

Adevinta



Adevinta Sustainability Report 2021

Creating perfect matches on the world's
most trusted marketplaces

Adevinta at a glance

We are a leading online classifieds specialist, operating digital marketplaces in 15 countries. We provide digital services to connect buyers with sellers and facilitate transactions, from real estate to cars, consumer goods and more. Our portfolio spans more than 40 digital brands, attracting approximately three billion average monthly visits. Leading digital assets include top-ranked leboncoin in France, Germany's leading classifieds sites mobile.de and eBay Kleinanzeigen, Marktplaats in the Netherlands, Fotocasa and InfoJobs in Spain, Subito in Italy, and 50% of fast-growing OLX Brasil.

In 2021, Adevinta completed its acquisition of eBay Classifieds Group and today employs around 8,100* people committed to supporting users and customers daily. Adevinta is a sustainability leader within the Dow Jones Sustainability Index (DJSI) Europe.

* Including JVs and CWs

OUR PURPOSE

We make a positive change by helping everything and everyone find new purpose...

OUR MISSION

by creating perfect matches on the world's most trusted marketplaces...

OUR VISION

with sustainable commerce shaping a healthy planet and society.

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. In line with its new "Growing at Scale" strategy, Adevinta is focusing on five core markets (Germany, France, Spain, Benelux and Italy) and concentrating on its Motors and Real Estate verticals while continuing to build a fully transactional online experience to expand into a growing online commerce market. 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.

Strengthening Adevinta's sustainability impact

Sustainability is at the heart of what we do. Our purpose is to make a positive change by helping everything and everyone find a new purpose. We do this through our mission to create perfect matches on the world's most trusted marketplaces.

Our vision is for more sustainable commerce to shape a healthy planet and society. With our strong base in continental Europe, and our operations outside Europe, we are already facilitating substantial volumes of trade in used goods.

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 to buy products.

By offering platforms where our users can easily buy and sell second-hand items, we reduce the need for newly produced goods and promote more sustainable consumption. This is what we call the Second Hand Effect. By encouraging people to make second-hand their first choice, we provide lasting positive impacts in the circular economy. People understand that second-hand commerce is part of the solution for the planet's environmental challenges.

So our business model clearly supports a more sustainable planet and society. The philosophy of a circular economy is in our DNA and an inherent part of what we stand for as a company.

During 2021, we laid the foundations for strengthening Adevinta's sustainability impact. Following the completion of our acquisition of eBay Classifieds Group (eCG), we commissioned a global consulting firm to conduct a comprehensive review of our current environmental, social and governance (ESG) position. This review considered the views of key stakeholders and included a detailed materiality analysis. It is on the basis of this careful work that we

have developed our ESG strategy, which is built around three themes:

Lead the transition towards circular and responsible consumption

Ensure we are a purpose-driven and inclusive marketplace for everyone

Embed ESG governance, data and fraud protection throughout the organisation

This is not new territory for Adevinta – we have always been active in these three areas. In the following pages, we have identified the volume of carbon emissions potentially saved by Adevinta users in 2021 through the Second Hand Effect and the weight of materials likely saved by their decisions to choose second-hand goods over new goods. We have detailed the gender balance of our workforce, the many nationalities from which we draw our people, and our work in local communities. We have also detailed fresh work on cyber security and data privacy. And we are making new commitments in the areas of responsible consumption, inclusivity, ESG governance, data and fraud protection.

There is growing external recognition of our strengths and pedigree and I expect this to grow in coming years. In November 2021, Adevinta was recognised as a sustainability leader within the Dow Jones Sustainability Index (DJSI) Europe, ranking as one of only six companies recognised in the Media & Entertainment industry group.



This achievement also makes Adevinta one of only three Norwegian companies to feature in the index.

Inclusion in the DJSI recognises our efforts as our company focuses on becoming a more sustainable enterprise and improving its disclosures across key ESG indicators. We regularly evaluate our business according to the DJSI benchmark to ensure that ESG expectations of our stakeholders are communicated, understood and acted upon across the business.

As we integrate the operations of eCG and draw on the expertise and motivation of our new colleagues in strengthening our impact, I believe we can do much more in the years to come to achieve our vision for more sustainable commerce to shape a healthy planet and society.

Rolv Erik Ryssdal
CEO Adevinta

IN 2021

23.7m

TONNES OF CARBON
EMISSIONS (CO₂e) WERE
POTENTIALLY SAVED*

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

Building our ESG strategy on three themes

Adevinta is acutely aware of its ability to contribute to the circular economy and of our platforms to connect people in the communities and countries in which we operate.

Our business implicitly encourages more sustainable consumption. Moreover, our strategic focus on our five core markets of Germany, France, Spain, Benelux and Italy allows us to describe Adevinta as a European circular economy champion.

We are committed to building on our sustainability achievements. In 2021, we assigned a global consulting firm to review our current environmental, social and governance (ESG) position in the context of the new combined group, following the completion of the acquisition of eCG.

The review was a comprehensive assessment of our current ESG profile that considered the views of key stakeholders and included a materiality analysis. Following this work, we have decided to focus our efforts on three key areas.

Our three key themes are:

Our three core aims are:



Lead the transition towards circular and responsible consumption

We are committed to reducing our own emissions. The most significant contribution we can make to sustainability is through our core business activity of facilitating second-hand trades and extending the lifetime of a variety of goods.



Ensure we are a purpose-driven and inclusive marketplace for everyone

We will do this for our communities and our employees. We make products accessible to all. We will also ensure we provide an inclusive and diverse workplace for our employees.



Embed ESG governance, data and fraud protection across the organisation

We will put the right governance in place to ensure our impact is sustainable and we will strengthen our position in data protection and cyber security.

We have already made an impact in all three areas:

- In 2021, our users potentially saved 23.7m tonnes of CO₂ and 10.9m tonnes of materials through the Second Hand Effect.
- These numbers reflect only Adevinta businesses. In the larger combined business, which includes leboncoin, OLX Brazil, subito, Willhaben, Jofogas, Millanuncios, Marktplaats and 2dehand/2ememain, this effect is even greater and the results will be included in our 2022 sustainability report.
- Our employees come from 95 different nationalities and we closed 2021 with a male/female ratio of 59/41. We aim to improve on this and to ensure inclusion in every aspect of what we do.
- During the pandemic as it continued to unfold in 2021, our commitment to communities was evident as we brought together volunteers in a variety of local initiatives such as providing housing through our real-estate platforms.
- We have developed a Supplier Code of Conduct that addresses the four corporate sustainability topics of human rights, labour rights, environment, and anti-corruption, as well as the additional aspect of data protection and information security due to the relevance of this issue to Adevinta's business model. The Supplier Code of Conduct was published in January 2022.
- As part of our 2021-2024 global cyber security mission statement the protection of customer data is our top priority. This aligns with our goal to ensure we operate the world's most trusted marketplaces. To this end, during 2021 we conducted a comprehensive internal cyber security audit to identify all management, technical and operational areas that we believe can be improved or strengthened across all marketplaces. In addition, we completed a third-party assessment on data privacy.
- We also started to re-design our global data privacy organisation.

Our Initial ESG roadmap

As we begin to strengthen our ESG capabilities in line with our three core aims, we will fulfill a set of key commitments. We will set emissions targets across all of Adevinata and make it easier for our customers to understand the sustainability benefits of their product choices. We will measure the progress of our policies on inclusiveness and raise awareness of the importance of this issue among Adevinata's leaders. We will link ESG metrics to management compensation and strengthen our cyber security and privacy platform.



“We believe we already enjoy a strong position as a diverse and inclusive employer

- Environment
- Social
- Governance



Commit to setting emissions targets

We know that we can make the greatest positive impact on the environment through our business model that helps users to trade used products efficiently instead of buying new goods. But we want to go further than that and have committed to start a target-setting exercise for greenhouse gas emissions (GHG) for the entire company. There are three stages that we need to complete:

Phase 1: verification and harmonisation

We will verify and harmonise all our GHG emissions data across our operations so that we can provide a consistent picture.

Phase 2: baselining

Once we have a platform for reporting GHG emissions data accurately and consistently across all our operations, we will gather the initial 12 months of information. This will serve as a baseline for identifying successive increases or reductions in GHG emissions.

Phase 3: target setting

We will start setting targets for each location to reduce emissions, based on a preliminary assessment of the feasibility for emissions reduction. Our aim will be to set challenging but realistic targets for achieving reductions in specified locations which will allow us to reduce our overall emissions as a group.



Promote responsible consumption

We also want to make sustainability more visible in our products to help customers to make even better sustainable choices.



Create an environment where everyone feels they belong

We believe we already enjoy a strong position as a diverse and inclusive employer. Our employee surveys provide good evidence of this with 83% of our employees agreeing in 2021 that Adevinata builds diverse teams.



Raise awareness of the importance of inclusiveness

We will continue creating an environment where everyone feels they belong and are valued for their differences. We will also encourage Adevinata's leaders to view everything we do through an inclusive lens.



Establish global ESG governance

Our commitments extend to governance and a key aim is to build a global ESG platform incorporating an ambitious set of metrics that will allow us to monitor our progress. Those same metrics will be linked to management compensation.



Strengthen our cyber security and privacy platform

Finally, we are also developing new operating models for cyber security and privacy to build further on our already strong position in these areas.

Materiality Assessment

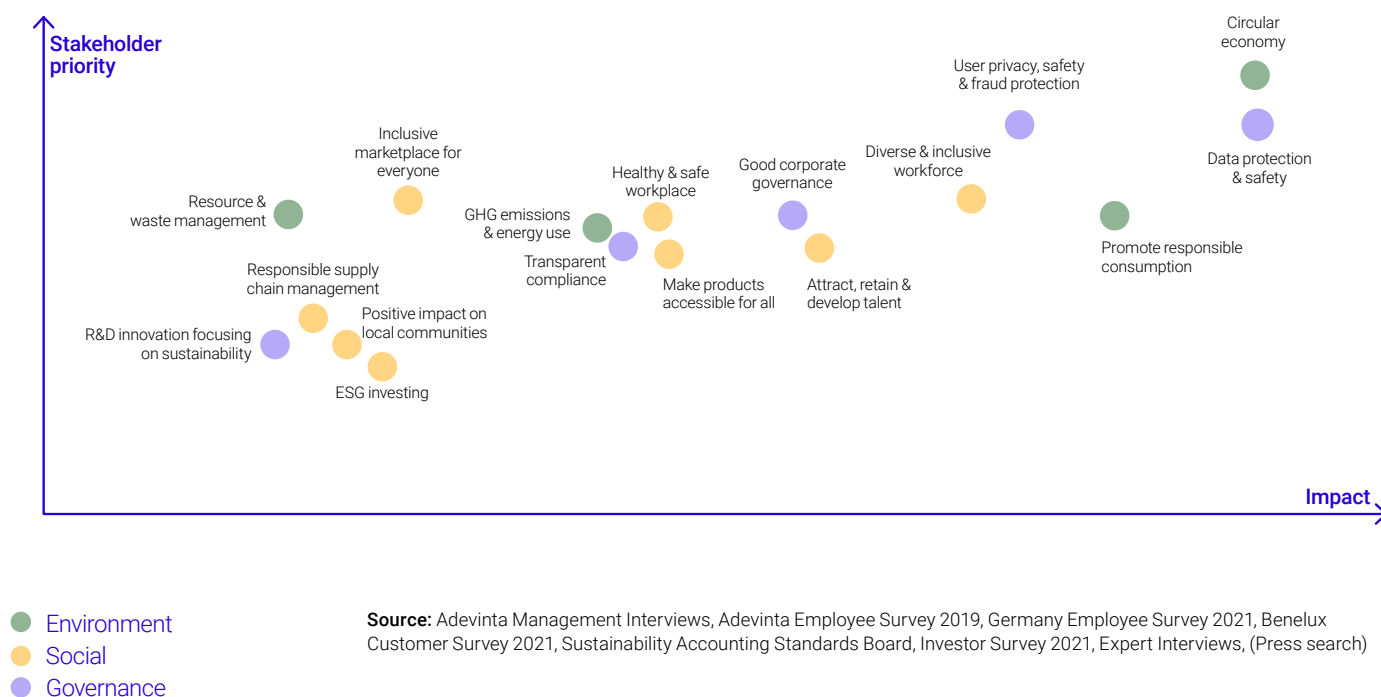
In 2021, we re-evaluated our materiality to identify emerging issues and incorporated them into our existing matrix. Earlier work prior to 2021 had allowed us to identify key sustainability concerns that were important to our stakeholders and our business. Our materiality matrix includes several issues raised by our stakeholders.

These material issues are organised against an x-axis (representing impact on business) and a y-axis (representing issues important to stakeholders). Those on the top right corner of the materiality map represent the highest significance to Adevinata. For more information about our initial Materiality Assessment, please refer to our 2020 Annual Report under the heading 'Our environmental impact' on page 22.

In 2021, we updated this initial materiality matrix using additional employee and management surveys conducted at two eCG businesses: eBay Kleinanzeigen and mobile.de. We also conducted new interviews with investors and ESG analysts.

The additions are reflected in the new matrix. The most material new theme is the promotion of responsible consumption. Consumers are key to driving sustainable development in our economies and Adevinata can play an important role in supporting sustainable consumption. Governments are increasingly focused on strategies for achieving this and consumers are becoming increasingly aware of the environmental and social impact of products of all kinds as they pass through their lifecycle phases. The promotion of responsible consumption will therefore feature on Adevinata's sustainability roadmap going forward.

Adevinta ESG Materiality Matrix



Stakeholder involvement

Whom did we engage with?	How did we engage with them?	What is most important to them?
Users	User surveys Market research Social media	• Circular economy • Make products accessible for all • User privacy, safety & fraud protection • Data protection & safety
Employees	Interviews Employee surveys	• GHG emissions & energy use • Resource & waste management • Responsible supply chain management • Inclusive marketplace for everyone • Circular economy • Attract, retain & develop talent • R&D innovation focusing on sustainability • Data Protection and Security
Management	Interviews Surveys	• Circular economy • Data protection & safety • User privacy, safety & fraud protection • Promote responsible consumption • Attract, retain & develop talent • Diverse & inclusive workforce • Good corporate governance
Investors and ESG analysts	Interviews Surveys Enquiries analysis	• Good corporate governance • GHG emissions & energy use • Data protection & safety • User privacy, safety & fraud protection • Diverse & inclusive workforce • Attract, retain & develop talent • Healthy & safe workplace
European legislators	Desktop analysis	• Sustainable investments and ownership • User privacy, safety & fraud protection • Fair business practices

Adevinta

Powered by the S&P Global CSA

Adevinta enters Dow Jones Sustainability Index



Adevinta recognised as a sustainability leader in DJSI Europe

The Dow Jones Sustainability Index (Europe) – DJSI – comprises European sustainability leaders identified by Standard & Poor Global through its annual Corporate Sustainability Assessment. Inclusion in the DJSI is a clear recognition of Adevinta's sustainability initiatives as the company focuses on becoming a more sustainable business and improving its disclosures across key ESG indicators. This is the second time Adevinta was asked to participate.

Adevinta regularly evaluates its operations according to the DJSI benchmarks to ensure that the ESG expectations of our stakeholders are communicated, understood and acted upon across the business.

Adevinta achieved a higher score in the 2021 DJSI Europe assessment due to a combination of improved business processes and improved disclosure and transparency in reporting. These were underpinned by the increased awareness of the importance across Adevinta of becoming a sustainability leader.

“The improvement in business processes took place mainly in the areas of information security, cybersecurity and system availability

The improvement in business processes took place mainly in the areas of information security, cybersecurity and system availability. The DJSI criteria also noted improved governance of the Group's security strategy, with better definition of responsibilities documented in the Principles of Corporate Governance. There was also recognition of Adevinta's security measures that ensure the company's employees are aware of threat issues and understand the importance of information security and cyber security.



Environment

Lead the transition towards circular and responsible consumption

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 any manufacturing process. Adevinata is at the front of the effort to cut down on waste, and we support the extension of the life of products by facilitating transactions that allow them to be re-purposed. Each time one of our users buys or sells something second-hand, instead of purchasing a newly produced item, 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 2021, eight of the online classifieds brands participated in measuring the Adevinata Second Hand Effect: leboncoin, OLX Brasil, subito, Marktplaats, Willhaben.at, Jófogás, milanuncios and 2dehands/2ememain. This was the first time that eCG marketplaces joined our Second Hand Effect analysis and we intend to include more of our marketplaces in the future.

Users from our eight participating Adevinata sites contributed to the following potential savings:

23.7m

TONNES OF CARBON EMISSIONS (CO₂e)

1.3m

TONNES OF PLASTIC

8.8m

TONNES OF STEEL

0.8m

TONNES OF ALUMINIUM

We are aware that products may have a higher environmental impact in other phases of their life cycle (namely in the use phase) but this report focuses on the potential savings at the level of resources only. We believe it is informative to visualise the volume and different types of resources that can go into manufacturing a new product.

Measuring our carbon footprint

We measure and report our carbon footprint so that we can understand and then manage the environmental impact of our businesses. The majority of our total GHG emissions arise from the energy use of our office operations and external data centres, which accounted for 74% in 2021 (77% in 2020).

Data storage and processing is a key asset in our business which connects buyers and sellers digitally across the globe. Energy usage from data centres accounts for 44% of Adevinata's environmental impact. Adevinata 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 30% of our greenhouse gas emissions, are another important source of emissions, and we are acutely aware of the need to minimise energy consumption.

Adevinta's business travel represented 24% of our GHG emissions during 2021. We monitor our business travel carefully and use video conferencing frequently in order to minimise the need for travelling between offices. Due to the Covid pandemic and its impact on the health and safety of our employees, we continued to implement our security guidelines for remote working during 2021. We maintained our employee guidance 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.

Waste generated from our offices represents a small part of our overall environmental impact. Nevertheless we continue to reduce waste wherever possible and have established recycling systems in many of our locations for this purpose. In addition, we have strict procedures for safe handling and recycling of electronic waste, but we have not been able to measure the amount of waste generated in 2021 on a group level.

Some of our mature operations measure consumption of various materials in the workplace and how much general waste is recycled.

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. Adevința's executive leadership team ensures that the content and the spirit of this environmental policy are communicated, understood and acted upon within their operations. Adevința's Head of Sustainability is responsible for monitoring compliance with the policy.

GHG Emissions (Tonnes CO ₂ e)	2021	2020	2019
Scope 1 – Direct emissions	12	2	35
Company-owned cars	1	2	35
Air heating	11	–	–
Scope 2 – Indirect emissions¹			
Location-based electricity + heating and cooling	1,425	2,023	776
Market-based electricity + heating and cooling	1,187	1,953	632
Scope 3 – Other indirect emissions	3,273	3,154	5,002
Leased and privately owned cars and taxi	562	568	369
Business travel – flights	500	365	1,477
Business travel – train and bus	67	103	1,266
Energy from data centres	2,056	2,017	1,825
Fuel- and energy-related activities ²	88	101	65
Total GHG emissions³	4,710	5,179	5,813

¹ The data for 2020 and 2019 has been recalculated to align with the updated methodology for 2021, further explained in About this report

² Fuel- and energy-related activities include transmission and distribution losses regarding purchased electricity, district heating and cooling as well as upstream emissions from purchased natural gas for air heating

³ The total GHG emissions includes Scope 1, Scope 2 Location based and Scope 3

Energy consumption within Adevinta (MWh)	2021	2020	2019
Fuel consumption from stationary combustion¹	59	–	–
Consumption of electricity, heating, cooling	5,389	6,596	4,521
of which renewable electricity	744	334	680
of which non-renewable electricity	2,956	2,896	2,749
of which heating ²	1,199	1,617	905
of which cooling ³	490	1,749	187
Total energy consumption	5,449	6,596	4,521

¹ The data for fuel consumption only covers non-renewable fuels, namely natural gas used for heating

² Heating data from 2021 represents 8/31 (25%) of the companies

³ Cooling data represents from 2021 6/31 (18,8%) of the companies

Energy and GHG intensity	2021	2020	2019
GHG Intensity (Scope 1 and 2), tonnes CO ₂ e emissions/turnover € million ^{1,3,4}	1.3	3.0	1.2
GHG Intensity (Scope 1 and 2), tonnes CO ₂ e emissions/employees ^{2,3,4}	0.3	0.5	0.2
GHG Intensity (Scope 3), tonnes CO ₂ e emissions/turnover € million ^{1,3,4}	2.9	4.7	7.4
GHG Intensity (Scope 3), tonnes CO ₂ e emissions/employees ^{2,3,4}	0.6	0.8	1.4
Energy intensity, MWh/turnover € million ¹	4.8	9.8	6.7
Energy intensity, MWh/employees ²	1.0	1.6	1.3

¹ Turnover is defined as consolidated financial operating revenues

² Employees are based on headcount as of 31.12.2021

³ The GHG intensity includes the total emissions based on the location-based method

⁴ The data for 2020 and 2019 has been recalculated to align with the updated methodology for 2021, further explained in About this report



Social

Ensure we are a purpose-driven and inclusive marketplace for everyone

In 2021, our focus was on sustaining existing people and culture programmes at Adevinata while simultaneously starting the planning and execution required to start bringing together our two groups of talented employees from Adevinata and eBay Classifieds Group (eCG).

Planning our integration with eCG

The completion on 25 June 2021 of our acquisition of eCG marked the start of an exciting new chapter for Adevinata. We did extensive preparation in the months leading up to this date to ensure we had a comprehensive plan to merge our two organisations. Our overriding objective was to fully engage our incoming Adevinatans. Our core message was that Adevinata and eCG are two successful international families of local digital brands and marketplace specialists, coming together to form an even larger global community. We emphasised how the merger would create new opportunities for our company, our customers and our users, while reinforcing our people-centric culture of trust, transparency and the open exchange of ideas, learning and knowledge.

Functional teams focused on key preparations within workstreams to ensure there was a smooth integration of our people, brands and businesses. Any changes that we knew employees would experience – no matter how small – were planned and communicated in advance. A further workstream focused on integrating the company cultures of Adevinata and eCG. This is an important requirement in a merger and our work in this area was made easier by the fact that our cultures shared many similarities. We also took great care to map out and communicate incentivisation and compensation programmes across the merged organisation. This ensured our people know how their role contributes to the short- and long-term success of the newly scaled Adevinata. Finally, we invested in building recognition for Adevinata as an employer brand and its association with sustainability.

Day of completion

We conducted a Welcome Event via video conference following the completion, designed to give our incoming Adevinatans a cultural induction to working at Adevinata – we knew it was a moment that mattered. This event gave eCG employees the opportunity to meet Adevinata's management, learn more about

the cultural and behavioural aspects of being a member of Adevinata, and ask questions. Our Day 1 welcome pack provided background on Adevinata, stated our mission, emphasised our key behaviours underwriting our corporate values, and underlined our sustainability philosophy that empowers people to make more sustainable choices.

Post-completion

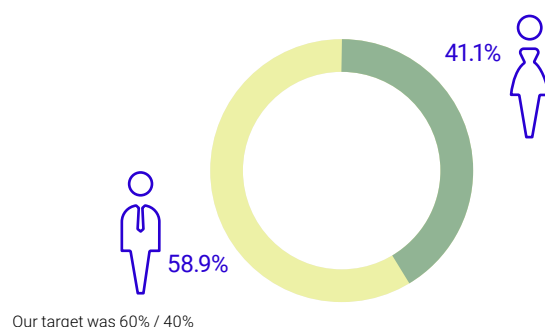
In December, we shared our new Growing at Scale strategic plan, with its aim of prioritising investment for growth in our five core markets of Germany, France, Spain, Benelux and Italy, and expanding on our leading sector positions in Motors and Real Estate. Growing at Scale also included a commitment to strengthen our sustainability impact. We progressed our operating model to determine how the merged Adevinata would organise itself to deliver against the Growing at Scale strategy. Adevinata announced its new operating model after the 2021 year end in February 2022.

Adevinata Key Behaviours

As part of the follow-up on the workstream that sought to integrate Adevinata and eCG on a cultural level, we assessed the culture that already existed within each entity, and examined the culture that employees believe would support our success going forward. We then conducted research, comprising interviews with the leadership team, a company-wide culture assessment survey and multiple online focus groups. One output from this was our decision to review our Key Behaviours, which are the cornerstones of the Adevinata culture.

After concluding the research phase in August 2021, we consulted key stakeholders and others to determine the specific changes that should be made to the wording of our Key Behaviours. At year end this work was progressing well and we expect to launch the updated Key Behaviours in 2022.

Our male / female ratio at year end



Diversity, equity and inclusion

At Adevinta, we commit to being a purpose-driven and inclusive workplace and marketplace for everyone. We do this by creating an environment where everyone feels they belong and are valued for their difference, and by bringing an inclusive lens to everything we do. 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 fulfilling three objectives:



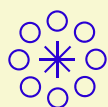
Workforce

Ensuring that our people processes and structures are free of any systemic bias in order to create equitable opportunities across the employee life cycle



Workplace

Safeguarding an inclusive organisational culture and physical work environment in which everyone can thrive, contribute and feel a sense of belonging



Marketplace

Bringing an inclusive lens to everything we do to contribute to positive social impact in our marketplaces and communities and to strengthen our license to operate

Women in Leadership

A highlight of our diversity, equity and inclusion (DEI) action plan is our Women in Leadership programme. In June, we commenced our third year of this accelerated development scheme designed to prepare talented, high-potential women for successful leadership roles. Our Women in Leadership scheme expanded in 2021 to take the original programme of just 18 participants to 75 women professionals. Women from this programme are more than twice as likely to be promoted or have expanded roles as a result of the development received on the programme. We will continue supporting our talented women in pursuing their professional ambitions. We will continue supporting our talented women in pursuing their professional ambitions. The business world often underestimates the different

pressures that women may encounter in positions of responsibility, and this can deter them from progressing further with their career aspirations. We extended the Women in Leadership programme to eCG during the year with the aim of broadening our talent pool from across the merged companies. Adevinta will continue to invest in inclusion initiatives to improve the experience of employees and to enhance the company's appeal as an employer of choice. This will help us recruit the best candidates for our future success.

Adevinta 4 Everyone

Another key thread within our commitment to DEI is our global grassroots movement called Adevinta 4 Everyone (A4E). During a two-day seminar in November 2021, we successfully merged the grassroots initiatives from eCG and Adevinta and kicked-off our joint journey with an action plan to 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 and allyship. Global initiatives took place around International Women's Day, Pride Month, Black History Month and International Day of Persons with Disabilities. In 2022, we will continue to build our awareness programme and to recruit more people for A4E.

Inclusive Leadership Programme

As part of the activities planned for 2022, we will roll out an Inclusive Leadership Programme, building DEI capabilities in our leadership community and creating a DEI leadership governance structure in each business area. We will develop DEI accountability metrics for the full organisation, set up identity-based sounding boards, run equity audits in our people processes and continue to build a strong inclusive culture in which we grow through diverse perspectives.

Smart Working Policy

The Covid pandemic has affected working patterns significantly by increasing remote working. As many countries around the world began to anticipate fewer Covid-related restrictions when the pandemic eventually subsides, attention turned to how we would all wish to work in the future. At Adevinta, we launched our Smart Working Policy to address this issue and to help Adevinta adjust to a new way of working post-Covid. Smart Working was developed by teams from a variety of Adevinta marketplaces, countries and functions and is designed to enhance our culture of flexibility, trust and empowerment. Our new policy introduces a model that gives our people the freedom to do their job remotely while defining the occasions when being in the office is more appropriate. The policy strikes a balance between operating from remote locations and traditional office-based sites and is also part of our strategy to attract talent.

Employees by gender and region¹

	Male		Female		Total
Board of Directors	6	54.5%	5	45.5%	11
Operations					
AdEx	6	66.7%	3	33.3%	9
Managers	653	60.3%	430	39.7%	1,083
Employees	2,508	58.5%	1,781	41.5%	4,289
Regions					
European countries	2,814	59.1%	1,951	40.9%	4,765
Countries outside Europe ²	353	57.3%	263	42.7%	616
Total	3,167	58.9%	2,214	41.1%	5,381

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

² Countries outside Europe include operations in Australia, Brazil, Canada, China, Mexico, South Africa and the U.S

Employees by age and region

	<30		30-50		>50		Total
Board of Directors	0	0.0%	2	18.2%	9	81.8%	11
Operations							
AdEx	0	0.0%	8	88.9%	1	11.1%	9
Managers	35	3.2%	984	90.9%	64	5.9%	1,083
Employees	975	22.7%	3,120	72.7%	196	4.6%	4,291
Regions							
European countries	862	18.1%	3,673	77.1%	232	4.9%	4,767
Countries outside Europe ¹	148	24.0%	439	71.3%	29	4.7%	616
Total	1,010	18.8%	4,112	76.4%	261	4.8%	5,383

¹ Countries outside Europe include operations in Australia, Brazil, Canada, China, Mexico, South Africa and the U.S

New hires and employee turnover

	New employee hires		Employee turnover	
Gender¹				
Male	658	58.0%	558	63.9%
Female	477	42.0%	315	36.1%
Age²				
<30	442	38.9%	180	28.5%
30-50	679	59.8%	73	11.6%
>50	15	1.3%	378	59.9%
Region				
European countries	914	80.5%	710	81.3%
Countries outside Europe ³	222	19.5%	163	18.7%
Total⁴	1,136		873	

The table reflects the whole year of 2021 for Adevinata and 1st of July – 31st of December 2021 for eCG

¹ One new employee wished to not disclose their gender and is not accounted for

² The ages of 242 employees who left the company during 2021 were not registered upon departure and are not accounted for

³ Countries outside Europe include operations in Australia, Brazil, Canada, China, Mexico, South Africa and the U.S

⁴ The number of new hires corresponds to a monthly rate of 1.8% and the employee turnover corresponds to a monthly rate of 1.4%

Employees by type and region¹

	Permanent	Temporary	Total
European countries	4,555	212	4,767
Countries outside Europe ²	602	14	616
Total	5,157	226	5,383

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	3,066	2,089	5,155
of which full time	2,989	1,922	4,911
of which part time	77	167	244
Total number of temporary employees	101	125	226
Total number of employees	3,167	2,214	5,381

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

Learning and developing at Adevinta

Adevinta and eCG have successful records in training and career development and in the second half of the year we began working to ensure that employees can access the best initiatives from each side of the merger.

Adevinta Academies

Our Adevinta Academies were busy throughout 2021, providing opportunities for gaining new knowledge about areas critical to our business. Our Product Academy provides online courses that build key product capabilities. Our Machine Learning Academy helps engineers and data analysts integrate machine learning in production. We also run a Leadership Academy and a Sales Academy.

The Analytics University Business Programme previously developed by eCG offers training to improve decision-making. This provides 20 people each quarter, from any discipline or market, with the chance to participate in 40 hours of training, hosted by external and internal trainers. The programme focuses on structured opportunity finding, data exploration, stats and experimentation.

'Be Your Best'

We introduced Adevinta's 'Be Your Best' approach to performance development to everybody joining us from eCG. At Adevinta, we believe that as we continue to grow as an organisation, so does the need for all of us to learn, develop and grow with it. To make this happen, we create a consistent, performance-driven culture where everybody can see how they contribute to the overall success of Adevinta. We call this

'Be Your Best' and it identifies what our people need to do in order to be the best versions of themselves when at work. It underwrites how Adevinta sets goals for employees, and how we conduct career development conversations throughout the year.

Adevinta Avenues

After the completion of the merger, we also introduced our global career framework Adevinta Avenues to eCG. This tool identifies the competencies and behaviours Adevinta requires to succeed. It gives our people the chance to take on new projects, expand their skills and benefit from collaborating with teams from around the world. Adevinta Avenues is helping us build a competitive employer brand. It allows each individual to plan their growth within Adevinta and provides the framework for annual career development conversations and compensation and benefits packages.

This ensures that we have the right employees with the right skills as Adevinta develops. The issue of career development is always top of mind for candidates seeking a career at Adevinta and it is a cornerstone of our employee value proposition. We also use Adevinta Avenues to develop our existing strong talent.

Early Careers Programme

Adevinta is successfully identifying a robust pipeline of junior talent through its Early Careers Programme. We target undergraduates, recent graduates or other candidates that can show a willingness to learn fast as part of developing their career. Our Early Careers Programme helps junior talent activate their careers and develop skills for success. Developing diverse, high-potential employees is also a vital part of Adevinta's succession planning and retention strategy.



Our aim is that young graduates will bring fresh perspectives and new ideas, as well as different points of view and technical knowledge. This in turn will help deliver a positive learning experience not just for the Early Careers candidate joining Adevinta but also for our existing teams. We make it clear to everybody joining our Early Careers Programme that this is an opportunity to impact the business from day one and make a positive impact on society as they learn.

This is also a strategy for building diversity among Adevinta's teams in terms of age, gender, seniority, perspective and nationality. Hiring people with the potential to bring new capabilities to Adevinta can be a strong catalyst for future success, especially as diversity is an important enabler for innovation.

We originally launched our Early Careers Programme in 2019 as a pilot but we expanded it significantly in 2021.

There are three tracks to the programme, all operating at one of our four Tech Hubs in Barcelona, Paris, Berlin and Amsterdam.

Early STARTers

This track offers opportunities to people who are still studying and want to develop their career in a multicultural environment. Initially, we offer a six-to-eight month internship.

Technical Specialists

These roles target junior talent with less than two years experience who want to become technical experts, such as software developers, data scientists or security engineers.

International Generalists

This track is for recent graduates and career changers who would like to try different roles across our global teams and marketplaces before deciding on how to focus their career.

Participants can access a range of learning and training resources along with opportunities for career development through exposure to work areas such as communications, project management and event planning. Our Early Careers initiative underlines the importance Adevinta places on attracting and retaining the right candidates, especially in our product and technology teams. It has been highly successful to date with the first cohort on the international generalist track graduating in October and taking up permanent positions across Adevinta.

The number of Early Careers candidates has more than doubled in the two years since it was introduced. In 2022, we are adding two new tracks to include Technical Trainees (in Berlin and Amsterdam only) and International Specialists.

In addition, local operations organise their own training workshops. In Ireland, for example, we recorded around 1,900 training hours in 2021.

Performance reviews¹

	2021		2020		2019	
	Total number	Rate %	Total number	Rate %	Total number	Rate
Total	3,659	68%	3,609	90%	3,123	88%
Male	2,193	69%	2,030	89%	1,776	89%
Female	1,465	66%	1,579	91%	1,347	86%
AdEx	6	67%	6	86%	7	100%
Managers	854	79%	712	94%	472	69%
Employees	2,799	65%	2,891	89%	2,644	92%

¹ Two employees wished to not disclose their gender and are not accounted for in the male/female categories

Programme	Hours
Early Careers	758
Machine Learning Academy	194
Manager Essentials	245
Product Academy	1,459
Radical Candor	616
Sales Academy	106
Welcome Event	603
Women in Leadership	727
Other Training	368
Total	5,076

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 2021, we recorded 32 work-related injuries (14 in 2020) of which nine were high-consequence injuries (8 in 2020) and 27 cases of ill health (155 in 2020). As in 2020, there were no fatalities during 2021.

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. The Adevinta Employee Works Council (EWC) is an important forum for dialogue between top management and employees from all Adevinta countries.

To ensure excellent working conditions and to prevent discrimination, every workplace has collective bargaining agreements or working- environment committees. By the

end of 2021, 59% of our employees were covered by a collective bargaining agreement. The EWC is modelled on the European Works Council protocol, which was established by an EU directive in 1994, and includes 12 representatives (seven men and five women) from seven countries. In 2022, the EWC will have 16 representatives and six observers.

The 12 members of the EWC meet twice annually with Adevinta's management team led by CEO Rolv Erik Ryssdal. These meetings address a broad range of issues of common interest and the EWC is also consulted on transnational matters, such as the sale of operations. The EWC was established in October 2019 after Adevinta's spin-off from Schibsted. Each country with 50 or more Adevinta employees has the right to representation on the EWC, proportional to the number of employees.

Since 2019, Spain has had three representatives, France three, Italy two and Hungary, Ireland and Austria one representative each. The EWC also has slots for six observers comprising people working in Adevinta in countries that are not covered by the EU directive (such as Belarus) and people working in companies that are not 100%-owned by Adevinta. EWC representatives are elected every two years by majority employee vote or by local trade unions or workers' committees. The EWC's latest election was held in 2021.

Examples of issues discussed at the working sessions of the Adevinta EWC are:

- The Group's goals, strategies and challenges
- The business performance, new investments and market trends
- The employment situation and significant organisational changes
- Equality, industrial democracy and environmental issues
- Analysis of examples of "best practices" within the Group
- The results of Adevinta employee surveys

“ Our marketplaces serve people where they live and this allows us to help communities in ways that matter most to local residents and stakeholders

Community engagement

Our marketplaces serve people where they live and this allows us to help communities in ways that matter most to local residents and stakeholders. Sometimes we raise much-needed extra funding for worthy local causes. At other times we might lead or support important community initiatives, collaborate to promote topical issues, or help charities raise their profiles. We have captured some examples below that underline how our people engaged with communities around the world in 2021.

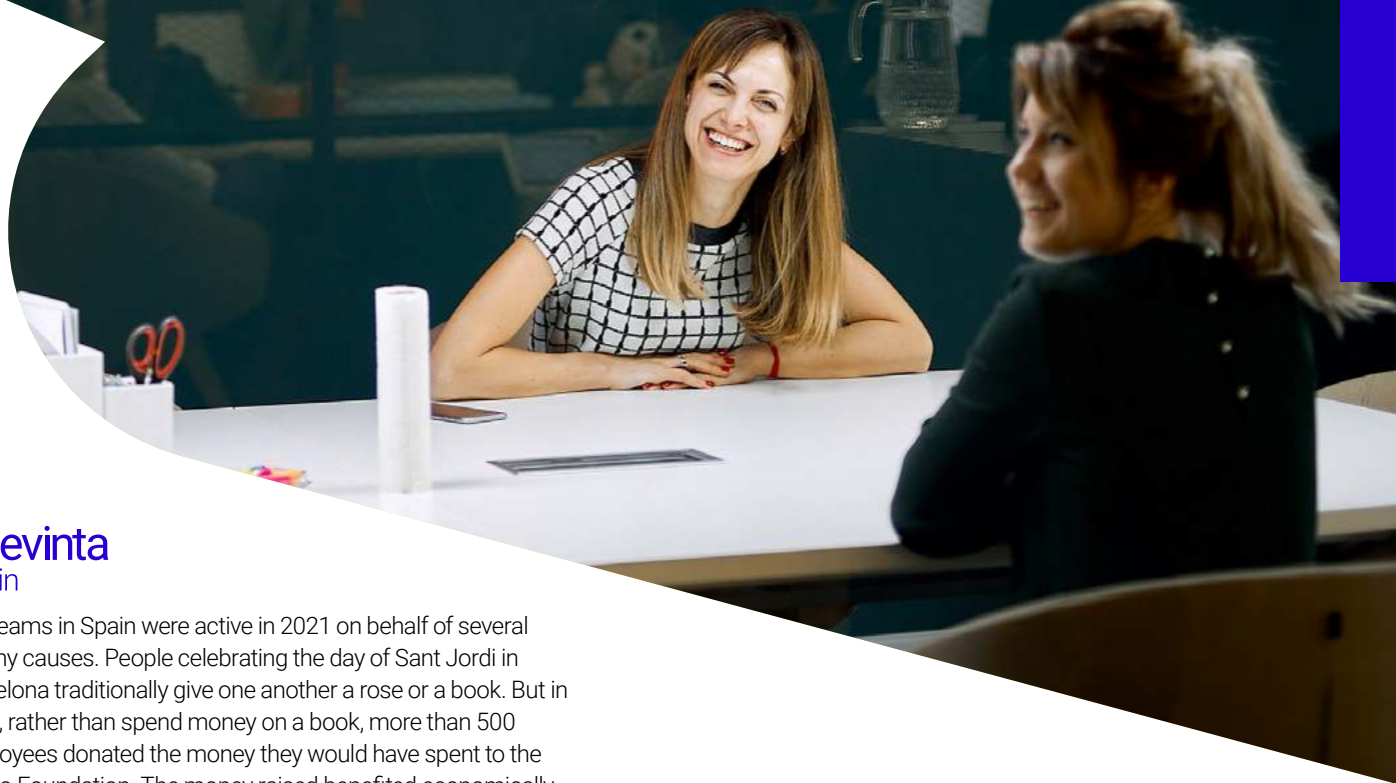
During 2021, our marketplaces donated around €109,000 to a variety of non-profit organisations, hospitals and schools.

Adevinta

Adevintans from around the world joined forces to support World Environment Day on 5 June. The official theme was the restoration of ecosystems in support of three Sustainable Development Goals: goal number 8 (decent work and economic growth), goal number 13 (climate action) and goal number 15 (life on land). Our team effort funded the planting of 479 trees on Mexico's Yucatán Peninsula in collaboration with the youth-led organisation Plant for the Planet, which aims to help bring back some of the one trillion trees lost to environmental degradation.

In December 2021, Adevintans in many parts of the world shared pictures of themselves wearing Christmas jumpers and other festive attire to raise money on behalf of thousands of children in the Horn of Africa, where climate change and conflict have had devastating consequences. The initiative was part of Save the Children's Christmas Jumper Day 2021. Since it first launched in 2012, this Save the Children event has provided valuable financial support for children around the world.

here to win



Adevinta Spain

Our teams in Spain were active in 2021 on behalf of several worthy causes. People celebrating the day of Sant Jordi in Barcelona traditionally give one another a rose or a book. But in 2021, rather than spend money on a book, more than 500 employees donated the money they would have spent to the Educo Foundation. The money raised benefited economically and socially vulnerable children in Spain.

Another charity initiative in Spain raised funds for a social and health intervention project run by the Red Cross. In July, more money was raised through a collaboration with the Ecomar Foundation, a charity that cares for the environment through sport. Then at Christmas, 220 Adevinta employees donated the amount they would have spent on a Christmas gift to the Soñar Despierto foundation. Thanks to this generosity, 220 children in shelters received a present for Christmas.



Our colleagues at eBay Kleinanzeigen teamed up with non-profit organisation Innocence in Danger, a global movement against child sexual abuse, to support a campaign against cybergrooming. The campaign produced a guide for parents to help them understand what they can do to keep their children safe. This initiative was very well received in the community and eBay Kleinanzeigen embedded the guide in its apps and in social media and YouTube.

Another initiative from eBay Kleinanzeigen set up two coding workshops for children. The eBay Kleinanzeigen Coding Academy sessions each offered 10 places free of charge via Zoom and helped the participants take their first steps in programming using Python programming language.

Jófogás

In May, our team at Jófogás – Hungary's leading online classifieds site – supported single-parent families in need of help due to Covid issues with its Good Deed packages. We invited donations of packages containing hygiene products, canned food or quality used clothes for kids up to 15 years of age. Then we co-ordinated distribution to the recipients by working with partners that handled logistics and sorting. A total of 1,600 of these Good Deed packages went out into the community.

leboncoin

Our leading marketplace leboncoin supports charities by allocating unsold ad space every year. Charities can then benefit from leboncoin's audience of 29 million users per month. In 2021, we asked employees to nominate then vote for their preferred charities. Through this process, three charities each received four weeks of free advertising on leboncoin. We then monitored the results via a questionnaire that identified how the charities benefited in terms of any increase in the number of donations they receive, the number of volunteers recruited or growth in the number of website visits. In 2021, charities benefited from ad space worth some €5 million.



Governance

Embed ESG governance, data and fraud protection throughout the organisation

Our sustainability governance

The Chief Executive Officer (CEO) has the overall 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 2021, we issued new governance documents that guide our sustainability performance mainly regarding our supply chain, as described further in this report (see below under the heading 'Sustainable supply chain'). Following the acquisition of eBay Classifieds Group (eCG), we will continue assessing our governance management system and will implement additional changes in 2022 across various areas as appropriate.

Sustainability policies

Adevinta's **Code of Ethical Conduct** is the foundation of the Company's ethics and compliance programme, and sets out our primary expectations for all employees and companies that represent Adevinta. The Code is accompanied by the Company's **Principles of Corporate Responsibility**, which sets the standards for Adevinta as a responsible corporate citizen. These two documents establish our framework 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 standards of behaviour that Adevinta 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 the following five categories:

- Responsibility towards our employees: labour rights, equal opportunities and anti-discrimination, bullying and harassment;
- Responsibility towards our users, customers and clients: including privacy and data protection;
- Responsibility towards protecting Adevinta's assets: confidential information, intellectual property and 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.

The illustration below shows all our governance policies.

The policy documents apply to all Group companies in which we own more than 50% of the voting rights. In cases where Adevinta does not exercise such control, the Board members appointed by Adevinta are required to ensure the main standards 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 Adevinta intranet, with some of them published in our Corporate external website. As part of the integration of eCG, all our policies are being revised to ensure they are fit for purpose and serve the needs of the new combined organisation. They will be republished during 2022 where appropriate.

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

conducted in 2021. The results of this assessment are now being analysed with the aim of creating a new strategy for data privacy in 2022, which will lead to the creation and execution of a long-term roadmap of activities in this area.

In 2021, Adevinta also developed a Supplier Code of Conduct (the Code) that is written in accordance with best practice and what is relevant to the industry in which Adevinta operates. It is based on applicable legislation, the OECD's Guidelines for Multinational Enterprises, and the ten principles of the United Nations Global Compact (UNGC) and its underlying conventions and declarations. The Code addresses the four corporate sustainability topics of human rights, labour rights, environment,

and anti-corruption, as well as the additional topic of data protection and information security, which is relevant to Adevinta's business model.

In June 2020, the Board of Directors approved Adevinta's first modern slavery statement for the financial year 2019, and in June 2021 approved the updated statement for 2020. 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 Adevinta to identify and mitigate the potential risks of modern slavery related to its business operations and supply chain.

Code of Ethical Conduct Principles of Corporate Responsibility Group wide policies:



Environmental

- Environmental policy
- Travel policy



Social

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



Governance

- Corporate governance principals
- Principals for expansion and growth
- Governance, risk and control framework
- Legal compliance policy
- Competition and compliance policy
- Adevinta anti-bribery and anti-corruption policy
- Adevinta sanctions and export controls policy
- Private policies and guidelines
- Tax policy
- Finance policy

We are committed to building an open culture where discussion of ethical issues is an integral part of the business, and where employees feel comfortable about identifying potential unethical business conduct. Therefore, we provide our 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 Adevinta Speak Up channel. To ensure the anonymity and personal integrity of our employees, Speak Up is run by an external party. In 2021, we had no confirmed incidents of corruption.

Adevinta also selected an e-learning platform during 2021 that will be implemented during 2022. The e-learning platform will assist with embedding ESG governance throughout the enlarged Adevinta following the acquisition of eCG. As we review our sustainability policies we will also reassess the training needs, and set training targets, of the combined organisation.

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 e-commerce 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.

The Group prohibits the use of Adevinta's 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.

During 2021, we continued to invest in trust-related features by improving existing capabilities related to:

- Stopping fraud such as evolving user moderation and moderation of user generated reviews
- Increasing user trustability such as adding more user profiles in chat
- Validating how gamification can increase users
- Helping marketplace productivity by enabling autonomy for different teams to customise their moderation interface.

Privacy

In summer 2021, we hired a Chief Privacy Officer (CPO) who then initiated an independent review of privacy maturity across all our core markets. The review concluded at the end of 2021.

The findings have provided a catalyst for the creation of a new privacy strategy, which will include a clear vision, purpose and maturity target. It will also support the overarching Adevinta strategy and data strategy. As part of this work, we are collaborating with consultants, independent experts and industry specialists. Adevinta plans to launch its new privacy strategy in 2022 and believes this work will significantly enhance its privacy regime. In addition, Adevinta will create a Group Privacy team in 2022 to support the CPO in delivering the new privacy strategy.

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.

Following the completion of our acquisition of eCG in June 2021, and the enlarged scale of our operations, we have decided not to provide a comparative figure for substantiated complaints in 2021 regarding data breaches. We continued to monitor data breaches carefully throughout 2021 and during the year the Board approved an enhanced global cyber security strategy that we believe will serve the needs of the enlarged scale of our operations. We intend to commence reporting on this topic across the expanded Adevinta in our 2022 annual report.



“ We prohibit the use of Adevinta's classified advertising platforms for the promotion or sale of unlawful goods or services, such as illicit drugs, counterfeit goods and weapons

Global cyber security

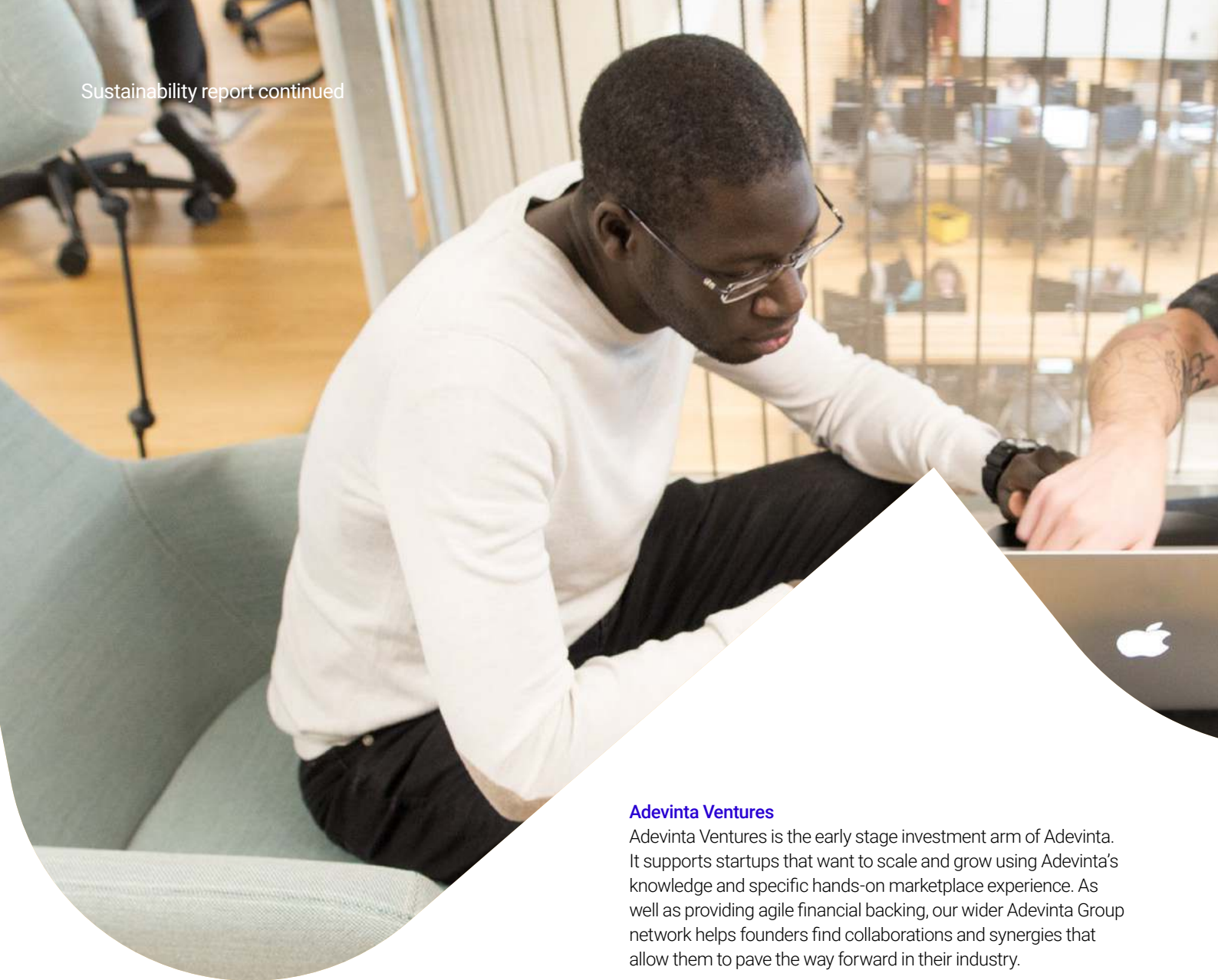
Adevinta's global cyber security programme is designed to protect our employees and customers across our portfolio of companies. With the increased size of Adevinta's operations following our acquisition of eCG, we began a programme during the year that will substantially enhance our overall global cyber security posture. Our aim is to support Adevinta's business goals while ensuring regulatory compliance across our multiple marketplaces. We believe effective stewardship and management of consumer data is our licence to operate and our top priority. We are ensuring Adevinta has the best-fit cyber security capabilities which can withstand the evolving risk and compliance landscape. This will continue to be a major focus that ensures our customers have the highest level of trust in our marketplaces.

Working with our marketplaces, we have developed a continuous process of requirements research, planning and implementation that builds on the already strong platforms of Adevinta and eCG Group. Our programme is based on the internationally recognised National Institute of Standards and Technology's (NIST) cyber security framework (CSF) which ensures a holistic view in

developing our global security programme. This framework will ensure that we can effectively identify, detect, protect, respond and recover from a wide range of cyber security threats.

We have developed seven global security strategy principles. These ensure we have an accurate systems and services inventory that includes mission and business criticality and that risks are identified and managed. The principles also address secure product development, vendor security, access management and vulnerability management. In addition, our data management policy ensures data is encrypted at rest and in transit, and that data communicated between different systems is controlled, inspectable and auditable.

We also made good progress during the year in drafting nine Adevinta global cyber security policies. These policies carefully define key requirements and also stipulate ancillary training, testing and simulations where required. Work on shaping and implementing Adevinta's enhanced global cyber security strategy will continue throughout 2022, as we ensure the cyber protection and defence of the world's most trusted marketplaces.



Sustainable investment and ownership

Adevinta's Principles for Expansion and Growth 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 of 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

Adevinta Ventures is the early stage investment arm of Adevinta. It supports startups that want to scale and grow using Adevinta's knowledge and specific hands-on marketplace experience. As well as providing agile financial backing, our wider Adevinta Group network helps founders find collaborations and synergies that allow them to pave the way forward in their industry.

Sustainable supply chain

Adevinta clearly recognises its responsibility regarding its 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. In 2021, Adevinta reviewed its Procurement policy to align it to the needs of the new combined organisation, and also worked on a Supplier Code of Conduct and a Sustainable Sourcing policy. These documents define the environmental, social, and ethical standards that must be met by suppliers seeking a business relationship with Adevinta.

Our Global Procurement policy sets out the principles and processes that must be followed by Adevinta employees when sourcing services from third parties and for the ongoing management of those suppliers. We have 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 Compliance teams before a final decision is made about contracting the supplier. We are also 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 rolled out this approach to our main markets in February 2022.

The Sustainable Sourcing policy is intended primarily for the Adevinata procurement team and any employee involved in purchasing activities. It aims to embed the consideration of environmental, social and ethical factors throughout the sourcing lifecycle when employees evaluate or prioritise potential suppliers.

The Supplier Code of Conduct applies to all suppliers, who in turn are responsible to ensure that its suppliers and other participants in their supply chains adhere to the same responsibilities set out in the Code. In order to ensure transparency, it will be available on our corporate website and included in the procurement team's RFP (request for proposal) process for the provision of services. The Supplier Code of Conduct embodies our commitment to conduct business with integrity, openness and respect, in line with internationally recognised corporate sustainability principles on human rights, labour rights, the environment and anti-corruption.

The Code also addresses additional aspects of data protection and information security. This is critical to us as we highly value our

users', customers' and employees' privacy and the need to protect their data. We strongly believe in committed supplier partnerships and we have set up appropriate channels for suppliers to contact us if they have any questions or discover breaches of the Code, either within the supplier's organisation or within any of its subcontractors and/or other participants in its supply chains. Such channels include a third-party operated whistle-blower function through which a supplier can anonymously report any non-conformity with, including but not limited to, the Code, internal Adevinata policies and local regulations.

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 Adevinata invests shareholder capital or raises capital in the debt market to invest, and does not hold any investment funds, Adevinata 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 Adevinata 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. Adevinata 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).

About this report

This is Adevința's third annual sustainability report. The previous report was published on 6 April 2021. Information disclosed in this report refers to activities undertaken from 1 January to 31 December 2021.

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. Adevința will publish a sustainability report on an annual basis. The report has not been subject to external independent assurance. The sustainability information is provided throughout the Annual Report. Please see the GRI Index for further guidance.

Scope and boundaries

The report includes data pertaining to companies of which Adevința has had full ownership or operational control throughout the year, with certain scope limitations included below. Companies that have been sold during the year have been excluded. In light of the eCG acquisition, the data for these companies covers the time period 1 July to 31 December 2021.

Employee data

Employee data, as per 31 December 2021, 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 the two operations in one European country and one country outside Europe for which data has been collected via templates, as they are not currently using Workday®.

Data relating to employee engagement was retrieved from Adevința's engagement survey and 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 the two companies not using Workday®.

Data relating to health and safety was collected via templates completed by each company. Due to privacy limitations in the legislation of certain countries, it has not been possible to distinguish between recordable ill-health and recordable injuries for the operations in these countries. As a consequence, the information from these countries' operations has been excluded from the recordable ill-health and injuries presented in this report. As for the year 2021, this was relevant for Germany, Italy and Spain.

Environmental data

The consolidation approach for environmental data is operational control. For smaller legal entities co-located with other Group companies, environmental data have been collected from the larger companies. Data from holding companies with less than five employees has been excluded. Data from joint-ventures with less than 20 employees, and where Adevința owns less than 51%, have also been excluded.

All greenhouse gases are included in the emissions calculations and all scopes are included in the intensity data. The total GHG emissions includes the Scope 2 emissions from the location-based method.

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 conversion factors from the International Energy Agency (IEA), the Association of Issuing Bodies (AIB), the Department for Environment, Food & Rural Affairs (DEFRA) and the US Environmental Protection Agency (US EPA).

Calculations for a portion of the emissions from business travel where only expenses have been available for taxi, bus, train and car rental have been estimated with assumptions on the average price for a ticket or distance driven with rental cars.

Calculations for electricity and emissions for co-working spaces have not been available and have been estimated using an average of utility use per employee and country specific conversion factors for electricity.

Scope 2 emissions are reported with a location-based approach and a market-based approach. Scope 2 emissions for the year 2020 and 2019 have been recalculated with the updated methodology and updated conversion factors. The scope 3 emissions categorised as fuel- and energy-related activities includes upstream emissions of purchased fuels as well as transmission and distribution losses from electricity. Due to the update of scope 2 emissions, the GHG intensity for the year 2020 and 2019 have also been updated.

Omissions

GRI Standards General Disclosures

103-3: Management approach – Resource and waste management: a new structure for evaluation of performance is under development and cannot be shared in this report.

103-3: Management approach – Make products accessible for all: with the new strategy and the acquisition of eCG, a new structure is under development.

103-3: Management approach – Inclusive marketplace for everyone: with the new strategy and the acquisition of eCG, a new structure is under development.

103-3: Management approach – R&D innovation focusing on sustainability: with the new strategy and the acquisition of eCG, a new structure is under development.

GRI Standards Material Disclosures

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

401-1: Partly fulfilled: due to limitations in the reporting system, data on the number of employees who left the company cannot be fully segmented by age.

403-9, 403-10: Due to specific legal prohibitions in Spain, Germany and Italy, where privacy law prohibits an employer from recording the cause of sick leave, and also as a consequence of the eCG acquisition, the systems for reporting are currently not aligned and the available data only partially fulfills the requirements this year. Currently, data is unavailable for six companies.

418-1: Following the acquisition of eCG and the enlarged scale of operations, a new data collection structure is under development and information for this year is unavailable.

Point of contact

If you have any questions about the sustainability report, you are welcome to contact Christelle Esquirol, Head of Sustainability at sustainability@adevinta.com

GRI content index

GRI Standard	Disclosure	Page	Fulfilment	Notes
GRI 102: General Disclosures (2016)				
GRI 102: General Disclosures	Organisational profile			
	102-1 Name of the organisation	1	Fulfilled	
	102-2 Activities, brands, products, and services	2-6	Fulfilled	
	102-3 Location of headquarters	24	Fulfilled	
	102-4 Location of operations	2-3	Fulfilled	
	102-5 Ownership and legal form	62	Fulfilled	
	102-6 Markets served	4-7	Fulfilled	
	102-7 Scale of the organisation	1, 4-7, 42-43, 165	Fulfilled	Total number of operations = 85
	102-8 Information on employees and other workers	42-43	Fulfilled	
	102-9 Supply chain	52	Fulfilled	
	102-10 Significant changes to the organisation and its supply chain	8-9	Fulfilled	
	102-11 Precautionary Principle or approach	39	Fulfilled	
	102-12 External initiatives	49	Fulfilled	
	102-13 Membership of associations	–		No current memberships
	Strategy			
	102-14 Statement from senior decision-maker	8-9		
	Ethics and Integrity			
	102-16 Values, principles, standards, and norms of behaviour	48	Fulfilled	
	Governance			
	102-18 Governance structure	10,48	Fulfilled	
	Stakeholder engagement			
	102-40 List of stakeholder groups	35	Fulfilled	
	102-41 Collective bargaining agreements	45	Fulfilled	
	102-42 Identifying and selecting stakeholders	34	Fulfilled	
	102-43 Approach to stakeholder engagement	34-35	Fulfilled	
	102-44 Key topics and concerns raised	34-35	Fulfilled	
	Reporting practice			
	102-45 Entities included in the consolidated financial statements	20-21	Fulfilled	
	102-46 Defining report content and topic Boundaries	54-55	Fulfilled	
	102-47 List of material topics	34	Fulfilled	
	102-48 Restatements of information	–		No restatements made
	102-49 Changes in reporting	34	Fulfilled	
	102-50 Reporting period	54	Fulfilled	
	102-51 Date of most recent report	54	Fulfilled	
	102-52 Reporting cycle	54	Fulfilled	
	102-53 Contact point for questions regarding the report	55	Fulfilled	
	102-54 Claims of reporting in accordance with the GRI Standards	54	Fulfilled	
	102-55 GRI content index	58-59	Fulfilled	
	102-56 External assurance	54	Fulfilled	

GRI Standard	Disclosure	Page	Fulfilment	Notes
GRI 200 Economic Standard Series				
Adevinta topic: ESG Investing				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	52	Fulfilled	
	103-2 The management approach and its components	52	Fulfilled	
	103-3 Evaluation of the management approach	52	Fulfilled	
Adevinta topic: Good Corporate Governance				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	48-49	Fulfilled	
	103-2 The management approach and its components	48-49	Fulfilled	
	103-3 Evaluation of the management approach	48-49	Fulfilled	
Adevinta topic: Transparent Compliance				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	48-51	Fulfilled	
	103-2 The management approach and its components	48-51	Fulfilled	
	103-3 Evaluation of the management approach	48-51	Fulfilled	
Adevinta topic: R&D Innovation focusing on sustainability				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	–	Omission	See p. 55
	103-2 The management approach and its components	–	Omission	See p. 55
	103-3 Evaluation of the management approach	–	Omission	See p. 55
GRI 300 Environmental Standards				
Adevinta topic: Resource and waste management				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	38	Fulfilled	
	103-2 The management approach and its components	38	Fulfilled	
	103-3 Evaluation of the management approach	38	Fulfilled	
Adevinta topic: GHG emissions and energy use				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	38	Fulfilled	
	103-2 The management approach and its components	33, 38	Fulfilled	
	103-3 Evaluation of the management approach	33, 38	Fulfilled	
GRI 302: Energy (2016)	302-1 Energy consumption within the organisation	39	Partly fulfilled	See p. 55
	302-3 Energy intensity	39	Fulfilled	
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	39	Fulfilled	
	305-2 Energy indirect (Scope 2) GHG emissions	39	Fulfilled	
	305-3 Other indirect (Scope 3) GHG emissions	39	Fulfilled	
	305-4 GHG emissions intensity	39	Fulfilled	
Adevinta topic: Circular economy				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	38	Fulfilled	
	103-2 The management approach and its components	38	Fulfilled	
	103-3 Evaluation of the management approach	38	Fulfilled	
GRI 303: Waste (2020)	306-2 Management of significant waste-related impacts	38	Fulfilled	

GRI Standard	Disclosure	Page	Fulfilment	Notes
Adevinta topic: Promote responsible consumption				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	34	Fulfilled	
	103-2 The management approach and its components	34	Fulfilled	
	103-3 Evaluation of the management approach	34	Omission	
GRI 400 Social Standards				
Adevinta topic: Healthy and safe workplace				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	45	Fulfilled	
	103-2 The management approach and its components	45	Fulfilled	
	103-3 Evaluation of the management approach	45	Fulfilled	
GRI 403: Occupational Health and Safety (2018)	403-9 Work-related injuries	45	Partly fulfilled	See p. 55
	403-10 Work-related ill health	45	Partly fulfilled	See p. 55
Adevinta topic: Attract, retain and develop talent				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	43-44	Fulfilled	
	103-2 The management approach and its components	43-44	Fulfilled	
	103-3 Evaluation of the management approach	43-44	Fulfilled	
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	42	Fulfilled	
GRI 404: Education and training (2016)	404-3 Percentage of employees receiving regular performance and career development reviews	45	Fulfilled	
Adevinta topic: Diversity and inclusion				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	40-41	Fulfilled	
	103-2 The management approach and its components	40-41	Fulfilled	
	103-3 Evaluation of the management approach	40-41	Fulfilled	
GRI 405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	42-43	Fulfilled	
Adevinta topic: Positive impact on local communities				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	46	Fulfilled	
	103-2 The management approach and its components	46-47	Fulfilled	
	103-3 Evaluation of the management approach	46-47	Fulfilled	
GRI 203: Indirect Economic Impacts (2016)	203-1 Infrastructure investments and services supported	46	Fulfilled	

GRI Standard	Disclosure	Page	Fulfilment	Notes
Adevinta topic: Make products accessible for all				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	–	Omission	See p. 55
	103-2 The management approach and its components	–	Omission	See p. 55
	103-3 Evaluation of the management approach	–	Omission	See p. 55
Adevinta topic: Inclusive marketplace for everyone to sell				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	–	Omission	See p. 55
	103-2 The management approach and its components	–	Omission	See p. 55
	103-3 Evaluation of the management approach	–	Omission	See p. 55
Adevinta topic: Responsible supply chain management				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	52-53	Fulfilled	
	103-2 The management approach and its components	52-53	Fulfilled	
	103-3 Evaluation of the management approach	52-53	Fulfilled	
Adevinta topic: Data protection and security				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	51	Fulfilled	
	103-2 The management approach and its components	51	Fulfilled	
	103-3 Evaluation of the management approach	51	Fulfilled	
Adevinta topic: User privacy, safety and fraud protection				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	50	Fulfilled	
	103-2 The management approach and its components	50	Fulfilled	
	103-3 Evaluation of the management approach	50	Fulfilled	
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	–	Omission	See p. 55

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