

Agreement regarding Adevinta Employee Works Council (EWC)

1. Background and objectives

- 1.1 The collaboration between the management and employees of Adevinta Group (the "Group") has the objective of promoting development, motivation, co-responsibility and mutual trust. The Employee Works Council (EWC) and the Liaison Committee shall ensure active cooperation and act as important forums for information, consultation, discussions and dialogue within the Group.
- 1.2 This Agreement has been entered into in line with EWC Directive 2009/38/EC (also called the Transnational Works Council Directive).
- 1.3 The Agreement is a supplement to the employees' representation in the companies in which they are employed in accordance with national laws and local agreements. Accordingly, this Agreement does not prevent or replace activities carried out in an existing forum for information and cooperation, or other forms of national employee rights.
- 1.4 The parties have a common goal to make the EWC a center of expertise within the Group. The EWC shall, through its work, help to strengthen the employees' identity as employees of Adevinta Group. The EWC shall be a forum for transferring and developing expertise across national boundaries and across employee professions, organizations and companies.
- 1.5 The EWC shall only deal with matters that are of a general and common nature.
- 1.6 The principles that apply to collaboration in European working life shall be normative for the implementation of the Agreement.
- 1.7 The objective of this Agreement is to improve the employees' right of consultation and right to information in companies and groups that have operations within the European Union and the European Economic Area. Adevinta and its organizations wish to enable good cooperative relationships that have been developed in the body of agreements and in practice in working life, among other things by the development of organizational culture in the individual companies in the Adevinta Group.

2. The composition of the EWC

- 2.1 The composition of the EWC should be as wide-ranging as possible as with regards to employees, companies and links to countries.
- 2.2 The parties agree that the EWC shall have a total of up to 20 employee representatives. In addition, it shall have up to two representatives of the Group management. Each constituency is to elect the same number of alternate representatives as ordinary members to the EWC.
- 2.3 The employees' representatives at the EWC and their alternate representatives are to be elected or appointed in accordance with the election rules and number of representatives per constituency stipulated in Annex 1. The annex will be revised by the parties when needed.
- 2.4 Employees of all companies in which Adevinta directly or indirectly owns 50 percent or more of the shares, or in which it has controlling interests in some other way, are covered by this Agreement. The companies in the Group and the number of employees that are currently covered by the Agreement are stipulated in Annex 2 which shall be updated by the management as required.
- 2.5 Companies in which Adevinta has strategic interests but which are not covered by the provisions stipulated in clause 2.4 may be invited to join the EWC. These companies' employee representatives may take part as observers or join the EWC with full rights if located in an EU/EEA country. The Liaison Committee shall decide jointly who is to be invited to join on these terms. In the case of any significant acquisitions, sales or other major changes to the number of employees in the Group, the parties shall together assess whether the EWC requires a new representation scheme. The total number of employee representatives shall not, however, exceed 20.
- 2.6 The term of office for members and alternate members of the EWC shall be two years, but they may be re-elected for a maximum of 3 election periods.
- 2.7 Members and alternate members shall be permanent employees of the Group in the companies stated at any time in Annex 2. Should a member no longer meet this requirement, the person concerned shall be replaced by his/her alternate member for the remaining term of office. A new alternate member may in such case be appointed. Should the alternate member, who becomes a regular member, fail to meet the above-mentioned requirement, a new member and alternate member are to be appointed as soon as possible.
- 2.8 The EWC shall have a chairperson and a deputy chairperson, both representatives from EU/EEA countries, who are elected by and among the EWC's employee representatives for two years at a time.

- 2.9 The members and alternate members are to be elected or appointed by and among all the employees within the constituencies and subgroups stipulated in clause 2.3 and the annex stated there.
- 2.10 The EWC's members shall order their trips, accommodation, etc. for the EWC's meetings either themselves or through their own employer. The members' documented and necessary expenses relating to food, accommodation and transport are to be paid by Adevinta.
- 2.11 The EWC meetings are to be arranged over a maximum three working-day period. The employee representatives shall mainly spend the first and last days travelling or holding special meetings.
- 2.12 The members shall not receive any separate wages or fees for their work in the EWC, nor shall their wages be deducted for their absences in connection with the meetings. The members' wages are to be paid by the individual member's employer. The employer in each company shall see to that the representatives can participate at the EWC meetings. The representatives shall not be denied leaves of absence without a valid reason.

3. Responsibilities of the EWC Chairperson

- 3.1 The EWC Chairperson deals with management at the Group and Business Unit levels and acts as the primary liaison between top management and elected employee bodies.
- 3.2 The EWC Chairperson is a primary insider and receives the Adevinta Group Board documents. He/she also acts as a substitute, when necessary, for the employee representative to the Adevinta Group Board of Directors.
- 3.3 In addition to the responsibilities of being part of the EWC Working Committee, the EWC Chairperson also has the following rights, responsibilities and duties:
 - To promote and protect the interests of all employees, both in EU/Europe and outside EU/Europe, in accordance with EU directives and applicable national laws, norms and practices for employees outside the EU/EEA;
 - To represent both organized labour and non-unionized employees;
 - To neither intervene in nor replace the rights and duties of the parties at company level;
 - Have the responsibility for following up employees, employee representatives and their issues in all areas within the Adevinta Group;

- Hold regular meetings with the Adevinta Executive Management team or its designate (quarterly or bi-annually) focusing on financial position and activities, development and strategy, employment and substantial changes in work organization;
- Have the right to liaise with Adevinta companies to exchange information and discuss matters of substantial importance to the employees with local management, employee representatives in Adevinta companies in EU/Europe or outside EU/Europe when required and to arrange travel to the relevant countries when there is a transnational matter; and
- Coordinate the work of the Employee Works Council, the EWC meetings and administer the Adevinta Travel Grant Fund.

In matters of importance to the employees, Group is responsible to inform the EWC Chairperson as early as possible, to give the Liaison Committee sufficient time to decide if there should be an EWC consultation to examine the matter and influence the outcome.

4. Responsibilities of the Deputy EWC Chairperson

- 4.1 The Deputy EWC Chairperson supports the EWC Chairperson as the secondary liaison between top management and elected employee bodies and as his/her substitute when necessary for fulfilment of the rights, responsibilities and duties referred to in clause 3.3.
- 4.2 The Deputy EWC Chairperson manages the EWC budget and ensures appropriate allocation of available funds to the various defined meetings and activities of the EWC, including the Travel Grant.

5. Working Committee

- 5.1 The employee representatives in the EWC shall appoint a Working Committee consisting of four persons from EU or EEA countries elected by and among the employee representatives of the EWC. It is desirable that all members are not employed in the same country. The EWC's elected chairperson and deputy chairperson are members of the Working Committee.
- 5.2 The Working Committee shall act on the employees' behalf during the intervals between the meetings of the EWC. The Working Committee's members shall be the employees' representatives in the EWC Liaison Committee.
- 5.3 The Working Committee's chairperson and deputy chairperson shall be given the necessary time by the company he/she is employed by to function in this role to an overall maximum of 50% of his/her time per year.

- 5.4 Based on an agreed budget, the Group shall cover the Working Committee's documented costs for up to four meetings per year, excluding extraordinary EWC consultations.

6. Liaison Committee

- 6.1 In connection with the EWC, a Liaison Committee is established in Adevinta Group. The Liaison Committee's objective is to ensure regular contact and dialogue between the employees and the Group management regarding issues that are covered by this Agreement.

- 6.2 The Liaison Committee consists of a total of six persons:

- The Working Committee's four representatives
- The Group CEO or his/her designate
- One member appointed by the Group management. This person shall also carry out the secretariat functions in the Liaison Committee and for bi-annual meetings of the EWC.

The Liaison Committee shall be chaired by the Group CEO or the person he/she appoints among the management's representatives on the Liaison Committee.

- 6.3 The Liaison Committee shall act as the secretariat for the joint meetings of the EWC. The Liaison Committee shall prepare, organize and ensure the practical execution of the joint meetings of the EWC.
- 6.4 Should any major issues arise during the intervals between the EWC meetings that are of importance to Adevinta employees, especially in connection with the closing down of operations, widespread dismissals or major investments, these are issues that are to be discussed by the Liaison Committee as quickly as possible so that the employees can receive information, express their views, and consultations can be undertaken in accordance with the "Policy on Consultation" (Annex 3).
- 6.5 The Liaison Committee is to meet as required and to have its expenses covered by the Group.

7. When the EWC shall meet

- 7.1 The EWC shall have two meetings per year.
- 7.2 One of the EWC's annual meetings shall be held in the spring and one in the autumn. One of the meetings shall take place in Barcelona, the other in a different European country in which Adevinta has a business.

- 7.3 The Liaison Committee may convene the EWC for extraordinary meetings prior to the next ordinary EWC meeting, should the circumstances stipulated in section 11 arise.

8. Who shall be present at the EWC meetings

- 8.1 The Group management may request the attendance of management representatives from the respective countries in EWC meetings.
- 8.2 The Liaison Committee may invite external speakers, introductory speakers, debaters or any other person to join the entire or parts of a meeting of the EWC. Any topic of such a presentation may be discussed in the EWC.

9. Preparing the EWC meetings

- 9.1 The working language of the EWC is English. The Liaison Committee shall ensure that the documentation for the EWC meetings is prepared in English. The necessary English language training will be provided by Adevinta to those members of the EWC who are not familiar with the language.
- 9.2 The Liaison Committee shall stipulate the time, place and agenda for the EWC meetings.
- 9.3 The time for the EWC meetings shall be notified to the members of the EWC two weeks in advance or otherwise as soon as possible by email. At the same time information of upcoming EWC meeting(s) shall published on the Adevinta intranet Wave.
- 9.4 The Adevinta Group management is responsible for drafting a report, or preparing any other necessary documentation, on the matters to be addressed.
- 9.5 The materials for the EWC meetings shall, to the extent possible, be submitted to the attendants at least two weeks in advance, or otherwise as soon as possible.
- 9.6 If any matter to be addressed in the EWC arises between the notice of the meeting and the meeting date, the Liaison Committee shall update the agenda and send any additional information to all members of the EWC prior to the meeting.
- 9.7 The Working Committee is responsible for preparing those parts of the EWC's meetings in which the representatives for the management do not participate.

10. The proceedings of the EWC meetings

- 10.1 The EWC Chairperson or his/her delegated EWC member is responsible for ensuring minutes are taken from the EWC meetings.
- 10.2 The Working Committee is responsible for chairing those parts of the EWC meetings in which the representatives for the management do not participate.

11. Issues to be discussed at the EWC meetings

- 11.1 The EWC shall receive information regarding the following matters:
 - the Group's structure
 - the Group's goals and strategies
 - the Group's position and challenges, expected developments in the Group's activities
 - market trends
 - the Group's accounting and financial situation
 - new projects and investments
 - decisions related to the sale of operations, mergers, demergers, downsizing, and the complete or partial shutdown of operations
 - important changes in technology and production processes
 - the employment situation and how it is expected to develop
 - significant organizational changes and reorganization projects
 - equality, industrial democracy and environmental issues
 - results and follow-up of employee surveys in the companies
 - orientation on new acquisitions and launchings and how issues concerning worker representation, equality and training of local representatives will be handled in the companies in question.
 - presentation and analysis of examples of "best practices" in the Group
- 11.2 The Working Committee and Liaison Committee may propose other subjects, not falling within the EWC's area of competence, to be addressed by the EWC, or such matters may be referred for discussions by the Group Management.

12. Matters in which the EWC shall be consulted

- 12.1 The EWC shall be consulted in European transnational matters that affect employee interests considerably, such as
 - substantial downsizing or organizational changes
 - acquisitions, mergers and demergers
 - plans to sell operations
 - the complete or partial shutdown of operations
- 12.2 When such matters arise in the interval between ordinary EWC meetings, the Group Management is responsible for informing the EWC's Working Committee as quickly as possible, so that the employees can express their views. Consultation takes place in the Liaison Committee, as stipulated in clause 6.4.
- 12.3 The Liaison Committee may convene the EWC for consultation.
- 12.4 Principles for the consultation procedures and the definition of "transnational matters", "information" and "consultation" are regulated in "Policy on Consultation", dated 2019-11-27 (Annex 3).

13. Confidentiality Clause

- 13.1 The members of the EWC, the Working Committee, the Liaison Committee and any experts that assist these bodies, undertake not to disclose any information that they have expressly received from the management as confidential information. This obligation also applies after the expiry of their terms of office in the EWC.
- 13.2 In specific cases of information or consultation, the Group Management may decide that the involved members of the EWC, the Working Committee and the Liaison Committee shall sign a separate non-disclosure agreement or be listed as holders of insider information.

14. Information from the EWC

- 14.1 Information from the EWC and minutes from its meetings shall be made available to the Group employees on the Adevinta intranet Wave. The Working Committee is responsible for keeping the information about the EWC updated and functioning.
- 14.2 The Group management, local management and local employee representatives have a joint responsibility to provide access for the employees to the information on Adevinta intranet "Wave".

15. Protection of employee representatives

- 15.1 The employee representatives and observers in the EWC, the Working Committee, and the Liaison Committee enjoy the same protection as that given to employee representatives in the country where they are employed.
- 15.2 The representatives and observers shall under no circumstances be exposed to obstacles, whether personally or occupationally, as a result of work linked to the EWC. Nor shall it be possible to dismiss employees, in their capacity as members of the EWC, as a result of work carried out in relation to the EWC.

16. The duration of the Agreement

- 16.1 This Agreement shall come into force when signed and be valid for two years at a time. Either of the parties may demand that the Agreement be renegotiated. A demand for renegotiation must be submitted in writing to the EWC's chairperson and the Group CEO at least six months before the expiry of the individual two-year period. Should this not take place, the Agreement shall be automatically renewed for a further two years from the expiry date on unchanged terms and conditions.
- 16.2 Should amendments to national/international laws/agreements involve significant changes to the assumptions on which this Agreement is based, or any other significant factors so indicate, the parties may demand that the Agreement be renegotiated during the Agreement period. Such negotiations are to take place in the Liaison Committee.

17. Agreement parties

- 17.1 The parties to this Agreement are Adevinta ASA represented by the CEO – or the person he/she authorizes – and the Adevinta EWC's Working Committee.

18. Dispute resolution

- 18.1 The Agreement is subject to Norwegian law and the Norwegian body of agreements.

Barcelona on 16 December 2019

For Adevinta ASA Group:

Rolv Erik Ryssdal, CEO Adevinta ASA
(or his designate)

For Adevinta EWC:

Stéphanie Roger

Olga Miakeka

Miguel Aguado Rubio

ANNEX 1

To the Agreement regarding Adevinta Employee Works Council Elections

1. Representation and the carrying out of election

- 1.1. In line with the Agreement regarding an Employee Works Council in Adevinta, the employees shall elect or appoint up to 20 representatives as members of the EWC in accordance with the regulations stipulated in this annex.
- 1.2. The Liaison Committee in Adevinta shall function as a central election committee and thus has the main responsibility for election committees being appointed in each constituency and for ensuring they carry out their duties in accordance with the regulations.
- 1.3. The representatives are to be elected from three election districts. Each EU or EEA country with 50 or more employees has the right to representation, proportional to the number of employees. Countries outside the EU/EEA and joint ventures in which Adevinta does not have a controlling interest (at least 50% ownership) may choose to participate on a voluntary basis as determined by their employees.
 - 1.3.1. Europe/EEA - up to 11 representatives
 - 1.3.2. Non-EU/EEA (voluntary only) – up to 7 observer representatives
 - 1.3.3. Europe/EEA Joint Ventures (voluntary if participating in a local employee representation body) – up to 2 observers or full representatives
- 1.4. The main election districts shall be divided into constituencies with their own local election committees, so that each constituency as a rule elects one or two members of the EWC, refer to section 2.
- 1.5. The employees in each constituency elect their representatives on the basis of national laws and regulations. Irrespective of the election scheme in the individual constituency, it is a prerequisite that those elected to the EWC shall represent all the employees in their constituency.
- 1.6. Companies/constituencies that do not have any routines for, or experience in, electing employee representatives must be given extra assistance and information by the central election committee (the Liaison Committee) so that the elections can be carried out in a way that gives employees and management the necessary confidence in them. The Liaison Committee may itself choose to co-opt new members to elections committees should this be natural and expedient.

2. Election districts and election rules

Main Election District 1 – EU/EEA

The 11 representatives from Europe are to be elected as follows:

France	3
Spain	3
Italy	2
Austria (Shpock)	1
Hungary	1
United Kingdom	1

The elections in the election districts are to take place as stipulated in clauses 2.1 to 2.4 unless national laws and regulations stipulate otherwise.

- 2.1. Each constituency shall have a local election committee. These shall normally consist of two members, of whom at least one shall represent the management and one shall represent the union(s)/work councils. The election committee shall elect a chairperson and a deputy chairperson.
- 2.2. The local election committees' tasks are to disseminate information on the election, receive proposals regarding candidates for the Employee Works Council and hold the election. All employees and unions have the right to propose candidates. All employees are entitled to vote.
- 2.3. The employees are to be given the opportunity to vote for as many candidates as the number of representatives that are to be elected from the constituency in which they are entitled to vote. The proposed candidate(s) that receive the most votes are elected.
- 2.4. If no candidates are proposed by the deadline, the election committee may appoint a member or decide to allow the election district's place to remain empty until the next election.

Election District 2 – Non-EU/EEA

Representation is voluntary only on the basis of a local employee participation vote and, if applicable, a fair selection process to be conducted locally.

Belarus	1
Chile	1
Colombia	1
Dominican Republic	1
Mexico	1
Morocco	1
Tunisia	1

Election District 3 – EU/EEA Joint Ventures (ownership at least 50%)

Representation is voluntary if participating in a local employee representation body and can be as observer or full member, with a fair selection process to be conducted locally.

Austria (Willhaben)	1 (not participating)
Ireland	1

Date: 16 December 2019

ANNEX 2

to the Agreement regarding Adevinta Employee Works Council Constituencies and Companies

Spain, 3 representatives, 6 substitutes

Adevinta Spain, Barcelona, 1 representative, 2 substitutes

- Adevinta Spain, Barcelona

Adevinta Spain, Madrid, 1 representative, 2 substitutes

- Adevinta Spain, Madrid

Spain others, 1 representative, 2 substitutes

- Adevinta Iberica, S.L.
- Adevinta Product & Technology, S.L.

France, 3 representatives, 6 substitutes

Leboncoin, 3 representatives, 6 substitutes

- Leboncoin
- Adevinta Product & Technology France
- MB Diffusion
- L'Argus
- Paycar
- Locasun

Italy, 2 representatives, 4 substitutes

Adevinta Italy, 2 representatives, 4 substitutes

- Subito.it Srl
- InfoJobs italia Srl

Austria, 1 representative, 2 substitutes

Austria, 1 representative, 2 substitutes

- Shpock (finderly GmbH)

Hungary, 1 representative, 2 substitutes

Hungary, 1 representative, 2 substitutes

- Adevinta Classified Media Hungary Kft.
- Jófogás
- Használtautó

United Kingdom, 1 representative, 2 substitutes

Adevinta UK, 1 representative, 2 substitutes

- Adevinta Products & Technology UK

Non-EU/EEA Countries, each 1 observer representative, 1 substitute (not required, voluntary)

Kufar, Belarus

Yapo, Chile

Fincaraiz, Colombia

Corotos, Dominican Republic

Segundamano, Mexico

Avito, Morocco

Tayara, Tunisia

EU/EEA Joint Ventures (ownership 50% or more), each 1 observer or full representative, 1 substitute (voluntary if participating in a local employee representation body)

SCH Distilled, Ireland

Willhaben, Austria (not participating, currently in JV partner's employee representation body)

ANNEX 3

to the Agreement regarding Adevinta Employee Works Council Policy on Consultation

Based on the “Agreement regarding Adevinta’s Employee Works Council (EWC)” dated 16 December 2019 (the “EWC Agreement”) and prevailing EU/EEA regulations, the Employee Works Council in Adevinta Group (“EWC”) has set the following policy for consultation in matters to be addressed by the EWC. Should any provision of this policy be contrary to what is decided in the EWC Agreement, the latter shall take precedence.

1. Objective

- 1.1. Adevinta Group operates businesses in several member states of the EU/EEA.

The parties acknowledge the value of involvement and dialogue between management and employees. However, the national bodies for the involvement of employees are not geared to the transnational structure of Adevinta Group. The main objective of the EWC is to ensure information and consultation on transnational matters.

2. Matters for consultation by the EWC

- 2.1. Only European, transnational matters of a general and common nature, where decisions are likely to lead to substantial changes in work organization or contractual relations related to employees are envisaged, are subject to the EWC's competence.
- 2.2. A matter is considered “European transnational” when it concerns Adevinta Group’s operations in Europe (the “Group”) as a whole or in at least two undertakings or establishments of the undertaking of the Group situated in two different EU/EEA states.

Example 1: The Group Management contemplates a reorganization of the operations in Brazil, this will also affect one company in Europe. The EWC shall not be involved, as the matter is not of a European, transnational nature.

Example 2: The Group Management contemplates reorganization measures which will only affect employees in Spain, EWC shall not be involved as the matter is not transnational.

Example 3: The Group Management contemplates reorganization measures which will affect employees in France and Spain. The EWC shall be consulted.

Example 4: The Group Management contemplates reorganization measures which will only affect employees in Brazil and Mexico. The EWC shall not be involved as the matter is not of a European nature.

Example 5: The Group Management contemplates dividing Adevinta into two different Groups, one for marketplaces companies and one for companies in a different sector. The EWC shall be consulted.

In cases of doubt, the matter shall be addressed by the EWC, provided that the issue in the opinion of the Liaison Committee (see the EWC Agreement clause 6.1) at the time that the meeting is held, falls within the EWC's area of competence.

2.3. The EWC shall be consulted in European transnational matters that affect employee interests considerably, such as

- Substantial downsizing or organizational changes
- Acquisitions, mergers and demergers
- Plans to sell operations
- The complete or partial shutdown of operations

2.4. For Adevinta undertakings or establishments in countries that are not subject to EWC Directive 2009/38/EC and to which the obligation to consult does not apply:

- The Working Committee may choose to provide support and advice to the relevant local EWC observer representative(s) in interpreting local legislation and practice at his/her request; and
- Assist and advise him/her in establishing local involvement and dialogue between employees and management in the spirit of this agreement.

3. Handling of matters arising during the intervals between the EWC meetings

- 3.1. When major European transnational issues arise during the intervals between the scheduled EWC meetings and such issues affect employee interests considerably, the Group management is responsible for informing and consulting with the Working Committee, and for preparing any necessary documentation.
- 3.2. For the purpose of this Policy, “information” shall mean transmission of data by the employer in order to enable the relevant employee representatives to acquaint themselves with the subject matter and to examine it. Information shall be given at such time, in such a way and with such content as are appropriate to enable employees’ representatives to undertake an in-depth assessment of the possible impact and, where appropriate, prepare for consultations with the competent organ of the Community-scale undertaking or Community-scale group of undertakings.
- 3.3. For the purposes of this policy, “consultation” shall mean the establishment of dialogue and exchange of views between relevant employees’ representatives and Group management or any more appropriate level of management, at such time, in such a way and with such content as enables employees’ representatives to express an opinion on the basis of the information provided about the proposed measures to which the consultation is related, without prejudice to the responsibilities of the local management.
- 3.4. The Working Committee may be assisted by experts of its choice, to the extent this is necessary for it to carry out its tasks. The Working Committee shall in each individual case inform the Group Management of its intention to be assisted by experts. The Group Management can decide to cover the reasonable cost of only one such expert.
- 3.5. Consultation between the Group Management and the Working Committee in the interval between the scheduled EWC meetings takes place in the Liaison Committee. EWC members representing the establishments and/or undertakings which are directly concerned by the circumstances or decisions in question, have the right to participate.
- 3.6. This information and consultation meeting shall take place as soon as possible on the basis of a report drawn up by the Group Management or by any other appropriate level of management within the Group. The Working Committee may deliver an opinion on the matter in question at the end of the meeting or within a reasonable time.

- 3.7. The opinion of the Working Committee shall be included in the case documents following the matter, unless the Liaison Committee jointly decides otherwise.
- 3.8. If necessary and accepted by the Working Committee, the consultation in the Liaison Committee can be held by phone or video conference.
- 3.9. Minutes shall be taken from the consultations in the Liaison Committee.
- 3.10. Information received and discussed during the consultation shall not be distributed or otherwise communicated to the EWC unless this is expressly accepted by the Group Management.

4. Confidentiality

- 4.1. The members of the EWC, the Working Committee and the Liaison Committee are subject to a confidentiality obligation as set out in the EWC Agreement section 13.
- 4.2. In specific cases of information or consultation, the Group Management may decide that the involved members of the EWC, the Working Committee and the Liaison Committee shall sign a separate non-disclosure agreement or be listed as holders of insider information.

Date: 16 December 2019

ANNEX 4

to the Agreement regarding Adevinta Employee Works Council Transition and Training

1. Objective

- 1.1. The parties acknowledge the need for a process of transition for a reasonable period to enable the separation of the Adevinta EWC from the Schibsted EWC, including knowledge and expertise transfer as well as appropriate training for new EWC representatives and those elected to specific roles and committees.

2. Transfer of knowledge and expertise

- 2.1. Informal networking between the members of the Adevinta and Schibsted EWCs is encouraged during the transition period.
- 2.2. Upon request, Adevinta will support up to two joint sessions of the Working Committees of Adevinta and Schibsted during the transition period to enable the smooth transfer of knowledge and expertise. Travel for any joint sessions agreed by the two EWCs will only be permitted within Europe and if the use of VC facilities is not practicable.

3. Training during transition

- 3.1. Adevinta will provide sufficient formal training to enable EWC representatives and those elected to specific roles and committees in fulfilling their roles in both 2019 and, as necessary, again after elections are held in 2020.
- 3.2. Adevinta will provide manager training as needed and welcomes recommendations from the EWC.

4. Duration

- 4.1. This Annex shall come into force when the Agreement regarding Adevinta Employee Works Council (EWC) is signed and will be valid until the end of the transition period on 30 April 2020.