinata Speak Up channel. To ensure the anonymity and personal integrity of our employees, Speak Up is run by an external party. In 2020, we had no confirmed incidents of corruption.

Sustainability risks

We have identified the top sustainability risks most relevant to Adevinata's business over the next five years in terms of likelihood and impact from an economic, legal, reputational and business continuity perspective. A majority of the material risks which are relevant from a sustainability perspective, such as risks associated with

Code of Ethical Conduct Principles of Corporate Responsibility



Governance

- Corporate governance principles
- Principles for expansion and growth
- Governance, risk and control framework
- Legal compliance policy
- Competition compliance policy
- Adevinata anti-bribery and anti-corruption policy
- Adevinata sanctions and export controls policy
- Privacy policies and guidelines
- Tax policy
- Finance policy



Social

- Diversity and inclusion policy
- Recruitment policy
- Discrimination, bullying and harassment policy



Environmental

- Environmental policy
- Travel policy

Sustainability statement continued

people or cyber security, are embedded into the company-wide risk management and assessment process. A selection of sustainability risks such as climate change and regulatory changes have been identified separately for 2020, due to impact and/or likelihood.

We also identified risks in social, environmental and economic categories, such as changes in consumer behaviour, an increased investor interest in ESG matters and supply chain risks. Together with the risk analysis, we developed a range of mitigants including current mitigating factors and others that might arise from possible future sustainability initiatives.

For example, climate change is influencing consumer behaviour and this creates opportunities for Adevinta. On the other hand, we might see customers abandoning products that are important to our sales today, such as second-hand cars with combustion engines, and turning to electric cars or even service-based models. Sustainability regulations and legislation can have both direct and indirect effects on Adevinta's operations, leading to increased supply chain costs and changes in customer behaviour. Understanding trends and engaging with important stakeholder groups will be key to our continuing ability to offer marketplaces features that suit the current and future needs of our users and customers.

As investor requirements and interest in ESG matters increase, Adevinta needs to be transparent and responsible. We have evaluated our business according to the DJSI benchmark and are therefore implicitly providing some of this transparency. Sustainability-related risks can be attributed to many factors, such as media reporting, regulations or simply a wish to do well, but what matters most to Adevinta is not why risks arise, but rather what effect such risks may have on our business and community at large, and what actions Adevinta must take to mitigate risks.

For more information regarding how we manage sustainability-specific risks, see the following sections: "Our environmental impact" and "Our business impact."

Performance and next steps

Following our agreement to acquire eBay Classifieds Group and the impact of this transaction on the size of our organisation, we felt it was appropriate to review our work on establishing an overarching sustainability strategy. We will address the sustainability strategy of the combined entity in due course.

Our environmental impact

Our online marketplaces empower people to make more sustainable choices in their daily lives. Every day, millions of people around the world buy and sell used items on Adevinta's marketplaces, thereby choosing to live in a more sustainable way.

Our approach to our environmental impact is stated in the group environmental policy. Based on the principles of the UN Global Compact, it includes initiatives to promote greater environmental responsibility, the use of environmentally friendly technologies and the application of the precautionary approach. Adevinta's executive leadership team ensures that the content and the spirit of this environmental policy are communicated, understood and acted upon within their operations. Adevinta's Director of Communications is responsible for monitoring compliance with the policy.

Second Hand Effect

Whenever a second-hand trade replaces the need to produce a new item, there are significant reductions in carbon emissions and the use of raw materials that would have been an inevitable part of

Stakeholder involvement

| Who did we engage with? | How did we engage with them? | What is most important to them? |
|-----------------------------------|---|---|
| Users | Market research, Social media, Survey of French users | <ul style="list-style-type: none">• Contributions to circular economy• Privacy, user safety and fraud protection• Energy use and greenhouse gas emissions |
| Employees | Employee survey, Focus groups | <ul style="list-style-type: none">• Diversity and inclusion• Manage office waste and use of material• Sustainable investments and ownership• Fair business practices• Energy use and greenhouse gas emissions• Contributions to circular economy |
| Investors and ESG analysts | Analysis of inquiries, Investor feedback | <ul style="list-style-type: none">• Privacy, user safety and fraud protection• Contributions to circular economy• Diversity and inclusion• Skills development and knowledge sharing• Health and wellbeing of employees |
| European legislators | Desktop analysis | <ul style="list-style-type: none">• Sustainable investments and ownership• Privacy, user safety and fraud protection• Fair business practices |

any manufacturing process. Adevinta is on the front line of the war against waste, and we support the well-established philosophy of “reduce, reuse, repair, and recycle.” Each time one of our users buys or sells something second-hand instead of newly produced items, the planet benefits. This contributes to sustainable consumption and the circular economy. We call this the Second Hand Effect.

The Second Hand Effect calculates the potential savings in greenhouse gas emissions and the use of materials associated with choosing second-hand goods over new goods. In 2020, we issued our Second Hand Effect report to spread awareness of the environmental benefits of second-hand trade. This included data on savings from 2019 and we continued to measure the savings arising from the Second Hand Effect throughout 2020. For 2020, users from the seven participating Adevinta sites contributed to the following potential savings:

- 19.1m¹ tonnes of carbon emissions (CO₂e)
- 1m tonnes of plastic

- 7.4m tonnes of steel
- 0.7m tonnes of aluminium

The Second Hand Effect is a great way for every single one of our users to support Adevinta’s aim to contribute towards the UN Sustainable Development Goal 12 – Responsible Consumption and Production (more specifically Target 12.5, which is to ‘substantially reduce waste generation’). Our marketplaces help connect buyers and sellers, with each successful transaction extending a product’s life and avoiding the need to produce a new product. While each individual sale might seem minor, every time a potential need for a new product is replaced by the sale of a used one, the planet benefits. Across Adevinta’s many marketplaces, the cumulative environmental gains are substantial.

¹ There are two reasons for the decrease in 2020 versus 2019. First, fewer sites participated with the effect corresponding to some 7% of SHE ads and up to 4% of the potential environmental savings. Secondly, lockdowns severely affected the remaining sites in the SHE project, accounting for a 9% reduction in the number of SHE ads overall, and a particularly sharp impact from the 19% reduction in motor vehicle ads, a category associated with high level of environmental savings.

Materiality analysis

We have not updated the materiality analysis that defines the reporting scope for 2020, but we expect to update this for the combined entity during 2021.



Environmental impact

Contributions to circular economy
Energy use and greenhouse gas emissions
Manage office waste and use of material



Business impact

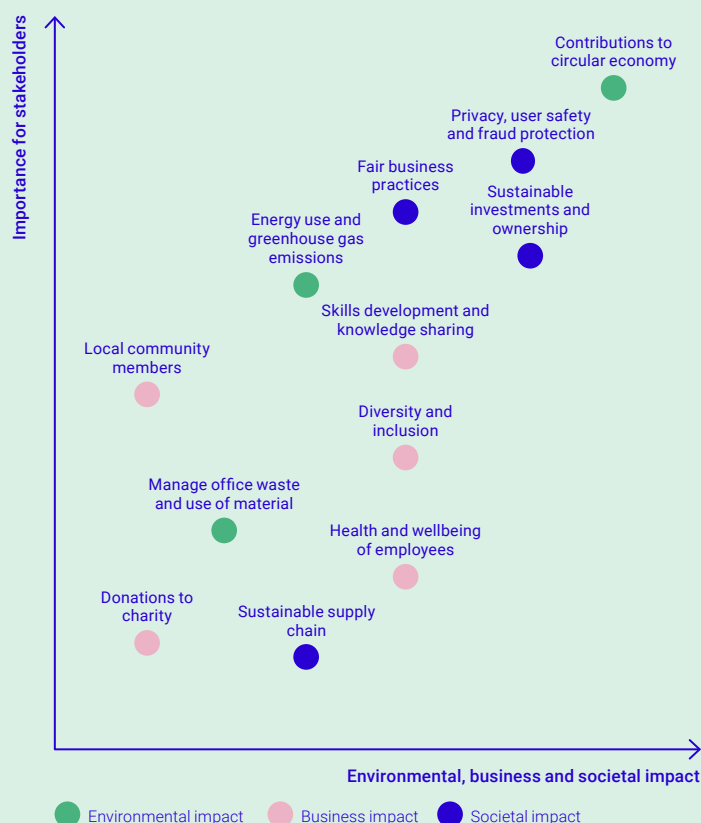
Sustainable investments and ownership
Privacy, user safety and fraud protection
Fair business practices
Sustainable supply chain



Societal impact

Diversity and inclusion
Skills development and knowledge sharing
Health and wellbeing of employees
Local community members
Donations to charity

Adevinta Materiality Matrix



Sustainability statement continued

Measuring our carbon footprint

We measure and report our carbon footprint so that we can understand and manage the environmental impact of our businesses. The energy our office operations and external data centres used in 2020 accounted for 77% (61% in 2019) of our total greenhouse gas emissions.

Connecting buyers and sellers digitally across the globe requires significant data storage and processing capabilities, and energy usage from data centres accounts for 44% of Adevinta's environmental impact. Adevinta predominantly uses third-party, cloud-based external data centre providers for this purpose, and the energy usage reported is based on their estimates. Our main data centre supplier is committed to long-term goals to increase energy efficiency and to work towards using only renewable energy sources.

Our offices, representing 34% of our greenhouse gas emissions, are another important source of emissions, and we strive to minimise energy consumption. During 2020, our French operations opened an additional office space housing approximately 1,000 employees. This 1970s building has been completely refurbished to modern standards with a commitment to sustainability, good environmental performance and extensive use of natural and environmentally friendly materials. The building has been certified under five highly respected standards: HQE Excellent, BBC, BREEAM Excellent, WELL Gold, and Wired Score Gold.

Our business travel represented 23% of our greenhouse gas emissions. We monitor our business travel carefully and strive to minimise the need for travelling between offices by using video conferencing as much as possible. Due to the Covid pandemic and its effects on the health and safety of our employees, we reviewed and enhanced our security guidelines for remote working during 2020 to ensure business continuity. In light of how quickly the pandemic was spreading, and before an official lockdown was announced in some countries, we asked our employees to test their video conference facilities and VPN connections from their homes. We issued further guidance to our employees on a range of related requirements. These included: secure video conferencing to ensure that only encrypted and GDPR compliant solutions are used; secure sharing of working documents; how to identify phishing and spam attacks; and the importance of installing security updates.

While the waste generated from our offices represents a smaller part of our overall environmental impact, we still adopt reduction measures. We strive to reduce waste and have

| Energy consumption within Adevinta (MWh) | % change | 2020 | 2019 | 2018 |
|---|-------------|--------------|--------------|--------------|
| Consumption of electricity, heating, cooling | | | | |
| of which electricity | -6% | 3,231 | 3,429 | 2,808 |
| of which heating ^{1,2} | +79% | 1,617 | 905 | 981 |
| of which cooling ^{3,4} | +835% | 1,749 | 187 | 204 |
| Total | +46% | 6,596 | 4,521 | 3,993 |

¹ The increase is due to an increased availability of data

² Heating data represents 8/21 (38,1%) of the companies

³ The increase is due to an increased availability of data

⁴ Cooling data represents 5/21 (23,8%) of the companies

| GHG Emissions (Tonnes of CO ₂ e) | % change | 2020 | 2019 | 2018 |
|---|-------------|--------------|--------------|--------------|
| Direct Scope 1 emissions | | | | |
| Company owned cars ¹ | -93% | 2 | 35 | 38 |
| Indirect Scope 2 emissions | +40% | 1,549 | 1,103 | 1,023 |
| Electricity, heating and cooling ² | +40% | 1,549 | 1,103 | 1,023 |
| Other indirect Scope 3 emissions | 17% | 1,036 | 3,671 | 3,883 |
| Leased and privately owned cars and taxi ³ | +54% | 568 | 369 | 369 |
| Business travel – flights ⁴ | -75% | 365 | 1,477 | 1,945 |
| Business travel – train and bus ⁴ | -92% | 103 | 1,266 | n/a |
| Energy from data centres | +11% | 2,017 | 1,825 | 1,599 |
| Total | -4% | 4,604 | 4,809 | 4,944 |

¹ Decreased use of company cars due to Covid

² Increase due to an increased availability of data

³ Increase due to commuting by car and taxi due to Covid

⁴ Decrease due to Covid

| Energy and GHG intensity | 2020 |
|---|------|
| GHG Intensity, tonnes CO ₂ e emissions/turnover € million ¹ | 6.8 |
| GHG Intensity, tonnes CO ₂ e emissions/employees ² | 1.1 |
| Energy intensity, mWh/turnover € million ¹ | 9.8 |
| Energy intensity, mWh/employees ² | 1.6 |

¹ Turnover is defined as consolidated financial operating revenues

² Employees are based on headcount as of 31.12.2020

established recycling systems in many of our locations. We have procedures for safe handling and recycling of electronic waste, but we have not been able to measure the amount of electronic waste generated. A limited number of our mature operations measure what is consumed in the workplace and how much general waste is recycled.

We are aware of the challenge of water scarcity in several of the countries in which we operate. To gain a better understanding of whether our business impacts water scarcity, we did a high-level risk assessment. Based on our current presence in markets where water scarcity arises, and also given the type of operations we run, we have concluded that water scarcity is not a material issue for Adevinta. Considering that water continues to be an issue the world faces, we ensure no wastage and apply smart consumption irrespective. If Adevinta were to establish operations in new markets where water scarcity is a substantial issue, this would have to be reassessed.

Our business impact

Adevinta is a leading European marketplace group currently covering 11¹ markets in Europe and Latin America and we believe we can play an important role in society. Our aim is to be a trusted digital partner, creating intuitive and seamless solutions for our users while protecting their data.

Trust and fraud protection

One of our material issues in the context of sustainability is to retain a high level of trust. Adevinta's mission – to create perfect matches on the world's most trusted marketplaces – implicitly emphasises the importance of trust. Trust has always been a crucial element of our business model, and gaining and maintaining the trust of our users and customers alike is key to the success of our marketplaces – and even more so as we accelerate our strategy to go fully transactional. We aim at all times to ensure the privacy and integrity of our users' data, provide safe user experiences and protect users against fraud.

The growth of the digital economy is creating new opportunities for fraudsters. It goes without saying that as we enhance our ecommerce tools to give customers and end users superior digital experiences, we need to strengthen our ability to identify and prevent fraud. Fraudsters continue to identify new ways of bypassing safeguards and protections, and we take this issue very seriously. We know that we must continue deploying the best anti-fraud capabilities and solutions alongside appropriate financial resources so that we can ensure our platforms deliver safe transactions between legitimate users at all times.

Our marketplaces aim to provide our users with high-quality, spam-free content and leads in a safe environment. This applies to the content posted on our marketplaces, as well as the messenger functionality that allows users to communicate. A robust combination of automated and manual fraud detection and moderation capability scans,

detects and removes fraudulent ads or unsafe messages. Our customer support centres assist users and customers by responding to their concerns or complaints. In addition, our marketplaces provide our users with advice and recommendations on how to prevent and report fraudulent or suspicious activities. During 2020, we continued to invest in trust-related features by improving existing capabilities such as our automated ad reviews and by launching new ones such as user profiles and ratings.

The Group prohibits the use of its classified advertising platforms for the promotion or sale of unlawful goods or services, such as illicit drugs, counterfeit goods and weapons. Each business within the Group is required to keep a list of products and services which are not to be sold or promoted on our platforms. These lists comply not only with the minimum standards set by the Group but also with the requirements of local laws. Furthermore, these lists are incorporated into the user terms and conditions of each operating website.

Privacy

User data is an essential driver of our product development and growth strategy. We highly value our users' privacy and attach the utmost importance to protecting their data. The right to privacy and integrity, for both our users and employees, is stipulated in our Principles of Corporate Responsibility. A high level privacy governance policy outlines key principles for the whole Group, including principles related to transparency, control, accessibility, limitation, retention and training. Specific user-facing privacy policies and guidelines are designed and implemented at the local marketplace level.

Our work on privacy and integrity is led by our Group General Counsel, and we have data protection officers as well as product, UX and tech developers dedicated to protecting our users' privacy. Our privacy community meets every month to exchange best practices and to share news and regulatory developments.

Our privacy programme has the following key objectives:

- Guide Adevinta's data-driven innovations by executing on privacy by design across our product and tech organisation, embedding privacy into our corporate culture, technology stack and products.
- Provide an efficient, bespoke and patented privacy service to give users' control over their personal data through an automated process. This gives the users control over their personal data, for example by allowing them to access or delete personal data.

¹ During the reporting period (full calendar year of 2020) Adevinta covered 12 markets

Sustainability statement continued

- Ensure continuous compliance with our legal obligations.
- Maintain and increase end-user and public competence, knowledge and trust regarding our use of data.

Adevinta has reporting routines for complaints and data breaches as part of our Incident Management At Scale (IMAS) process, which includes clear guidelines for responsibilities, escalation, analysis, mitigation and post mortems. We also have extensive measures in place for detecting vulnerabilities so that we can prevent breaches wherever possible.

In 2020, a total of 10 (five in 2019) incidents were categorised as personal data breaches, one of which was recorded in three countries. In 2020, we have reported four (four in 2019) data breaches to relevant data protection authorities. In 2020, we received 28 (four in 2019) substantiated complaints regarding unauthorised access to personal data.

User security

Adevinta's security management system protects our users and customers across our portfolio of companies. The system's primary purpose is to analyse and manage digital security risks and ensure the security of our brand communities. A comprehensive set of procedures and technical controls allow us to continue improving our ability to provide leading products in a secure manner.

Our security management system integrates security best practices from standards such as ISO 27001, ISO 22301 and OWASP. Adevinta's comprehensive security management activities include:

- Security compliance and risk management
- Access management security controls
- Application security management
- Secure product application design and architecture
- Network security management
- Vulnerability lifecycle management
- Third-party security management
- Security monitoring and security incident management
- Security awareness and security training

Sustainable investment and ownership

During 2020, the Board of Directors approved Adevinta's Principles for Expansion and Growth. These define a general

path regarding identification and execution of external growth initiatives. They also provide guidance on legal and sustainability elements to be used in assessing country specific risks as a basis for market entry, or when acquiring companies in existing markets. The importance of country-specific risk from a legal and sustainability risk perspective is weighed against other criteria. This allows Adevinta to make informed decisions based on an overall risk and opportunity perspective. This serves the best interests of our shareholders, users and customers, employees and other relevant stakeholders such as regulators, lenders and investors, and the wider society.

Due diligence procedures

Before entering new markets, Adevinta always conducts country risk assessments and adequate due diligence. Our due diligence procedure is based on the UN Global Compact principles and Adevinta's Principles for Corporate Responsibility, as well as applicable and relevant sanctions regimes from the UN, the EU and the US. Any red flags identified from such a due diligence process are clearly identified and raised to the Merger & Acquisition deal team and escalated to the Adevinta Investment Committee and/or Board of Directors when necessary.

Adevinta Ventures

Our corporate ventures arm invests in start-ups to find the sustainable marketplaces of tomorrow. We look to invest in marketplaces or new models that transform the value chain of mobility, real estate and future-of-work categories across Europe. Our investment strategy aims to reinforce existing market positions and help early-stage start-ups expand to new markets so that they can have a bigger impact.

Sustainable supply chain

With a market presence in 11¹ countries, Adevinta clearly recognises its responsibility regarding anti-corruption, human rights, labour rights, environmental protection and sanctions in the supply chain. Given that our business is to run online marketplaces, the bulk of our procurement activity comprises the provision of services, such as IT and professional services; only a smaller part relates to physical products such as ICT equipment and office supplies.

During 2020, we worked on a Global Procurement policy to determine the principles and processes that must be followed when sourcing services from third parties and for the ongoing management of those suppliers. We have

¹ During the reporting period (full calendar year of 2020) Adevinta covered 12 markets

CASE STUDY: Adevinta Ventures invests in Bipi

In October 2020, Adevinta Ventures led the series B funding round of Bipi, Spain's fast-growing car-as-a-service startup. Founded in Madrid in 2017, Bipi is a leading European car subscription service, offering consumers a hassle-free alternative to car ownership. It offers fully flexible, all-inclusive monthly subscriptions to high quality new and used cars for a single, all-inclusive monthly payment and a digital-first, 100% online transaction process.

Bipi is the market leader in Spain, and will use this new funding to further accelerate its growth in the Spanish market by hiring new talent, investing in technology, and entering new European markets including France. Bipi continued to grow through the most challenging periods of the Covid pandemic as users sought to find flexible alternatives to car ownership.

incorporated a risk-based approach that includes assessments of the supplier from a sustainability and compliance perspective as well as from a business criticality, data protection and information security perspective. Through sustainability and compliance checks, we aim to identify any suppliers that fall under the categories considered as higher risk from a sustainability or compliance perspective in the industry in which we operate. Any supplier identified under these criteria needs to complete a more comprehensive Sustainability, CSR and Ethics risk questionnaire that will be assessed by our Risk and Legal Compliance teams before a final decision is made about contracting the supplier. We are also in the process of engaging third-party providers to perform screening based on external data sources which will be incorporated in the supplier risk management process.

This risk-based approach underlines our commitment to avoid relationships with suppliers that do not act with integrity, are non-compliant with applicable rules and regulations, or that infringe environmental, social or governance standards. We have started to roll out this approach to a selection of new global suppliers and this work will be extended to local markets in the next few years.

EU action plan on sustainable finance

Responsible investment goes hand in hand with incorporating sustainability into risk management, by fostering transparency and by steering capital to investments that align with the Paris Agreement and more broadly with the United Nations Sustainable Development Goals. Within the EU, these three objectives have been operationalised in the EU Action Plan on Sustainable Finance adopted by the Commission in March 2018. Given that Adevinta invests shareholder capital or raises capital in the debt market to invest, and does not hold any investment funds, Adevinta does not fall under the Disclosure Regulation. However, we do have institutional shareholders that are pension funds and banks. As such, they fall under the Disclosure Regulation, which means that in coming years we will need to give transparent information on the so called Principles of Adverse Impact to these shareholders. By continuously developing our sustainability data, we will be able to communicate these key performance indicators as and when required. Given that Adevinta is required to produce a sustainability report, according to the Directive on Non-Financial Disclosures, we also have to report whether any of our investments are covered by the EU Taxonomy. Adevinta has conducted an initial taxonomy screening and concluded that our operations and holdings are not covered by the taxonomy industries that have been developed for objective 1 and 2 (climate change mitigation and climate change adaptation).

Sustainability statement **continued**

Our societal impact

Adevinta is a people-first organisation that aims to provide world-class workplaces where all our employees can reach their full potential. People are our most valuable assets, and we rely on highly skilled individuals working together to succeed. Therefore, development of our people and communication with our teams play a key role in value creation at Adevinta. A cornerstone of our strategy is to continue investing in the people and culture at the heart of our business and to ensure we have the right people in the right place at the right time.

Our culture

Our people-centric culture helps our employees feel good about coming to work every day. Our culture is founded on trust, resilience and the open exchange of ideas, learning and knowledge. To support this, we set out our key behaviours, which guide our people in their daily actions and help us choose the right new employees. These key behaviours also feature in our performance discussions.

Career development through Adevinta Avenues

We launched our Adevinta Avenues global career framework in 2020. This tool gives each of our people a clear and consistent picture of the competencies and behaviours we need to succeed. Adevinta Avenues will ensure we have the right skills for the future and is our platform for building a standout company culture, a strong employer brand and clear recruitment processes to attract the best and the brightest to Adevinta. We also use Adevinta Avenues to develop the strong talent we already have.

Career development opportunities are extremely important for candidates looking to join Adevinta, and we continue to make this a key part of our employee value proposition. We want this to be an area where we clearly stand out against peers in the industry. Adevinta Avenues will be the foundation of all our future people initiatives and will enhance the way we attract, progress, develop and reward employees. It allows our people to structure their development within Adevinta and provides the framework for annual career development conversations as well as individual compensation and benefits packages. Adevinta Avenues gives our people the chance to take on new projects, expand their skills and benefit from working with talented people from all over the world.

Adevinta's Key Behaviours

Win together and lose together
And don't be a jerk

Say it like it is
And treat feedback as a gift

Get stuff done
And keep your promises

Always be learning, fast
Try stuff, learn from the data and try again

Performance reviews

| | 2020 | | 2019 | |
|-----------|--------------|--------|--------------|--------|
| | Total number | Rate % | Total number | Rate % |
| Total | 3,609 | 90% | 3,123 | 88% |
| Male | 2,030 | 89% | 1,776 | 89% |
| Female | 1,579 | 91% | 1,347 | 86% |
| M1 | 6 | 86% | 7 | 100% |
| Managers | 712 | 94% | 472 | 69% |
| Employees | 2,891 | 89% | 2,644 | 92% |

'I Love Radical' training

A strong emphasis throughout 2020 was on building our feedback culture through training based on the well-known Radical Candor model developed by Kim Scott. Radical Candor provides guidance on how best to give and receive feedback as a foundation for achieving continuous improvement and building high performance teams. To implement this, we rolled out 'I Love Radical' training to increase understanding of the benefits of constructive, sincere and honest feedback. This addresses one of our key behaviours: 'say it like it is and treat feedback as a gift'. In 2020, our facilitators delivered 'I Love Radical' workshops to nearly 500 employees.

Learning & Education

Our global people function and local human resources teams offer face-to-face training programmes. These target general training needs through career development workshops and soft skills training, as well as function-specific training such as our Product and Sales Academies.

A key achievement in 2020 was the launch of Adevinata Machine Learning Academy, a custom-designed training programme for Adevinatans to ramp up knowledge, adoption and use of machine learning in our products and business. More than 200 people have graduated from the Academy, which offers both a tech and business track to provide tailored learning experiences for different audiences.

Machine learning is a subset of artificial intelligence that enables computer systems and programmes to learn and improve from our data without being explicitly programmed. This allows more automation in products and services, minimising the need for human intervention, speeding up and improving personalisation, moderation and ad insertion. At the start of 2020, machine learning technology was deployed in 61 use cases across Adevinata; by year end that number had more than doubled to 150. The Machine Learning Academy helped

Adevinta to increase adoption of machine learning, which has been used to improve user experience, reduce costs and increase revenues, while also providing our employees the chance to develop a key technical competency.

The table below summarises learning hours for our centrally provided learning programmes.

| Programme | Hours |
|---------------------|--------|
| Career development | 1,329 |
| Early careers | 976 |
| I Love Radical | 906 |
| Onboarding bootcamp | 1,258 |
| Product academy | 2,040 |
| Sales academy | 1,066 |
| Women in Leadership | 1,456 |
| Other trainings | 3,168 |
| Total | 12,199 |

In addition, local operations organise their own training workshops. In Ireland, we recorded 1,010 training hours in 2020, while in France the total was more than 13,000.

Global human resources data system

Part of Adevinata's strategy is to embrace a data-driven culture throughout the organisation. In 2020, after preparatory steps in the previous year, we completed Adevinata's global human resources system. This gives us a real-time, consistent view of the data associated with the people we employ, supported by a team responsible for analytics and reporting. This means we now have a global strategy for human resources data and employee engagement with people-related tools, processes and expertise that add deep value to the business. The new system provides dashboards for our senior leadership team and our management teams to facilitate better-informed human resources decision-making globally. This is an important resource given our enlarged geographic footprint following Adevinata's agreement to acquire eBay Classifieds Group.

Agreement to acquire eBay Classifieds Group

Our agreement to acquire eBay Classifieds Group will create the world's largest international online classifieds business with an extensive footprint and leading brands around the world. The combined entity has number #1 market positions across 16 countries serving a population of one billion people.

Sustainability statement continued

From a human resources perspective, the acquisition is a compelling investment in terms of the breadth of talent across the two companies and the collective experience across the combined portfolio. It significantly reinforces the strength of our employer brand, and our close cultural alignment with eBay Classifieds Group will allow us to pursue a shared vision and ensure a smooth integration. We are bringing on board highly experienced specialists with a proven track record of success in online classifieds. In particular, it allows us to draw on product and technology talent in important European cities such as Berlin and Amsterdam, cities which many expect will gain more prominence following the United Kingdom's departure from the European Union at the start of 2021.

Employee engagement

We saw a significant increase in employee engagement in 2020. We evaluate our performance as an employer through our Marketplaces Voice internal employee engagement surveys at least twice a year, and some of our marketplaces also participate in a survey by Great Place to Work®, the global authority on workplace culture. We ensure our leaders and managers receive reports on their teams' engagement trends so that they can devise and execute appropriate action plans that respond proactively to survey findings. We aim to publish these action plans so that all staff can see how Adevinata is responding. This is in line with the transparency and openness that are a key part of our company culture and our intention to build trust through collaboration. In 2020, Adevinata scored 77% on overall employee engagement, an increase of six percentage points from 2019 and comfortably above tech industry benchmarks. A total of 84% of employees agreed that they 'feel like I belong at my company' and 77% agreed that 'my company is a great company for my development'. In 2020, the Adevinata Variable Incentive bonus scheme once again included employee engagement targets.

There are a number of good reasons for our strong employee engagement scores. The rollout of Adevinata Avenues, our new career development framework, and the continued communication efforts by leaders throughout the organisation, have given our people increased confidence about long-term opportunities at Adevinata. Further, our agreement to acquire eBay Classifieds Group is a major milestone for our employees and strengthens our platform for personal development and career progression.

The global Covid crisis brought out the very best among our people and underlined the family-oriented nature of our company culture, which also had a positive effect on employee engagement as the year progressed. Internal teams from different departments supported our people with a range of successful virtual activities that aimed to maintain mental well-being and build camaraderie even though the majority of employees were working remotely. Our marketplaces also supported communities by connecting users with helpers, assisting healthcare workers in finding accommodation, and amplifying public health guidance. Our ability to respond to new requirements or challenges with speed and flexibility underlined the agility of our organisation. We ran a series of surveys to measure how employees felt about Adevinata's response to the pandemic and these received an average of 96% positive responses, clearly demonstrating how well Adevinata looked after its employees during the Covid crisis.

Supporting our sales teams

The Covid crisis meant our sales teams had an exceptionally challenging year. We responded with webinars that showed how sales staff could respond to the business impact of Covid and how they could support customers who were experiencing a severe slowdown in revenues. Professional customers from the motor industry or property sector, for example, suddenly found themselves operating in an environment where the risk of infection made it difficult to organise test drives or property viewings. This affected their operations dramatically, and our customers faced unprecedented business challenges. Our sales teams responded proactively by listening carefully to customers so that they could first understand the issues they faced and then go on to tailor appropriate solutions on a case-by-case basis.

Health and well-being

Adevinta encourages a healthy work-life balance by offering flexible work days and hours, as well as generous paid vacation and parental leave policies.

In 2020, we recorded 14 work-related injuries – of which eight were high-consequence injuries – and 155 cases of ill health. There were no fatalities during the year.

Employee representation

Adevinta's employees have full freedom of association and may organise themselves as they choose. This right is stipulated in our Principles of Corporate Responsibility. To ensure excellent working conditions and to prevent discrimination, every workplace has collective bargaining agreements or working environment committees. By the end of 2020, 78% of all employees were covered by a collective bargaining agreement. In addition, in December 2019, the Adevinta Works Council (AWC) was established. The AWC is modelled on the European Works Council, and includes 27 representatives (16 men and 11 women) from eight countries. In 2020, the AWC met virtually and the main focus of discussion was how the Covid pandemic affected local companies and how Adevinta can best facilitate working from home, as well as the agreement to acquire eBay Classifieds Group.

Diversity and inclusion

We are a diverse group of local brands. We speak different languages, operate in different ways, and are at different levels of market maturity. We love our diversity – it's what makes us stronger. We know Adevinta's long-term success depends on a workforce that includes people from diverse backgrounds and cultures. We believe that our business will perform better if we develop a diverse and inclusive workforce that fosters a sense of belonging among our employees.

We value difference, promote openness, fairness and transparency, and we do not tolerate any form of discrimination. We harness different ways of working and thinking for the benefit of our business, users and customers. We established a target to have a 60:40 male/female ratio in our headcount by 2020 and we finished the year with a ratio of 57/43.

Employees by gender and region¹

| | Male | | Female | | Total |
|---------------------------------------|--------------|------------|--------------|------------|--------------|
| Board of Directors | 3 | 50% | 3 | 50% | 6 |
| Operations | | | | | |
| M1 | 5 | 71% | 2 | 29% | 7 |
| Managers | 448 | 59% | 306 | 41% | 754 |
| Employees | 1,822 | 56% | 1,425 | 44% | 3,247 |
| Regions | | | | | |
| European countries | 1,980 | 57% | 1,450 | 43% | 3,430 |
| Countries outside Europe ² | 295 | 51% | 283 | 49% | 578 |
| Total | 2,275 | 57% | 1,733 | 43% | 4,008 |

¹ Two employees wished not to disclose their gender and are not accounted for

² Countries outside Europe include operations in Chile, Mexico and Brazil (Infojobs Brazil)

Employees by age and region

| | <30 | | 30-50 | | >50 | | Total |
|---------------------------------------|------------|------------|--------------|------------|------------|-----------|--------------|
| Board of Directors | 0 | 0% | 1 | 17% | 5 | 83% | 6 |
| Operations | | | | | | | |
| M1 | 0 | 0% | 6 | 86% | 1 | 14% | 7 |
| Managers | 34 | 4% | 678 | 90% | 43 | 6% | 755 |
| Employees | 865 | 27% | 2,251 | 69% | 132 | 4% | 3,248 |
| Regions | | | | | | | |
| European countries | 713 | 21% | 2,546 | 74% | 171 | 5% | 3,430 |
| Countries outside Europe ¹ | 186 | 32% | 389 | 67% | 5 | 1% | 580 |
| Total | 899 | 22% | 2,935 | 73% | 176 | 4% | 4,010 |

¹ Countries outside Europe include operations in Chile, Mexico and Brazil (Infojobs Brazil)

Sustainability statement continued

Employees by type and region¹

| | Permanent | Temporary | Total |
|---------------------------------------|--------------|------------|--------------|
| European countries | 3,338 | 92 | 3,430 |
| Countries outside Europe ² | 557 | 23 | 580 |
| Total | 3,895 | 115 | 4,010 |

¹ Two employees wished not to disclose their gender and are not accounted for

² Countries outside Europe include operations in Chile, Mexico and Brazil (Infojobs Brazil)

Total number of employees by contract type¹

| | Male | Female | Total |
|-------------------------------------|--------------|--------------|--------------|
| Number of permanent employees | 2,230 | 1,663 | 3,893 |
| of which full time | 2,237 | 1,589 | 3,826 |
| of which part time | 38 | 144 | 182 |
| Total number of employees | 2,275 | 1,733 | 4,008 |
| Total number of temporary employees | 70 | 72 | 142 |

¹ Two employees wished not to disclose their gender and are not accounted for

A highlight of our diversity and inclusion action plan is the Women in Leadership programme, Adevin's year-long accelerated development programme that prepares talented, high-potential women for leadership roles. Sponsored at the senior executive level, this programme continued without interruption through Covid and the second cohort of 18 women completed it in November 2020. Women from this programme have registered a 11% promotion rate or role expansion, compared to the company average of less than 5%.

Another key thread within our commitment to diversity and inclusion is our Change Makers initiative. The Change Makers are a network of passionate employees from across Adevin's teams who plan and deliver initiatives to help create a workplace where everyone feels they belong, that their differences are embraced and that they are empowered to fulfil their potential. Past initiatives have included workshops on sexual harassment awareness, carbon emissions and stress management. In 2020, our Change Makers activated listening groups in response to the Black Lives Matter movement. This allowed us to understand how this issue was impacting our own people and in response we added a number of actions to our diversity action plan.

Adevinta has zero tolerance of harassment or discrimination of any kind, and this is stated clearly in our Principles of Corporate Responsibility, in our diversity and inclusion policy, and in our discrimination, bullying and harassment policy.

Community engagement

Our marketplaces serve people where they live, acknowledging what's special about every culture and every place. This allows us to help local communities prosper and leave a positive footprint on the world. During the Covid pandemic, our marketplaces continued to play an important role in helping people solve problems and demonstrated that we are an important part of many local communities. Our wide reach has helped to spread vital information from governments and health services, to support volunteering and educational activities, and provided direct support to healthcare workers and other people directly impacted by the Covid pandemic. Many of these actions were initiated and facilitated by our Adevin brands, and brought to life by the fantastic contributions of thousands of people from local communities.

In addition, in 2020, our marketplaces donated more than €110,000 to a range of non-profit organizations, including hospitals, schools and animal shelters.



Working with communities

Adevinta's employees from around the world implemented helpful initiatives that reached out to local people during the Covid pandemic.



FRANCE

Our leading marketplace **leboncoin** launched the #lebongeste to make it easy for volunteers to offer free assistance during Covid – such as helping with daily chores or offering online classes – to anybody self-isolating or shielding. Ads could be placed on leboncoin using #lebongeste, allowing people to find relevant listings easily.



ITALY

InfoJobs launched a new digital service that offered job candidates 60 minutes of free consultancy to enhance their CVs. The free service was provided to companies and individual candidates by a new team of HR professionals within InfoJobs.



BRAZIL

OLX Brazil launched a charity campaign called #QuarentenaDoBem (#QuarantineForGood). The programme leveraged OLX's huge daily traffic of seven million users to connect people who wanted to make a difference and facilitated donations to families facing economic challenges as a result of Covid.



IRELAND

Ireland's top property website and app **Daft.ie** provided free accommodation to healthcare professionals through its #HealthcareHeroes initiative. Daft.ie partnered with large companies to source suitable free accommodation for doctors and nurses working in Irish hospitals.



BELARUS

Kufar, the biggest online marketplace in Belarus, organised the **Project JYAKU** art charity auction to raise money for health workers. More than 100 local artists got involved, and winning bidders were able to support the health charity of their choice via the fundraising platform **MolaMola**.



AUSTRIA

Austria's largest advertising portal **Willhaben** waived fees for posting job ads for essential workers. Employers were able to post ads for free and source a range of vital specialist employees – paramedics, nurses and caregivers, as well as general staff for grocery stores, hospitals, medical call centres and warehouses.

About the report

This report has been prepared in accordance with the GRI Standards: Core option and follows the guidelines set out in the Euronext Guidelines for Environmental, Social and Governance (ESG) reporting.

This is Adevinata's second annual sustainability report. The previous report was published on 3 April 2020. Information disclosed in this report refers to activities undertaken from 1 January to 31 December 2020. Unless otherwise stated, there have not been any other significant changes in Adevinata's operations during the year. The report has not been subject to external independent assurance. The sustainability information is provided mainly in the Sustainability Report, but also in sections of the annual report. Please see the GRI Index for further guidance.

Scope and boundaries

The report includes data pertaining to companies which Adevinata has had full ownership or operational control throughout the year, with certain scope limitations included below. Companies that have been incorporated or sold during the year have been excluded.

Employee data

Employee data, as per 31 December 2020, is stated as headcount and covers all companies in scope. This includes all companies that are integrated in the human capital management system Workday® in addition to operations in European countries and operations in one country outside Europe for which data has been collected via templates completed by those companies. Data relating to employee engagement was retrieved from Adevinata's engagement survey and templates completed by each company. Data relating to health and safety was collected via templates completed by each company. Data relating to collective bargaining agreements and performance reviews were collected via a combination of the human capital management system for

most entities and via templates completed for two companies. Due to privacy limitations in Spanish legislation, we have been unable to distinguish between recordable ill-health and recordable injuries for the Spanish operations. As a consequence, the information from the Spanish operations has been excluded from the recordable ill-health and injuries presented in this report.

Environmental data

The consolidation approach for environmental data is operational control. For smaller legal entities co-located with other Group companies, environmental data has been collected from the larger companies. Data from holding companies with less than five employees has been excluded. All greenhouse gases are included in the emission calculations and all scopes are included in the intensity data. Data was collected via templates sent to each company and derived from third-party sources and available internal reporting data. The calculations are based on the conversion factors used in the Greenhouse Gas Protocol. Scope 2 emissions are reported only with a location-based approach. Base year for environmental data is 2018.

Omissions

103-3: Management approach – Sustainable investment and ownership: A new structure for evaluation of performance is under development and cannot be shared in this report.

103-3: Management approach – Manage office waste and use of material: A new structure for evaluation of performance is under development and cannot be shared in this report.

302-1: Total fuel consumptions from renewable/non-renewable sources is not possible to disclose due to limitations in the information from suppliers.

403-9 and 403-10: Adevinata has chosen to transit to the new GRI Standard 403: Occupational Health and Safety (2018) hence does not have all information and data in place to fulfill all the requirements this year.

418-1: Data for countries outside the European Union is not included due to data collection limitations. Complaints received cannot be categorized by outside parties and regulatory bodies due to limitations in our reporting system.

Point of contact

If you have any questions about the sustainability report, you are welcome to contact María Pestana at: sustainability@adevinata.com

GRI content index

| GRI Standard | Disclosure | Page | Fulfilment | Notes |
|--|---|------------------|------------|---|
| GRI 102: General disclosures (2016) | | | | |
| GRI 102: General Disclosures | Organizational profile | | | |
| | 102-1 Name of the organization | 1 | Fulfilled | |
| | 102-2 Activities, brands, products, and services | 1, 2, 3 | Fulfilled | |
| | 102-3 Location of headquarters | 52 | Fulfilled | |
| | 102-4 Location of operations | 2, 3 | Fulfilled | |
| | 102-5 Ownership and legal form | 52 | Fulfilled | |
| | 102-6 Markets served | 1, 2, 3 | Fulfilled | |
| | 102-7 Scale of the organization | 32, 3, 44, 14, 2 | Fulfilled | Total number of operations = 34 (as of 31 Dec 2020) |
| | 102-8 Information on employees and other workers | 31, 32, 34 | Partial | Workers not included |
| | 102-9 Supply chain | 26 | Fulfilled | |
| | 102-10 Significant changes to the organization and its supply chain | 4, 18, 58 | Fulfilled | |
| | 102-11 Precautionary Principle or approach | 22 | Fulfilled | |
| | 102-12 External initiatives | 22 | Fulfilled | |
| | 102-13 Membership of associations | – | | No membership of association |
| | Strategy | | | |
| | 102-14 Statement from senior decision-maker | 18, 19 | Fulfilled | |
| | Ethics and Integrity | | | |
| | 102-16 Values, principles, standards, and norms of behaviour | 28 | Fulfilled | |
| | Governance | | | |
| | 102-18 Governance structure | 20, 21 | Fulfilled | |
| | Stakeholder engagement | | | |
| | 102-40 List of stakeholder groups | 22 | Fulfilled | |
| | 102-41 Collective bargaining agreements | 30 | Fulfilled | |
| | 102-42 Identifying and selecting stakeholders | 22 | Fulfilled | |
| | 102-43 Approach to stakeholder engagement | 22 | Fulfilled | |
| | 102-44 Key topics and concerns raised | 22 | Fulfilled | |
| | Reporting practice | | | |
| | 102-45 Entities included in the consolidated financial statements | 66 | Fulfilled | |
| | 102-46 Defining report content and topic Boundaries | 22–23 | Fulfilled | |
| | 102-47 List of material topics | 22–23 | Fulfilled | |
| | 102-48 Restatement of information | 24 | Fulfilled | Energy intensity unit correction |
| | 102-49 Changes in reporting | – | | No changes in reporting |
| | 102-50 Reporting period | 34 | Fulfilled | |
| | 102-51 Date of most recent report | 34 | Fulfilled | |
| | 102-52 Reporting cycle | 34 | Fulfilled | |
| | 102-53 Contact point for questions regarding the report | 34 | Fulfilled | |
| | 102-54 Claims of reporting in accordance with the GRI Standards | 34 | Fulfilled | |
| | 102-55 GRI content index | 35–37 | Fulfilled | |
| | 102-56 External assurance | 34 | Fulfilled | |

GRI content index **continued**

| GRI Standard | Disclosure | Page | Fulfilment | Notes |
|--|--|--------|------------|-------|
| GRI 200 Economic Standard Series | | | | |
| Adevinta topic: Donations to charity | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 32 | Fulfilled | |
| | 103-2 The management approach and its components | 32 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 32 | Fulfilled | |
| GRI 203: Indirect Economic Impact | 203-1 Infrastructure investments and services supported | 32, 33 | Fulfilled | |
| Adevinta topic: Fair business practices | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 26 | Fulfilled | |
| | 103-2 The management approach and its components | 26 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 26 | Fulfilled | |
| Adevinta topic: Sustainable investments and ownership | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 26, 27 | Fulfilled | |
| | 103-2 The management approach and its components | 26, 27 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 26, 27 | Fulfilled | |
| GRI 300 Environmental Standards | | | | |
| Adevinta topic: Manage office waste and use of material | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 25 | Fulfilled | |
| | 103-2 The management approach and its components | 25 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 25 | Fulfilled | |
| Adevinta topic: Energy use and greenhouse gas emissions | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 22–24 | Fulfilled | |
| | 103-2 The management approach and its components | 22–24 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 22–24 | Fulfilled | |
| GRI 302: Energy (2016) | 302-1 Energy consumption within the organisation | 24 | Omission | |
| | 302-3 Energy intensity | 24 | Fulfilled | |
| GRI 305: Emissions (2016) | 305-1 Direct (Scope 1) GHG emissions | 24 | Fulfilled | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 24 | Fulfilled | |
| | 305-3 Other indirect (Scope 3) GHG emissions | 24 | Fulfilled | |
| | 305-4 GHG emissions intensity | 24 | Fulfilled | |
| Adevinta topic: Contribution to circular economy | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 23 | Fulfilled | |
| | 103-2 The management approach and its components | 23 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 23 | Fulfilled | |
| GRI 306: Waste | 306-2 Management of significant waste-related impacts | 23 | Fulfilled | |

| GRI Standard | Disclosure | Page | Fulfilment | Notes |
|--|--|--------|------------|-------|
| GRI 400 Social Standards | | | | |
| Adevinta topic: Health and well-being for employees | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 30, 32 | Fulfilled | |
| | 103-2 The management approach and its components | 30, 32 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 30, 32 | Fulfilled | |
| GRI 401: Employment (2016) | 401-1 New employee hires and employee turnover | – | Omission | |
| GRI 403: Occupational Health and Safety (2018) | 403-9 Work-related injuries | – | Omission | |
| GRI 403: Occupational Health and Safety (2016) | 403-10 Work-related ill health | – | Omission | |
| Adevinta topic: Skills development and knowledge sharing | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 28–30 | Fulfilled | |
| | 103-2 The management approach and its components | 28–32 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 28–30 | Fulfilled | |
| GRI 404: Education and training (2016) | 404-3 Percentage of employees receiving regular performance and career development reviews | 31 | Fulfilled | |
| Adevinta topic: Diversity and inclusion | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 28–30 | Fulfilled | |
| | 103-2 The management approach and its components | 28–30 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 28–30 | Fulfilled | |
| Diversity and Equal Opportunity (2016) | 405-1 Diversity of governance bodies and employees | 31 | Fulfilled | |
| Adevinta topic: Local community members | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 31 | Fulfilled | |
| | 103-2 The management approach and its components | 31, 32 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 32 | Fulfilled | |
| Adevinta topic: Sustainable supply chain | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 26 | Fulfilled | |
| | 103-2 The management approach and its components | 26–27 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 27 | Fulfilled | |
| Adevinta topic: Privacy, user safety and fraud protection | | | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 25–26 | Fulfilled | |
| | 103-2 The management approach and its components | 25–26 | Fulfilled | |
| | 103-3 Evaluation of the management approach | 25–26 | Fulfilled | |
| GRI 418: Customer Privacy (2016) | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | 26 | Fulfilled | |

Adevinta

P.O. Box 490 Sentrum
NO-0105 Oslo

Tel: +47 23 10 66 00
Fax: +47 23 10 66 01
E-mail: ir@adevinta.com
www.adevinta.com

Investor information:
www.adevinta.com/ir