FISKARS GROUP



SUSTAINABILITY REPORT

2021

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Highlights from 2021

7
out of our 21 manufacturing units and distribution centers have reached our target of zero waste going to landfill – **nine years ahead of our 2030 target**
Read more

Landfill waste generated by our own operations has been reduced by
85%
since 2017
Read more

We continued exploring new, circular services: littala workshops and the Fiskars frying pan recoating service
Read more

Our New Growth strategy was launched with **sustainability as a key enabler**
Read more

A new safety reporting tool was launched, making it quick and easy to report safety observations, near-misses, ideas, and accidents.
Read more

We held our **first innovation challenge**, resulting in the Fiskars frying pan recoating service pilot
Read more

We have employees in **31 countries**, representing
77
nationalities
Read more

Driving sustainability together with our suppliers

We provided online training sessions for our suppliers on setting science-based emission targets;
75%
of invitees participated
Read more

71%
of electricity purchased in 2021 was from renewable sources. We switched to renewable electricity in Denmark and the U.K. In addition, we installed solar panels at our distribution center in Hämeenlinna.
Read more

Recognized by CDP as a **2021 Supplier Engagement Leader**.
Read more

We now offer over
230
FSC-certified products
Read more

Our brands' recycled material product ranges have been popular, sales of recycled products increased by
78%
since 2020. Our littala 100% recycled glass collection was expanded
Read more

We introduced the Fiskars All Steel pure frying pans, made with
90%
recycled stainless steel
Read more

We arranged our fourth **global Safety Week** with the theme "I care: Working together for safety!"
Read more

Message from the CEO

The year 2021 was in many ways remarkable for us at Fiskars Group.

The year 2021 was in many ways remarkable for us at Fiskars Group. Financially, we delivered the best result yet in our 372 years of history: our comparable EBITA increased by 23% year-on-year and the fourth quarter of 2021 was the seventh consecutive quarter of net sales growth. These impressive results were achieved thanks to the talented, collaborative, and hard-working teams that we have across the world, unified by our common purpose: pioneering design to make the everyday extraordinary.

In addition to achieving excellent financial results, we also focused on the future. In November, we launched our growth strategy and published our new, long-term financial targets. The strategy is built around winning brands, channels, and countries, underlining the importance of clear prioritization and allocation of resources. In addition, we identified four transformation levers, all of which we expect to contribute significantly to our long-term targets. These levers are commercial excellence, direct to consumer, the U.S., and China.

Our people, sustainability, innovation and design, and digital are the enablers of the strategy, i.e. those crucial elements which are needed to enable further sustainable and profitable growth. Without them, we cannot succeed.

Our sustainability ambition and actions

We are on a mission for the lasting wellbeing of people and the planet, which means integrating sustainability deeply into our business. To support and guide us in this work, we have three long-term commitments: against throwaway culture, for a carbon neutral future, and for increased joy. These commitments are inspired by the United Nations Sustainable Development Goals (SDGs) and we focus our efforts on the areas we believe will have the most significant impact on reaching our commitments.

Against throwaway culture

We are committed to fighting throwaway culture. One cornerstone of this commitment is reducing waste to landfill, and I'm glad to report that in 2021, we reduced landfill waste by 28% compared to 2020 and by 85% from the base year 2017. While we still have much to do to reach our ambitious goal of sending zero waste to landfill, we are making good progress. Another key target is that by 2030 the majority of our net sales will come from circular products and services. One example of our new business models is the Vintage service (launched in 2019), which is already



available in over 40 stores in Finland and Sweden. The Vintage service buys used Iittala, Arabia, and Rörstrand branded tableware and resells them after a quality inspection. Expanding this service is one of our key priorities. During 2021, we also piloted a new circular service model, i.e. the Fiskars frying pan recoating service. This consists of a professional cleaning and repairing of both the inner and outer surfaces of a used pan. After the cleaning, the inner coating of the pan is renewed so that it is as good as new. We have now decided to scale up the successful pilot.

Consumers are looking for sustainable and high-quality products, and our product ranges made out of recycled materials have been popular. Sales of products with recycled materials have increased by 78% since 2020. For example, Iittala has a product range made from 100% recycled glass, and the collection was expanded with seven new items during 2021. In addition, the Fiskars brand continued developing its range of scissors made from recycled and 100% recyclable materials, expanding to more scissors types in the near future.

For a carbon neutral future

Fiskars Group is transforming to a carbon neutral business. Our target is to reduce Scope 1 and 2 greenhouse gas emissions from own operations by 60% from the base year 2017. We are reducing our greenhouse gas emissions notably through energy efficiency measures and the use of low carbon or carbon neutral energy sources. However, in 2021, our Scope 1 and 2 greenhouse gas emissions actually increased by 11% compared to the previous year. This increase is due to significant growth in our sales globally and thus also in production volumes. Nevertheless, we remain fully committed to our science-based reduction targets, and overall our Scope 1 and 2 emissions have declined by 38% compared to the base year 2017.

On our journey towards a carbon neutral future, we also need to reduce emissions throughout our value chain. We are committed to 60% of our suppliers by spend covering purchased goods and services having science-based targets by 2024. In 2021, we began our journey by communicating our sustainability commitments and climate expectations to targeted suppliers. We also provided online training sessions on setting science-based greenhouse gas emission targets for our raw material, component, and finished goods suppliers.

We achieved an important milestone on this joint journey as Fiskars Group was recognized by CDP as a 2021 Supplier Engagement Leader for our work engaging with our suppliers to tackle climate change. CDP is an international non-profit organization that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.

For increased joy

During 2021, we continued to work hard to keep our people safe and diligently followed the authorities' guidance to help prevent the spread of COVID-19. We also actively promoted a culture of zero harm and believe that safety is our shared responsibility.

Also, we launched a new employee engagement survey, the "Our Voice" survey in 2021, and ran two editions of it during the year to get honest and transparent feedback from all our employees globally. I am pleased to note that our engagement score improved during the year, despite the challenging environment we operated in during the second year of the pandemic.

In 2021, our diversity and inclusion work took a leap forward with the launch of our diversity and inclusion statement, focus areas, and targets. Our focus areas are building awareness and understanding, welcoming and nurturing diverse talent, and celebrating and promoting diversity. We emphasized our first focus area, building awareness and understanding, and held training sessions on diversity, equality, inclusion, and unconscious bias in the workplace.

A strong 2021 gives us an excellent starting point for 2022, and I am looking forward to continue on our sustainable growth journey with our talented global teams in order to make the everyday extraordinary for millions of consumers around the world.

Nathalie Ahlström
President and CEO, Fiskars Group



Fiskars Group

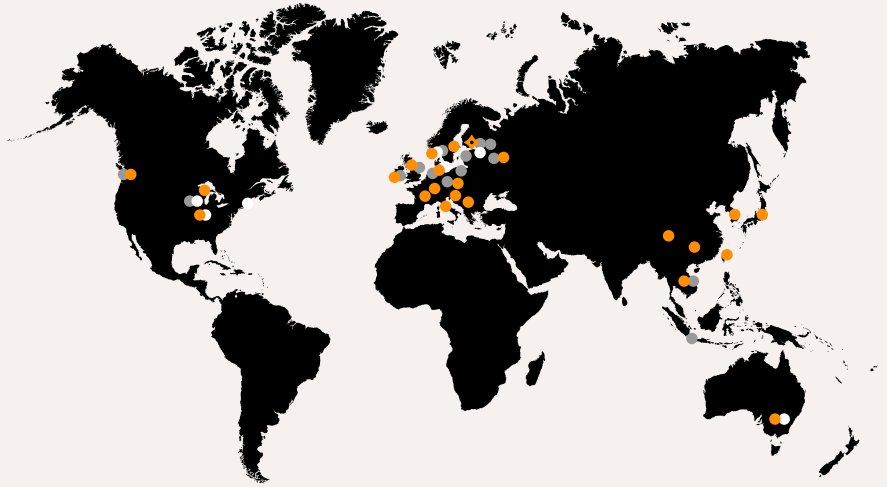
MAKING THE EVERYDAY EXTRAORDINARY

Introducing Fiskars Group

Fiskars Group is the global home of design-driven brands for indoor and outdoor living.

Together, we enable enjoyable moments powered by our strong brand passion, consumer focus, and forward-looking drive to shape the classics of tomorrow – unified and driven by our common purpose: pioneering design to make the everyday extraordinary.

- Scissors & creating
- Watering
- Cooking
- Tableware
- Gardening
- Drinkware
- Outdoor
- Interior



Fiskars Group Campus ● Offices ● Manufacturing units ○ Distribution centers

Global presence

- Founded in 1649
- 6,690 employees
- Presence in 30 countries across Europe, Asia, and the Americas
- Brands available in more than 100 countries
- More than 350 stores
- Net sales of 1,254.3 EUR million in 2021
- Listed on Nasdaq Helsinki

Read more about our story on fiskarsgroup.com

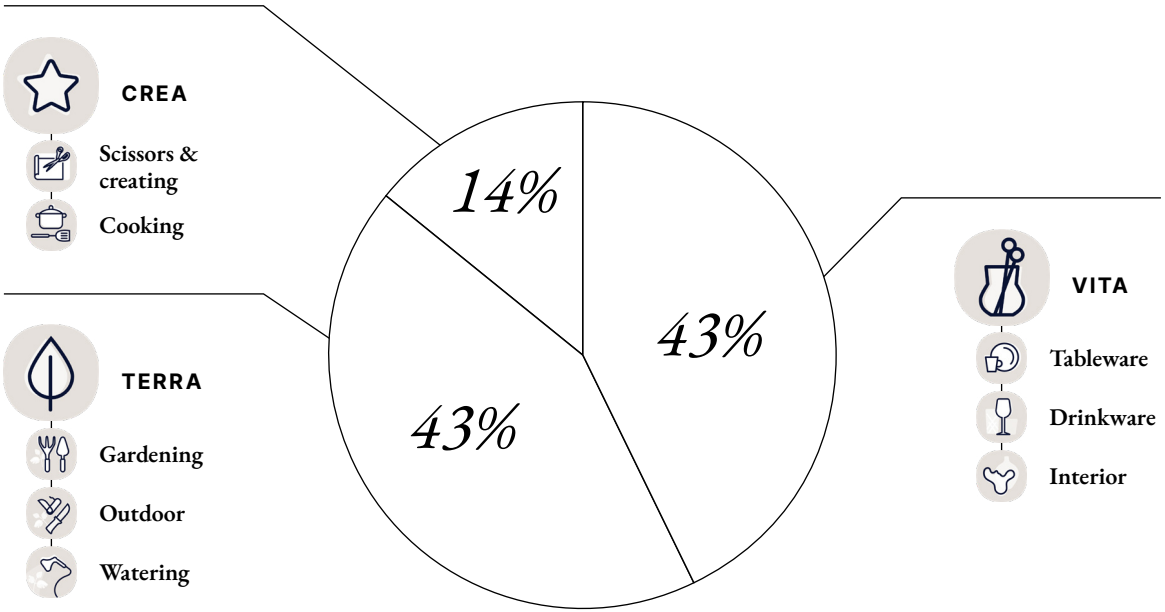
Organizational structure

The Fiskars Group organization consists of three Business Areas (BAs) and global functions. Our Business Areas are Vita, Terra, and Crea. Each Business Area is responsible for driving business results and integrating our sustainability commitments into their business planning. The Business Areas have a clear focus and accountability for the global offering, enabling us to leverage the full potential of our strong brands and fueling our ability to make the everyday extraordinary for people who love our products and services.

BA Vita offers premium and luxury products for the tableware, drinkware and interior categories. It consists of brands such as littala, Royal Copenhagen, Moomin by Arabia, Waterford, and Wedgwood. BA Terra serves the gardening, watering, and outdoor categories. The brands include Fiskars and Gerber. Focusing mainly on our Fiskars brand, BA Crea encompasses our scissors, crafts, and cooking categories.

The Business Areas drive our sustainability commitments forward through their operations. For example, in 2021, Vita expanded our littala recycled collection, Terra worked towards offering more replaceable parts to ensure the most optimized performance and extended life for our products, and Crea launched the fully recyclable, Fiskars All Steel pure frying pans made with 90% recycled stainless steel.

Net sales by segment



This Sustainability Report is part of the Fiskars Group Annual Report 2021. The Annual Report 2021 consists of the Board of Director's report (including NFI), the Financial Statements and the Auditor's report, the Corporate Governance Statement, the Remuneration Statement, and the Sustainability Report. Sustainability aspects are also covered in the Non-Financial Reporting section in the Report by the Board of Directors, which is included in the Financial Statements.

This report has been prepared in accordance with GRI Standards: Core option. The reporting covers Fiskars Group and all its group companies. We are reporting primarily for the year 2021 in this report. The reporting period covers the calendar year 2021 from January 1, 2021, to December 31, 2021. Any other division of the data reported is noted separately.

An independent third party, DNV, has provided assurance on the sustainability information reported in this report. The scope of the assured information is indicated in the Independent Practitioners' Assurance Report.

Values

Our shared values unite our global team. They are engrained deep in our brands' DNA.
We are careful to keep them relevant and actionable in our everyday.



Creating change

In an ever-changing world, we have always dared to take the lead. We shape our own future.



Celebrating the everyday

We are present in the little things we do, as we know they have a big impact on us and our future.



Growing with compassion

By looking at the world from the perspective of others, we can become the best at what we do.

Purpose and strategy

We are driven by our common purpose: pioneering design to make the everyday extraordinary.

We embrace the power of premium design in everything we do, from ideation to manufacturing and business development. Through the combination of craftsmanship, brand passion, and digital transformation, we rethink existing solutions while always being loyal to our roots.

Since 1649, we have made life better for each other and the world around us, driving innovation and sustainable growth to challenge throwaway culture through products of timeless, purposeful, and functional beauty.

Sustainability is an integral part of our strategy and guides our path in creating and delivering sustainable growth.



Our Growth Strategy

Our Growth Strategy outlines the fewer, bigger, and bolder strategic choices that will put Fiskars Group on a healthy path of sustainable organic growth and profitability improvement.

Our strategic logic is clear – we focus on winning brands, winning channels, and winning countries.

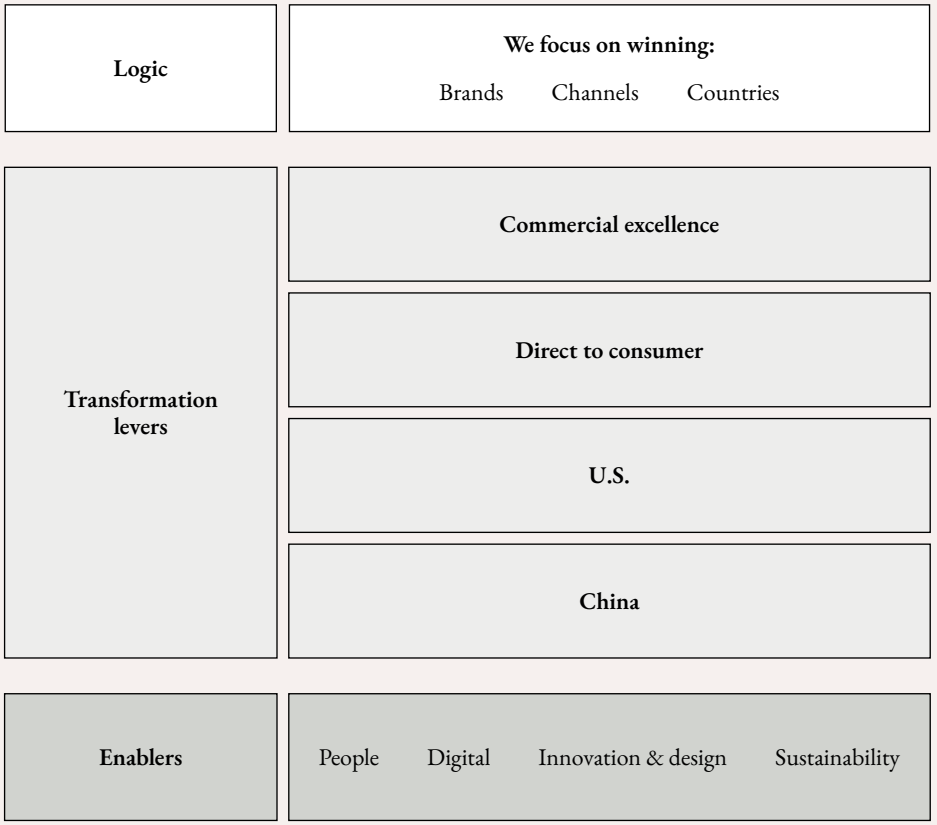
- Winning brands: We put disproportionate focus on driving our winning brands – this is enabled through clear portfolio roles where each brand occupies a clearly defined position based on current need and potential.
- Winning channels: We continue to build momentum in our direct-to-consumer channel, while also investing in the relationships with key wholesale partners.
- Winning countries: We focus on countries with high growth potential and strong existing presence.

Our transformation levers are commercial excellence, direct to consumer, the U.S. and China. These levers will transform Fiskars Group across brands, channels, and countries. Commercial excellence focuses on continuously and systematically optimizing our in-market execution. Our focus on the Direct-to-Consumer channel ensures we can give our consumers great brand experiences and are present where the modern omnichannel consumer shops.

Strong plans are in place to accelerate growth in the U.S. and China; we have a solid platform for future growth in place in both countries, with favorable economic conditions supporting our growth efforts.

Our growth enablers are people, digital, innovation & design, and sustainability. These are at the core of Fiskars Group, and all are critical for us to

Our Growth Strategy



execute the Growth Strategy. Our people are – of course – the most important enabler for our strategy. Together, we will work towards a culture where all employees are engaged and excited about the growth journey that we are on. We need to digitalize our operating model and take a consumer-led, innovation, and design approach. Sustainability remains an integral part of our strategy and guides our path in creating and delivering sustainable growth.

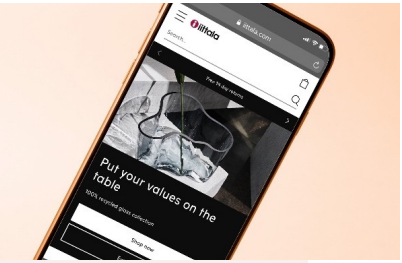
Overall, our Growth Strategy sets a clear strategic focus and outlines the future path for our company.

Sustainability is one of our key enablers and an integral part of our strategy.



People

We are committed to building an inclusive culture. We want to ensure that we have the right people capabilities, the right organization and efficient ways of working to achieve our ambitious goals and create value.



Digital

We want to be data-driven, and are investing significantly in our digital organization and capabilities.



Innovation & design

We are known for our design, and want to develop bold new initiatives and growth opportunities that enrich people's lives.



Sustainability

We are on a mission for the lasting wellbeing of people and the planet.

Sustainability ambition

Sustainability is one of our key enablers for creating and delivering sustainable growth.

In 2020, we refreshed our sustainability approach and plans, and more deeply integrated them into our business practices. Since then, we have further developed our approach and have added new sustainability targets to those established in 2020. These new targets are presented in the tables in Our targets and progress. We believe operating with a strong sustainability approach is the only right way forward. As a key enabler, sustainability creates new opportunities for Fiskars Group through, for example, new business models and innovations, and is also increasingly important for our customers.

Our sustainability approach describes our ambition level. We are on a mission: for lasting wellbeing of people and planet. The future calls for actions today. To do this, we need to challenge ourselves and demonstrate sustainable leadership in all areas of our operations. Together with the best partners, we find sustainable solutions that ensure our business will positively perform and contribute to this generation, and the ones to come.

Our responsibility is to grow and evolve the business with compassion for people and the planet. Aligned with UN Sustainable Development Goals, we have set ambitious targets to fight throwaway culture, to contribute to a carbon neutral future, and to increase joy.



Sustainability commitments

To support the integration of sustainability into our business and guide our work, we have set ourselves three long-term sustainability commitments: against throwaway culture, for a carbon neutral future, and for increased joy. These commitments describe our priorities on our journey towards 2030.



Our 2019 sustainability assessment forms the foundation of these commitments. The assessment helped us look beyond our current business to gain a better understanding of global influences, trends, initiatives, and expectations. We embedded sustainability more firmly into our strategic priorities to better drive change within our business and support strategy implementation.

The commitments are guided by our ambition level and inspired by the United Nations Sustainable Development Goals (SDGs). We believe these commitments will help us achieve

sustainable growth and long-term value, and will support the progress of our mission for the lasting wellbeing of people and the planet.

To reach our commitments, we will focus our efforts on the areas we believe will have the biggest impact. Each of the three commitments are supported by focus areas and targets.

Our commitments will help us achieve sustainable growth and long-term value.

Against throwaway culture

We fight throwaway culture by developing circular solutions to extend the joy they provide and to minimize the strain on the planet.



For a carbon neutral future

We take climate action by reducing our impact in line with a 1.5°C future. We are transforming to a carbon neutral business.



For increased joy

We create a positive impact on the quality of life for people and communities.



Our targets and progress

We have continued working towards our sustainability targets in 2021 according to the roadmaps we have in place.

We focused on five key priorities during 2021. These priorities related to scaling our Vintage service, further developing our carbon neutral approach, diversity and inclusion, human rights, and sustainability-centered aspects of brand plans. These key priorities are integrated in the tables on the next pages. More topic information is available when you click on in-table links.

We also continued our internal Sustainability talks, a series of online sessions established in 2020. The talks ranged from discussions of our own work and knowledge sharing, to keynotes delivered by external presenters. During 2021, we arranged an interview covering our Vintage service, and hosted three video calls that were open to everyone and explored topics like our sustainability approach, our priorities for the year, and human rights. The Sustainability talks sessions continued to receive positive feedback, and they will continue in 2022.

We have set short and long-term targets around our sustainability commitments. Most of the targets were renewed in 2019, followed by further updates in 2020 and 2021. We have listed our external targets and summarized our achievements during 2020 and 2021 in the tables. For a more detailed overview on each topic, please refer to the specific sustainability commitments sections found in this report, starting from page 21.

During 2020, we created a roadmap for each sustainability commitment so we could follow a clear path to fulfilling all three commitments by 2030. As presented in our Purpose and strategy section, we launched our new Growth Strategy in November 2021. Due to this strategy work, we are still in the process of mapping our key priorities for 2022.

In this report, we describe the material sustainability topics and disclosures around our commitments in addition to other included sustainability topics and KPIs. The reported material GRI Standard disclosures related to our commitments can be found in the following tables.



COMMITMENT:

Against throwaway culture

GRI standard disclosure:
GRI 306: Waste 2020

Our targets and progress

2030 targets	Achievements in 2020	Key priorities in 2021	Achievements in 2021	Status
A majority of our net sales comes from circular products and services.*	**n/a**		We continued developing our product base with circular options. The littala 100% recycled glass collection was expanded and we also introduced new services like the Fiskars frying pan recoating service and littala workshops. Our brands' recycled material product ranges have been popular, and sales of recycled products have increased by 78% since 2020. *Read more*	Progressing
Circularity is fully integrated into innovation.*	**n/a**		We have started clarifying steps within our product innovation processes to incorporate circularity principles in a more standardized way. We will continue this in 2022. Our innovation hub BRUK has helped drive circularity through creating and piloting new services, such as the Fiskars frying pan recoating service. *Read more*	Progressing
A global concept in use to take-back and recycle/ reuse/resell our products, covering all our brands.	The Vintage service in Finland continued to grow and it was expanded to Sweden. Other markets and categories were explored and evaluated, and we plan to expand more in the coming years.	Scale up the Vintage service to include new brands and markets.	We have been scaling up the Vintage service, and it is now available in all littala stores in Finland and Sweden, covering our brands littala, Arabia, and Rörstrand. We will continue expanding to new markets in 2022. *Read more*	Progressing
100% of our packaging is renewable, preferably recycled and further recyclable.	Our recycled scissors from Fiskars and littala recycled glass series now use recycled and renewable packaging.		We have been developing our packaging solutions further, reducing the amount of materials used, and focusing especially on reducing plastics in packaging. New packaging designs have been created for the Fiskars Functional Form knives series, significantly reducing plastic material usage. Our Fiskars All Steel pure frying pans are packaged in recycled cardboard and all new scissors launched in the EMEA come in cardboard packaging. *Read more*	Progressing
100% of waste from our own operations is recovered or recycled and zero waste goes to landfill.	Waste to landfill decreased by 79% compared to base year 2017. The biggest reductions in 2020 came from our manufacturing units in Poland and Indonesia. They continued their efforts to recycle and find new partners and opportunities to recycle waste.		We had set an interim target for 2022 to reduce landfill waste from manufacturing by 80% compared to the base year 2017. We achieved and surpassed our target already in 2021, having reduced waste to landfill by 85% compared to 2017. All together 7 out of our 21 manufacturing units and distribution centers have reached the zero waste to landfill target, nine years ahead of our 2030 target. *Read more*	Progressing

*Target was defined in 2021

COMMITMENT:

For a carbon neutral future

GRI standard disclosure:
GRI 302: Energy 2016
GRI 305: Emissions 2016

Our targets and progress

2030 targets	Achievements in 2020	Key priorities in 2021	Achievements in 2021	Status
Greenhouse gas emissions from own operations (Scope 1 and 2) reduced by 60% from a 2017 base year.	Scope 1 and 2 emissions decreased by 28% compared to the previous year and we achieved a reduction of 44% compared to the 2017 base year. The biggest reduction came from our manufacturing unit in Poland where renewable electricity was taken into use. Also COVID-19 had some impact due to the decreased energy usage.	Develop a Fiskars Group carbon neutral approach as a detailed action plan on how to achieve commitment.	Scope 1 and 2 emissions increased by 11% compared to 2020, due to increased production volumes. At the same time, we saved 68 tons of CO_2 equivalents in our manufacturing units and distribution centers due to energy and emissions saving actions. All in all, we have achieved a reduction of 38% in emissions compared to the 2017 base year. We started working on a more detailed action plan for achieving our carbon neutrality commitment and will continue the work in 2022. *Read more*	Delay/issue
Greenhouse gas emissions from transportation and distribution (Scope 3) reduced by 30% from a 2018 base year.	Emissions from transportation and distribution remained at the same level compared to the base year 2018. Due to COVID-19 impacts, the amount of business travel decreased significantly.		Emissions from transportation and distribution decreased by 8% compared to the base year 2018. The main cause for the decrease is the update of an external logistics partner's emission calculation methodology. We have screened our key logistic suppliers' sustainability plans and emission targets, and are working to partner with the right suppliers to reach our set emissions targets. We have also been collaborating with our customers to identify opportunities to increase the effectiveness of transportation. *Read more*	Progressing
60% of our suppliers by spend covering purchased goods and services will have science-based targets by 2024.	**This target was set in 2020, with work initiated in 2021.**		We have been communicating our sustainability and climate expectations, and provided online training sessions for targeted suppliers on setting science-based emission reduction targets. So far, almost 6% of our targeted suppliers by spend covering purchased goods and services have set science-based targets. *Read more*	Progressing

COMMITMENT:

For increased joy

GRI standard disclosure:
GRI 405: Diversity and equal opportunity 2016

Our targets and progress

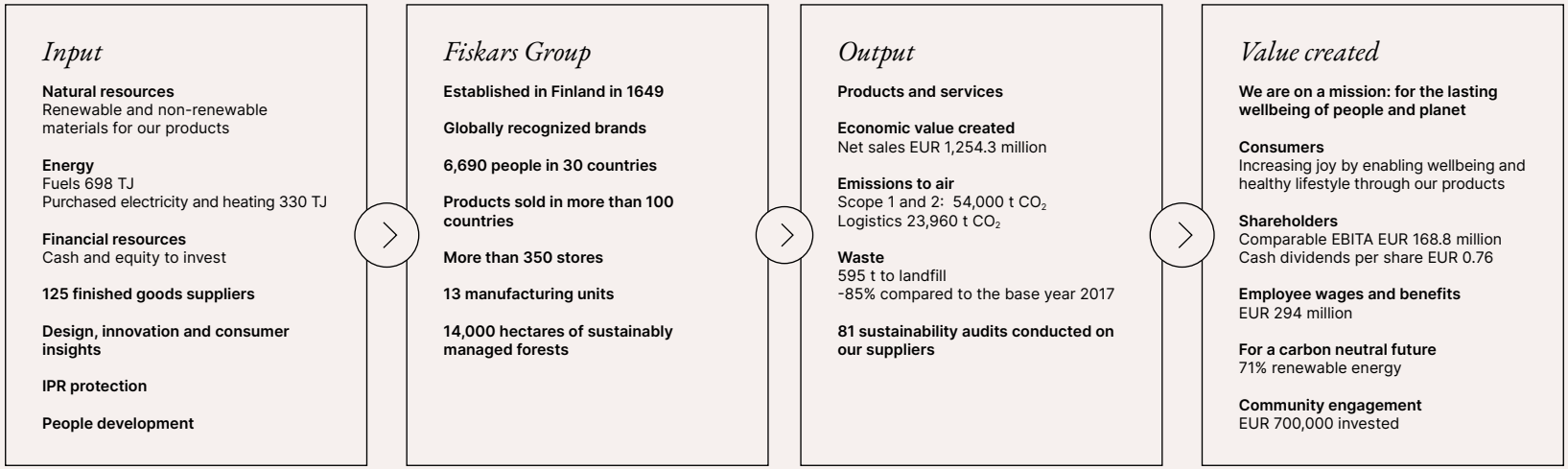
2030 targets	Achievements in 2020	Key priorities in 2021	Achievements in 2021	Status
Engagement score in Our Voice.*	The annual employee survey was postponed to 2021. Our diversity and inclusion taskforce is working on the renewed targets in addition to the leadership targets we are setting.		The Engagement score in Our Voice survey in November 2021 was 75. The score increased by 2 points compared to the first survey conducted in April 2021. Diversity and inclusion was one of our priority areas for 2021, please see further information below under diversity and inclusion. *Read more*	Progressing
Zero harm with zero Lost Time Accident Frequency (LTAF).	Our LTAF increased to 5.9 (2019: 4.7). During this exceptional year our efforts to improve safety performance were not enough. Partly also the changes in scope of the reporting affected our performance. The number of reported safety observations increased by 19% compared to previous year.		Our LTAF decreased to 5.2. We will continue our efforts to improve safety performance. *Read more*	Progressing
		Other key priorities in 2021		
		A task force for diversity and inclusion has been established. This task force will work to define policy, statement, strategy framework, targets, and key actions for 2021 and onwards.	In 2021, our diversity and inclusion work took a leap forward with the launch of our diversity and inclusion statement, focus areas, and targets. Our focus area for 2021 was building awareness and understanding. We, for example, held a company-wide event on our D&I work, as well as dedicated training sessions. *Read more*	Progressing
		Develop human rights due diligence building on the human rights assessment conducted in 2019.	We have identified the policies and processes with which we will continue to work regarding human rights. Rather than creating a new separate process, our aim has been to deeper integrate human rights management into our existing processes. *Read more*	Progressing
		As part of defining the sustainability angle for our brands, define positive impact and what it means for these brands including possible partnerships.	We have been working on defining the sustainability angle and positive impact for specific brands. The work will continue in 2022 and some already defined approaches will be enrolled in the upcoming year.	Progressing

*This target was further defined in 2021

Our impacts

By working together with our stakeholders, building on our strengths at Fiskars Group, and innovating, we create value and help make the everyday extraordinary.

We are driven by our common purpose: pioneering design to make the everyday extraordinary.



Our values

Creating change *Celebrating the everyday* *Growing with compassion*

Our sustainability commitments

Against throwaway culture *For a carbon neutral future* *For increased joy*



Sustainability commitments

OUR COMMITMENTS DRIVE OUR PRIORITIES AND DEVELOPMENT AREAS TOWARDS 2030

Against *throwaway culture*

We fight throwaway culture by developing circular solutions to extend the joy our products and services provide and to minimize the strain on the planet.

OUR FOCUS AREAS AND TARGETS FOR 2030

Take a circular approach to how we do business
- A majority of our net sales comes from circular products and services

Promote and explore new business models
- Circularity is fully integrated into innovation
- A global concept in use to take-back and recycle/reuse/resell our products, covering all our main brands

Use fully circular and sustainable materials in our operations, products, and packaging
- 100% of our packaging is renewable, preferably recycled and further recyclable
- 100% of waste from our own operations is recovered or recycled and zero waste goes to landfill

Circularity as a business driver

Creating new services to meet the changing needs of consumers.

The needs of consumers are at the heart of everything we do. This fundamental fact is also at the core of our circular initiatives. We want to help make everyday life easier, more environmentally responsible, and meaningful for everyone. We are seeing a fundamental shift in the way consumers think about and interact with goods across their lifecycle. For us, this means that alongside traditional ownership, we need to create new solutions and alternative ways of using products.

Business models based on the circular economy both create and sustain value by ensuring products and materials stay in use for as long as possible. In an economy based on renting, recycling, reusing, repairing, and repurposing, materials and products are kept in circulation for as long as possible after their initial use by maintaining their quality and value. This ensures waste is kept to a minimum, as materials and products achieve long lifespans through maximum use.

We are keen to integrate circularity into our innovation process and to find new ways to keep our products in circulation for as long as possible. We have set ambitious targets to steer our activities to further utilize the potential we see in the circular economy. One of our targets is for over 50% of our net sales to be generated by circular products and services by 2030. Our brands' recycled material product ranges have been popular, and sales of recycled products have increased by 78% since 2020. By the end of 2022, we aim to have a business model in place for recycling and reselling our products, covering our main brands in select markets. In 2021, we focused on scaling up our take-back service to new brands and markets.

The steps we are taking towards our goals have led to us providing flexible alternatives to traditional ownership. Consumers have basic needs that require ownership of certain products, but we also want to support them as their needs change over time, as well as offering new ways to meet occasional needs. For example, through our Vintage service, we take back tableware that consumers no longer need. We have also experimented with a subscription-based service for leasing tableware for both consumers and businesses.

We are constantly looking for new, more flexible ways for consumers to enjoy our thoughtfully designed tableware and product ranges that also allow items to stay in use for as long as possible.

Focusing on long-lasting, pioneering design that never goes out of style is at the very core of Fiskars Group. This has been a guiding principle throughout our history, and it is also why service innovations like the Fiskars frying pan recoating service and the Vintage service are built around this idea.

Through experimenting with alternative and recycled materials, we have launched two recycled product series: the littala 100% recycled glass collection and Fiskars ReNew recycled scissors. In addition to these dedicated series, we also utilize recycled materials in some of our other products and are continuously searching for more opportunities in this area. Read more about our approach to materials and operations here.

Our new services are created at BRUK, Fiskars Group's own innovation hub. BRUK brings together people and knowledge from across the entire Fiskars Group with the aim of quickly designing, testing, and scaling new ideas. BRUK focuses on building a culture of innovation within the company and working together with teams to further develop their ideas. BRUK also builds partnerships with other companies, universities, startups, and other organizations to help us to identify and develop solutions for the changing needs of consumers.

Case

IITTALA WORKSHOPS: SUSTAINABLE GIFTING

At Fiskars Group, we have always been attentive to the changing needs of consumers. Our products are often given as gifts, and the moment of giving includes more than just handing over a product: deep feelings and memories are also wrapped in this exchange. Gift-giving is a true experience.

To strengthen our consumers' desire to give more experiences and fewer goods, we have started to test an experience-based gift service that gives our consumers the opportunity to gift a masterclass to a friend or loved one. The first prototype went live in Finland in mid-November 2021, when Iittala offered two online mocktail classes and two online flower arrangement classes. We call this project **Sustainable Gifting**.



Case

VINTAGE SERVICE

Our Vintage service is a platform for consumers to buy and sell second-hand Iittala, Arabia, and Rörstrand tableware. It has quickly become a very popular concept, and more and more of our pre-loved classics now pass on to appreciative new hands and stay in use for longer. First launched in 2019, the Vintage service is now available in over 40 stores across Finland and Sweden, with more coming soon.

The condition of each item that arrives at our stores to be resold through the Vintage service is carefully assessed. In Finland, anything unsuitable for resale is recycled or reused as raw material. The Vintage service also recycles worn-out and broken ceramic tableware and glassware from other brands. Tumblers and ceramics are difficult for consumers to recycle, as there is currently no dedicated recycling infrastructure available for these types of items in many countries.

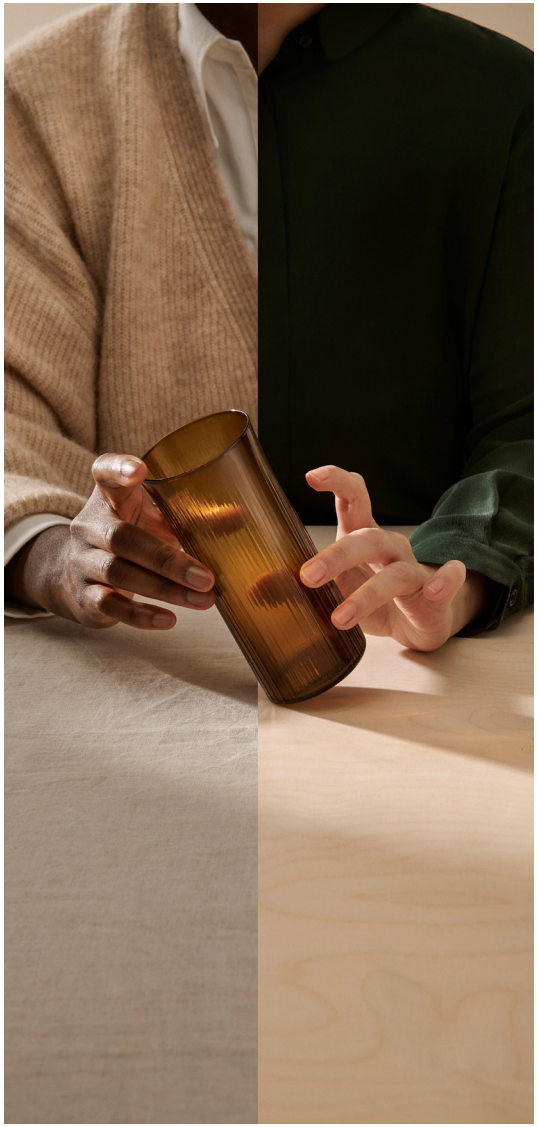
At our stores, we ensure materials are properly recycled instead of entering landfills, and approximately 99% of all materials brought to us are recycled and reused. Items are reused as raw material in the construction industry in particular. For example, ceramics are crushed into a fine powder to provide raw material for bricks, while glass waste is used to manufacture insulation. To our knowledge, we are the only company to offer this service for consumers in Finland.

For two consecutive years, we have collaborated with the Helsinki Metropolitan Area Reuse Centre Ltd. to conduct an annual assessment of the environmental savings people achieve by buying previously owned tableware through our Vintage service instead of buying new products. In 2021, we helped save 116 tons of solid natural resources and 39 tons of CO_2 emissions.

In 2020, the Vintage service took a step forward by expanding to Sweden, where we started with a pilot launch at five of our stores. The pilot was successful, and during 2021, we were able to expand the service to all our Swedish stores. The Vintage service in Sweden buys and resells good quality used glasses and ceramic dishes made by Iittala and Rörstrand. We are in the process of finding the right partners in Sweden to recycle all used glassware and ceramic tableware that cannot be resold.

We have received very positive feedback from consumers regarding our Vintage service.

As the testimonials on the following page reveal, there is clear consumer demand and great interest in buying used products and extending



the lifetime of timeless designs. Our Vintage service makes sustainable consumption easy. People can find items that are no longer in production and can easily replenish their most loved tableware collections. When they bring items to our service, they know they aren't generating waste. Already, tens of thousands of vintage items have found new homes through our Vintage service, and thousands of items unsuitable for resale have been recycled rather than wasted.

Our Vintage service was brought even closer to consumers throughout 2021 by opening several Vintage pop-up stores. We also experimented with reselling plant pots and vases from the Arabia and littala brands along with tableware. Continuous assessments are being conducted on which of our product categories and markets to include next in our Vintage service.



"

"Just looking at these Vintage dishes has brought back so many memories. I bought a drinking glass for our cottage and now I have a complete set of six glasses. In my childhood, we drank milk and homemade juice out of them. We still use these glasses, along with some old Arabia dishes. Memories mean so much to me that I prefer buying vintage items. My children and their children also love our vintage tableware and glasses. The glasses are filled with stories that will be passed down to the next generation."

"

"It's great that you can get Vintage items in your stores. This summer, I broke a Ruska teacup that I had inherited from my parents. It's a lovely retro tea set that has lost none of its timeless appeal. I was really upset, because my set was missing a piece. Then, out of the blue, I found a Ruska teacup in your Järvenpää store. Such a great feeling! I hope my daughter will take care of these cups when she moves out."

Testimonials as gathered through a Mylittala membership survey for Vintage service customers.

Case

SUBSCRIPTION-BASED KITCHENWARE SERVICE

In addition to tableware, we expanded our kitchenware subscription service in Finland in 2021 to cover a wider range of products that included cooking tools and cutlery. The service was also expanded to include our most popular tableware series from Arabia and littala, as well as Fiskars cookware.

This service allows consumers to enjoy their favorite tableware and functional cookware for an affordable monthly fee. The size of the ordered set is customizable, and items can be returned, purchased, or exchanged for another series at the end of the subscription period. We will also replace and recycle broken items if accidents occur. This service supports the changing needs of consumers as well as business customers.

The subscription service was launched in 2019 in Finland, and it has been well-received, especially among consumers under the age of 30.



Case

INNOVATION CHALLENGE 2021

Fiskars Group's innovation hub BRUK organized its first, global Innovation Challenge competition in 2021, with the theme of "Designing circular models for a sustainable future". All employees were welcome to participate and innovate, and the competition was hugely popular. The leadership team received a total of 74 ideas submitted by staff from factories and stores across the world. After the January 2021 deadline for submitting ideas had passed, the winner, a frying pan maintenance service, was chosen from the final shortlist.

The service elongates the products' lifespans, as frying pans with a ceramic coating are renewed by recoating them. The Fiskars Group Leadership Team decided to pilot the idea right away. Read more about the pilot below.

Case

FISKARS FRYING PAN RECOATING SERVICE

The winning idea from this year's Innovation Challenge competition was a frying pan maintenance service, in which the lifetime of frying pans with a ceramic coating can be prolonged by renewing the coating and cleaning the outer surface. The quality of the repaired frying pans ultimately equals that of a new pan.

Our leadership team decided to pilot the idea right away, with Finland acting as the test market. During the pilot, consumers brought their old pans to a Fiskars recoating stand at selected Iittala stores. Fiskars pan masters cleaned and repaired the worn-out frying pan while the consumers finished their other errands.

The pilot ran in three different Finnish cities for 1–2 week periods. The achieved success convinced us to continue and scale up the pilot for 2022.

Consumers were excited by the concept and enjoyed seeing our pan masters at work. The high quality of the service was a positive surprise to many consumers, and several felt that the pan they got back was even better than new. The concept fits our sustainability agenda well, as it significantly elongates our products' lifespans. We at Fiskars Group are thrilled; refurbishing products in this way can save a significant amount of energy and resources. The concept also gave our employees opportunities to learn new skills and spend more time engaging with consumers.



Enhancing circular materials and operations

In addition to designing long-lasting products, we also carefully consider how we can reduce and eliminate environmental impacts caused by our production.

We are therefore continuously working to make our materials and operations more circular. By 2030, we aim to use fully circular and sustainable materials in our operations, products, and packaging.

To create sustainable growth, we are working to deepen our understanding of the circular economy, explore new solutions, and develop sustainable materials. In 2021, we continued to increase the circular characteristics of our products and materials, and focused on minimizing waste. Our business areas, new product design teams, and supply chain organization have closely collaborated with each other and with our partners to find more sustainable solutions for our activities.



We have already found several interesting and sustainable materials for further development, and we will continue experimenting with new materials. We have, for example, utilized recycled plastic in axe blade guards and snow tool handles. We have successfully created complete product lines that solely utilize recycled or recyclable materials, pushing our sustainability development forward. Examples of these product lines include Fiskars ReNew recycled scissors, Iittala waste glass designs, and Wedgwood recycled plant pots.

Although several new circular materials can currently be utilized, recycled materials may also limit the usability and functionality of products. For example, recycled packaging cardboard may not always be strong enough to meet our standards in terms of functionality and durability. Finding the right composition for recycled plastics can also be more complicated than with virgin, uniform materials. Furthermore, recycled plastics contain varying concentrations of substances, making them unsuitable for products designed for food-contact. Instead, bio-based natural materials offer interesting options for food-contact products.

Currently, the overall quality, appearance, properties, and durability of many bio-based and recycled materials are progressing, as various parties are interested in utilizing sustainable materials more broadly. The global knowledge base for recycled and bio-based materials is rapidly increasing. We are closely following developments and are trying out new materials, as these will play a major role in our product creation in the future. We are actively monitoring new opportunities in close collaboration with our suppliers and other stakeholders.

Case

FISKARS RENEW RECYCLED SCISSORS

Made from recycled and 100% recyclable materials, Fiskars ReNew recycled scissors are reimagined and crafted with sustainability in mind. The scissor handles are made from material composed of post-consumer plastic and renewable wood fiber, and the blades are made from recycled stainless steel.

The ReNew universal scissors are the first product to be unveiled from the innovative new scissors series. The range will expand in the near future to include the most commonly used scissors types, as well as specialty scissors.

The scissors are made at our factory in Billnäs, Finland, which has been audited and is certified in the quality management standard ISO 9001, environmental management standard ISO 14001 and health and safety standard ISO 45001. We have also manufactured a limited “Nature Edition” of the same scissors, for which the company donates 5% of sales to local WWF nature conservation work in Finland.



What are the recycled scissors made of?

- 80% recycled materials and 13% renewable cellulose fiber
- The handles are made of 66% recycled plastic and 34% natural cellulose fiber
- The blades are made of 85–95% recycled stainless steel
- The scissors are 100% recyclable
- Recycled scissors also come in FSC-certified packaging made with 100% recycled and recyclable paper fiber

Case

ICONIC IITTALA DESIGNS FROM WASTE GLASS

In 2020, Iittala introduced a new special edition collection made entirely of waste glass from the Iittala Glass Factory in Finland. The Iittala 100% recycled glass collection has since been expanded, and today includes iconic designs from our Raami, Kastehelmi, Birds by Toikka, Frutta, and Alvar Aalto collections.

The colors of the collection, which are determined by the qualities of the waste glass generated during production, vary from the cool blue of the sea to calming shades of green. Each recycled glass object is unique, which means some may contain minor visual imperfections (such as small bubbles) as artefacts of the recycling process. However, glass objects made with recycled glass are as durable and high in quality as those made using virgin material.

Recycled glass conserves both energy and natural resources. At the Iittala Glass Factory, all waste glass is reused or recycled. Waste glass is generated at different stages of the production process: the post-processing of mouth-blown glass, the pouring of molten glass, and during quality control when items fail Iittala's strict quality requirements.



The Iittala Glass Factory has always pioneered the development of new methods of glass manufacturing by challenging established practices and creating new innovations. Iittala's expertise and understanding of glass as a material is unique worldwide. In addition, we are also taking our first steps towards using recycled materials in ceramics production.

Case

RECYCLED JASPERWARE MINI POTS BY WEDGWOOD

Wedgwood continued with its recycled interiors product, the Folia Jasper Mini Pot. First launched in 2020, these pots are made from our iconic Jasperware and are 100% recycled. Every production run of Jasperware prestige art pieces produces a certain amount of scrap material, which finds new life as a unique 100% Recycled Folia Mini Pot. The pots have the same tactile surface and matte color as the Jasperware prestige collection. With a limited number of recyclable Jasperware available for each batch firing, every batch of mini pots will have its unique color.



Case

FISKARS ALL STEEL PURE FRYING PANS

Fiskars introduced new All Steel pure frying pans in 2021. These pans contain 90% recycled stainless steel and do not have a coating that wears out. When properly maintained, Fiskars All Steel pure frying pans are for forever, making them especially friendly to the environment. We give the products in this series a 25-year warranty. All Steel pure pans are completely plastic-free, and even scratches do not reduce their functionality. However, if one day the customer wants to give up this hard-use and time-resistant pan, it is 100% recyclable. These pans are also packaged in recycled cardboard.

NO PLASTICS,

100% recyclable



Case

FSC™-CERTIFIED MATERIALS
(FSC C108780)

Forest Stewardship Council (FSC™)–certified materials play an essential role in our design, ensuring that the wood we use comes from traceable and responsible sources. Fiskars Group currently offers more than 230 FSC-certified products, and the FSC certification covers our markets in Europe and Russia, allowing us to highlight the assurance of traceable wood that our certification provides.

With the world around us changing, in 2021 we took the opportunity to gather information from our sales and marketing teams about the current trends and requirements for sustainable wood-based products to ensure our portfolio meets the expectations of our consumers. It is clear that the demand for certified wood-based products continuously widens among our markets, and this growing requirement will be an important input for our planning for the coming years.

During 2021, we kickstarted our participation in the Amazon Climate Pledge Friendly program, which highlights our FSC certified products as sustainable choices towards consumers and extends our sustainability ambition by being part of the pledge to continually reduce our impact on the planet.

In 2022, our focus will be centered around ensuring that our FSC™-certified product selection and markets meet the continuously developing demands of our consumers, and that we help educate consumers about the value of FSC™ certification.

On our way to zero waste to landfill

As part of our commitment to fight against throwaway culture, we are working on reducing landfill waste from our operations. Our target for 2030 is for all waste from our operations (manufacturing, distribution centers, retail, and offices) to be recovered or recycled so no waste ends up in landfills. For 2022, we have set a target to reduce landfill waste from manufacturing by 80% compared to the base year 2017.

To reach our targets, we are working to reduce the amount of waste we generate, and to reuse or recycle materials. In addition, we are constantly looking for new opportunities to increase the use of recycled or renewable materials in our products. Our factories and distribution centers have worked to map and measure waste, and to investigate opportunities for improvement that will help us meet our targets. We regularly assess our performance in this area and manage our waste in accordance with ISO 14001 and applicable laws and regulations.

In our operations, we have already made great progress toward our goal of zero waste to landfill. Most factories and distribution centers have gained insight into developing new opportunities for recycling and reusing materials, and many have already made significant changes to their waste management processes. These efforts have resulted in a reduction in landfill waste to just 595 tons in 2021, resulting in an 85% reduction compared to 2017. **This means we have already reached our 2022 target of reducing landfill waste from manufacturing by 80% compared to 2017.**

Waste occurs along the entire value chain of Fiskars Group, from manufacturing raw materials and products to packaging. We also gather information from our key finished goods suppliers on their waste management to better understand our impact along the whole value chain. From there, we continuously work to minimize waste in our own operations. We prioritize our waste reduction activities according to a waste hierarchy as follows: avoid and reduce waste; prepare waste for reuse, recycling, recovery, or energy recovery; and dispose of waste. Landfilling is our least preferred waste management option. A permit for waste treatment or disposal is required for all our waste vendors.

We also work with external partners to ensure they have the most efficient and responsible disposal techniques in use for managing our waste. For example, our Billnäs factory in Finland cooperates with our waste vendor to reduce the amount of landfill

waste produced. This has resulted in a 49% reduction of their landfill waste compared to the previous year. Our Slupsk factory in Poland has spent the past several years steadily reducing the amount of landfill waste it generates by improving waste segregation and finding external recycling partners. In 2021, the Slupsk factory reduced its landfill waste by 72% compared to 2017.

Our PT Doulton factory in Indonesia has eliminated landfill waste through collaboration with external suppliers and by successfully recycling waste back into production. In Thailand, our Royal Copenhagen factory has scouted recycling options for their landfill waste and found an external recycling partner who uses the waste as raw material. In 2021, our PT Doulton and Royal Copenhagen manufacturing units in Thailand and Denmark generated zero landfill waste.

Our distribution center in Hämeenlinna, Finland has continuously been working on optimizing packing materials and replacing plastic with more sustainable options. In 2019, the Hämeenlinna distribution center had already totally replaced plastic parcel filling with recycled, paper-based parcel filling. In addition, the Hämeenlinna distribution center optimized their wrapping machines, resulting in an annual reduction of 4 tons of plastic.

By the end of 2021, 7 out of our 21 manufacturing units and distribution centers were able to reach our target of zero landfill waste, nine years ahead of our 2030 target. We were also able to reduce the amount of landfill waste generated through our own operations by 28% when compared to 2020. However, we must continue our work to decrease this amount even further.

GRI 306-3 Waste generated

Waste, t	2021	2020	2019
Non-hazardous waste	12,875	10,132	11,791
Hazardous waste	474	526	454

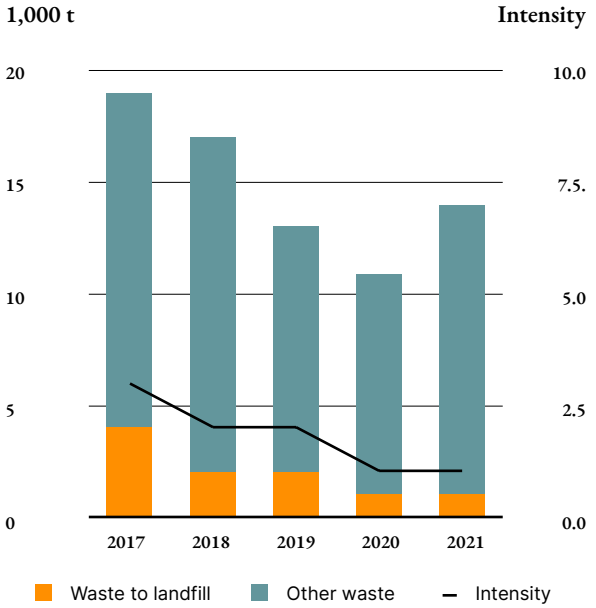
GRI 306-4 Waste diverted from disposal

Waste, t	2021	2020	2019
Non-hazardous waste			
Reuse	1,204	637	844
Recycling	10,254	8,003	8,456
Composting	9	5	9
Recovery	594	489	651
Hazardous waste			
Reuse	0	2	1
Recycling	14	10	39
Recovery	298	211	107

GRI 306-5 Waste directed to disposal

Waste, t	2021	2020	2019
Non-hazardous waste			
Incineration	20	52	58
Landfill	505	650	1,382
Other	287	295	389
Hazardous waste			
Incineration	48	32	62
Landfill	90	178	168
Other	25	81	61

Annual waste & waste to landfill



The intensity describes waste to landfill compared to Fiskars Group's net sales. Other waste includes waste that is for example recycled, reused or used for energy recovery.

Case

REDUCING PLASTICS IN PACKAGING

One of our sustainability targets is to use 100% renewable, preferably recycled, and further recyclable packaging materials by 2030. We are improving packaging across multiple product series. All our new scissors launched in 2021 in the EMEA use cardboard packaging without any plastic materials. Classic scissors made at the Billnäs factory in Finland have also started to replace regular plastic blade covers with blade covers made from recycled materials. We are also working to remove plastic blister packaging from kids' scissors in the U.S.

One key example from 2021 is having launched a new packaging design for Fiskars' Functional Form knives series that replaces the pack's plastic blister tray with a cardboard structure that significantly reduces the amount of plastic used.

We have created new packaging designs that reduce plastic material usage in Functional Form knives packaging by 70% compared to older versions. Plastic in the latest packaging designs has been substituted with recycled and renewable materials. As a result, the overall content of recycled material could increase by 40% in each package, with the usage of renewable materials also increasing by as much as 30%.

To upgrade the durability and safety of the packaging, we tested different knife packaging structures until we found the optimal solution. The new package is more environmentally sustainable and safer than the previous one. Moreover, this new packaging solution also enhances packaging efficiency in retail boxes and therefore product transportation.

We will continue our work to eliminate plastic components, especially in cooking knife packaging. Since 2019, the Fiskars knife packaging overall process has significantly reduced the number of plastic components we use, a trend that we will continue in 2022.



For a *carbon neutral future*

We take climate action by reducing our impact in line with a 1.5°C future. We are transforming to a carbon neutral business.

OUR FOCUS AREAS AND TARGETS FOR 2030

Reducing emissions from our own operations by increasing efficiency and investing in renewable energy

- GHG emissions from own operations (Scope 1 and 2) reduced by 60% from a 2017 base year.

Working with our suppliers and partners to reduce our impact in our value chain

- GHG emissions from transportation and distribution (Scope 3) reduced by 30% from a 2018 base year.
- 60% of our suppliers by spend covering purchased goods and services will have science-based targets by 2024.

For a carbon neutral future

Our planet's climate is already changing, requiring rapid action from businesses and society to stay in line with a 1.5°C future.

The impact of global climate change is already being felt economically, environmentally, and socially, and is expected to increase in the coming decades.

As climate change already affects all parts of the globe, we want to be part of the solution while meeting our stakeholders' expectations. In 2020 we set ourselves science-based targets to reduce greenhouse gas emissions. We are committed to the UN Business Ambition for the 1.5°C initiative, and our science-based targets have been approved by the Science Based Targets intiative. Our manufacturing units and distribution centers also have environmental development plans in place to identify opportunities and implement actions that decrease energy usage and emissions, as well as improving energy efficiency. However, the setting of science-based targets is just one step forward in our company's journey toward becoming a carbon neutral business.

Our climate approach

International standards and guidelines, such as ISO 14001, create an important foundation for Fiskars Group's climate management. The Fiskars Group Environmental Policy emphasizes our common targets and ways of working along our own value chain. Our Supplier Code of Conduct (SCOC) also outlines expectations regarding our suppliers' energy and emissions management; every supplier must sign and commit to it to be able to do business with Fiskars Group. These policies can be found on our website.

Monitoring our performance against set targets helps guide evaluations of the effectiveness of our environmental management approach. We actively follow industry best practices, conduct internal and external audits based on the management system ISO 14001, and learn from external performance ratings.

In 2021, we continued our climate risk mapping in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD). We will continue to assess the relevant risk scenarios. Increased focus has been given to our climate risk mapping on our group-wide enterprise risk management process, and we therefore now have a better understanding of climate-related risks. The top prioritized climate risks and opportunities are presented in the next table. In addition to this company-wide climate risk assessment, we carry out local risk and impact audits according to relevant standards and



management systems, such as ISO 14001. The results of these assessments will help us create additional development plans and implement actions. The climate change scenarios utilized were <2°C scenario (RCP 2.6) and 4°C scenario.

We have set science-based targets and are committed to a 1.5°C future.

Prioritized top climate risks

Risk type	Risk category	Risk / Opportunity	Description
Transition risk	Policy	Increased price on GHG emissions	Carbon pricing, Emission Trading Systems (ETS)
Transition risk	Policy	Legislation supporting use of clean energy	EU's climate and energy framework and Paris Agreement targets
Transition risk	Market	Use of lower-emission sources of energy	Decoupling from carbon-based energy sources will reduce exposure to price fluctuations
Transition risk	Reputation	Increased investor awareness on climate activities	Investors increasingly target to eliminate portfolio companies with poor climate risk performance. Opportunity to increase investor backing if could demonstrate progress in transitioning to a low-carbon business.
Transition risk	Reputation	Increasing consumer awareness about climate change	Increasing consumer awareness about climate change could have an impact on customer preferences, with focus on products with low climate impact.
Physical risk	Temperature extremes	Delays in transportation and distribution times/ Decrease in workers' productivity	Increase in surface temperature may cause equipment to overheat and shutdown, increased road rutting may cause delays in the transportation times and impact workers' productivity.
Physical risk	Season cycles	Products dependent on weather	Demand for some of the Group's products is dependent on the weather, particularly garden tools and watering products during the spring and snow tools during the winter.
Physical risk	Flooding – extreme rainfall	Delays in distribution times and damages assets	Increase in the likelihood of floods and landslides caused by heavy rainfall may result in roads partially or fully closing, impacting the transport and distribution times.
Physical risk	Wildfires	Increased frequency and severity of wildfires	Increase in temperatures and decrease in rainfall may impact the severity and frequency of wildfires.

Reducing our emissions

We are working to reduce our emissions through, for example, energy efficiency opportunities and low carbon or carbon neutral energy sources.

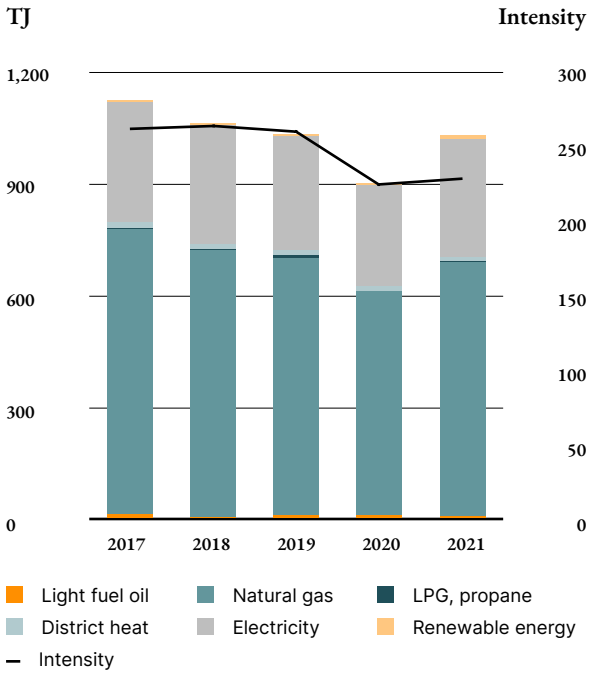
Energy efficiency

In 2021, we have enhanced our energy efficiency by implementing different energy-saving activities that have decreased our energy consumption by 430 MWh. Since 2018, these activities have enabled us to decrease our energy consumption by 12,300 MWh. Energy savings consist of multiple actions in our manufacturing units and distribution centers. For example, our manufacturing unit Royal Copenhagen Thailand has improved the energy usage efficiency of their tunnel kiln, reducing 167 MWh in 2021.

However, our energy consumption increased by 14% this year compared to the previous year: our total energy consumption was 1,029 TJ (901 TJ), with 236 TJ of energy from renewable sources. This increase in energy consumption is a result of increased production volumes.



Energy consumption



The intensity describes energy consumption compared to Fiskars Group's net sales. Renewable fuel includes electricity produced with solar panels in our distribution centers in Wall, New Jersey, U.S. and Hämeenlinna Finland, as well as in our Royal Copenhagen manufacturing unit in Thailand, bio-oil used in our distribution center in Oslo, Norway instead of light fuel oil, and biogas in our manufacturing unit Royal Copenhagen Denmark.

GRI 302-1 Energy consumption within the organization, TJ

Energy, TJ	2021	2020	2019
Direct energy consumption: non-renewable	686	606	695
Natural gas	681	601	689
Propane	5	4	3
Light Fuel Oil	1	2	2
Direct energy consumption: renewable	12	9	5
Renewable fuel	12	9	5
Indirect energy consumption	330	285	323
Electricity	317	273	308
Renewable	224	180	97
Non-renewable	105	93	212
District Heat	14	13	15
Total energy consumption	1,029	901	1,023

Consumption is calculated based on invoicing and meters. Standard conversion factors are used (SI). Sold energy is not relevant for Fiskars Group and possible cooling consumed and sold is included in the electricity. Renewable fuel includes electricity produced with solar panels in our distribution centers in Wall, New Jersey, U.S. and Hämeenlinna Finland, as well as in our Royal Copenhagen manufacturing unit in Thailand, bio-oil used in our distribution center in Oslo, Norway instead of light fuel oil, and biogas in our manufacturing unit Royal Copenhagen Denmark.

GRI 302-3 Energy intensity

Energy intensity, MWh/ Net sales (EUR Million)	2021	2020	2019
Intensity	228	216	261

Energy intensity is calculated by dividing the total energy consumption of our own production (direct + indirect) in MWh by Group net sales.

GRI 302-4 Reduction of energy consumption

Energy saving activities, MWh	2021	2020	2019
	12,297	15,177	8,864

Energy savings are calculated based on activities conducted during 2021 in our manufacturing units and distribution centers. Also, cumulative savings from 2018, 2019 and 2020 activities are included.

Reducing emissions from our own operations

We focus heavily on reducing our direct emissions and environmental impacts in our production. We are proud of what we have accomplished so far, but our goal is much higher. Our target for 2030 is to reduce our direct greenhouse gas emissions (Scope 1) and emissions caused by purchased energy use (Scope 2) by 60% within our operations from the base year 2017. We are committed to climate action and have set science-based targets to reduce greenhouse gases in line with the most ambitious goals of the Paris Climate Agreement.

To cut down our greenhouse gas emissions, we actively identify energy efficiency opportunities and continue to seek low carbon or carbon neutral energy sources. We are also committed to measuring our environmental impact throughout the value chain and working with our partners and suppliers to minimize our GHG emissions.

In 2020, we assessed our emissions throughout our value chain and defined the categories with the biggest impact to set our science-based targets.

Based on the assessment, most of the emissions in our value chain are generated in the manufacturing of purchased goods and services (Scope 3). The other significant sources of indirect (Scope 3) emissions are upstream transportation and distribution, employee commutes, and business travel. Our direct (Scope 1) greenhouse gas emissions are generated from the use of fuels, such as natural gas, and our indirect (Scope 2) greenhouse gas emissions originate from purchased energy, such as electricity and district heating.

In 2021, we switched to renewable electricity in Denmark and the U.K. We also use renewable electricity in Finland, Slovenia, Poland, Norway, and Ireland. In total, 71% of the electricity we purchased in 2021 was from renewable sources. We are actively looking for opportunities to expand renewable energy purchase and utilization to other locations. In 2021, we installed solar panels on the roof of the distribution hall at our distribution center in Hämeenlinna, Finland. In addition, we have solar panels installed at our Royal Copenhagen manufacturing unit in Thailand, and at our distribution center in Wall, New Jersey, U.S.A.

In 2021, our group-wide greenhouse gas emissions increased by 11% compared to the previous year due to increased production volumes. Still, compared to the 2017 base year, we have reached a reduction of 38% as a result of energy-saving actions and investments in renewable energy. In 2021, we saved 68 tons of CO_2 equivalents through energy and emissions saving activities in our manufacturing units and distribution centers. However, reducing our emissions (Scope 1 and 2) by 60% will require continuous efforts to improve energy efficiency at all our sites. For example, our manufacturing unit, Royal Copenhagen Thailand has replaced their compressors, saving 158 MWh of energy annually and resulting in 94 tons of saved CO_2 emissions. In addition, our manufacturing unit, Royal Copenhagen Denmark, switched to biogas from natural gas at the end of 2021, saving almost 6 tons of GHG emissions.

GRI 305-1 Direct (Scope 1) GHG emissions

Emissions (Scope 1), 1,000 t CO_2	2021	2020	2019
Scope 1 emissions	38	34	38

Scope 1 emissions reporting covers only CO_2. In the following years, the reporting of Scope 1 emissions will be covering GHG emissions. Fiskars Group does not have any biogenic CO_2 emissions in its operations. CO_2 emissions are calculated by multiplying the quantity of MWh produced with certain fuels used in our manufacturing units by the CO_2 conversion rate. Emission rates are based on fuel statistics provided by Statistics Finland. GWP rate not relevant since Fiskars Group is only reporting CO_2 emissions.

GRI 305-2 Energy indirect (Scope 2) GHG emissions

Indirect (Scope 2) GHG emissions, 1,000 t CO_2e	2021	2020	2019
Scope 2 emissions			
Market-based	16	15	28
Location-based	31	28	34

CO_2 emissions are calculated by multiplying the quantity of MWh produced with electricity by the CO_2 conversion rate. Scope 2 GHG emissions will primarily be calculated from supplier-specific, local grid emission factors that are collected from all our own manufacturing units and distribution centers. Location-based emission rates are based on country specific emission factors published by the International Energy Agency (IEA).

Case

RENEWABLE ENERGY

We participate in mitigating climate change notably by increasing the share of renewable energy in our energy consumption either by purchasing or producing renewable energy.

We use renewable electricity in all our manufacturing units and distribution centers in seven countries (Denmark, Finland, Ireland, Norway, Poland, Slovenia, and the U.K.). In 2021, we purchased a total of 224 TJ of certified renewable electricity, verifying that the purchased energy is indeed produced from renewable sources, such as hydroelectric power, wind power, and bioenergy.

Solar power is another excellent source of renewable electricity in areas where renewable energy is not comprehensively available. For instance, as mentioned before, we had solar panels installed in our Royal Copenhagen manufacturing unit in Thailand and our distribution centers in Wall, New Jersey, U.S.A. and Hämeenlinna, Finland. A total of 10 TJ of electricity was produced with solar power across the Fiskars Group worldwide, saving 1,320 tons of greenhouse gas emissions.

Engaging suppliers

To reduce our emissions throughout our value chain, we are committed to 60% of our suppliers by spend covering purchased goods and services having science-based targets by 2024.

We encourage our raw material, component, and finished goods suppliers to set science-based targets for their Scope 1 and 2 emissions at a minimum.

This year, we communicated Fiskars Group's sustainability commitments and climate expectations to targeted suppliers via a Supplier Letter. We also provided online training sessions on setting science-based greenhouse gas emission targets for our raw material, component, and finished goods suppliers. In 2022, we will continue to provide more online training and local support to targeted suppliers. We also arranged internal trainings in 2021 to build awareness of Fiskars Group's own science-based targets among employees.

We started the journey towards this goal in 2021, and currently approximately 6% of our targeted suppliers by spend covering purchased goods and services have set science-based targets for themselves. In



2021, we continued gathering energy and emissions data from our key finished goods suppliers, covering 63% of finished goods sourcing spend.

Reducing emissions from transportation

We are committed to reducing greenhouse gas emissions from transportation and distribution (Scope 3) by 30% by 2030 from the base year 2018. Currently, we cover inbound and outbound transportation and business travel in our reporting, for which we developed a reporting system in 2018. We have also collected emissions data directly from transportation service providers since 2019. Reliable emissions data help us build a roadmap to constantly identify opportunities to optimize transportation models.

Our transportation emissions decreased 8% this year from 2020: our emissions from inbound and outbound transportation were 23,960 t CO_2e (26,000 tCO_2e). The main cause for the decrease is the update of an external logistics partner's emission calculation methodology.

In 2021, we completed a screening of our key logistic suppliers' sustainability plans and emission targets. We are in the process of making plans to partner with the right suppliers to reach our set emissions targets. In addition, we have been collaborating with our customers to identify opportunities to increase the effectiveness of transportation by, for example, adjusting delivery frequency.

The amount of business travel did decrease compared to last year as a direct result of the COVID-19 situation affecting work and business travel in 2020 and 2021.

GRI 305-3 Other indirect (Scope 3) GHG Emissions

Other indirect (Scope 3) GHG Emissions, t CO_2e	2021	2020	2019
Scope 3 emissions			
Business travel [1]	507	770	5,000
Upstream and downstream transportation	23,960	25,930	26,000

[1] Business travel covers only CO_2 emissions and it is not reported as CO2e.

Business travel includes the emissions from business flights, covering all our main locations. Data is calculated by collecting GHG emissions data from our logistic partners. We were able to receive 94.8% of the emissions from our partners and 5.2% was extrapolated to cover CO_2e emissions for the whole year 2021.

GRI 305-4 GHG emissions intensity

Emissions intensity, t CO_2e/ Net sales (EUR Million)	2021	2020	2019
Intensity	43	42	61

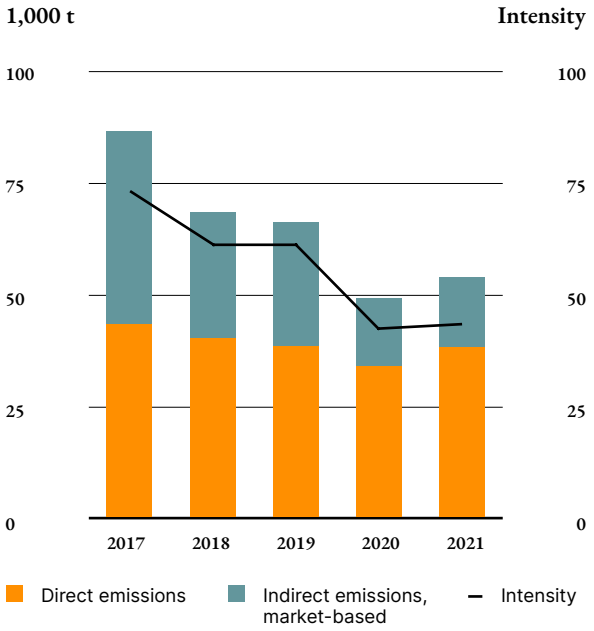
Total amount of CO_2 emissions including Scope 1 and Scope 2; market-based emissions is divided by net sales, EUR million.

GRI 305-5 Reduction of GHG emissions

Reduction of GHG emissions, t CO_2e	2021	2020	2019
	68	627	760

Reduction of CO_2 emissions is calculated from energy saving activities utilizing the location-based emission factors or emission factors from fuel statistics provided by Statistics Finland. Reporting only covers CO_2 emissions.

GHG emissions



The intensity describes GHG emissions compared to Fiskars Group's net sales. Direct emissions only cover CO_2 emissions currently.

For *increased joy*

We create a positive impact on the quality of life for people and communities.

OUR FOCUS AREAS AND TARGETS FOR 2030

Engage our consumers around sustainability

Inspiring our people by leading according to our values
- Engagement score in Our Voice

Caring for our people by creating a safe and inclusive working environment
- Zero harm with zero LTAF

Inspire people by leading according to our values

To feel inspired, people need to be able to feel good and confident about what they do and how they interact with others around them.

For our own employees, we offer learning and development opportunities, empowering them to forge their own paths based on what they know works best for them.

We believe in values-based leadership, where our own personal beliefs are in alignment with those we share together as one Fiskars Group team. Caring for the wellbeing of our employees, we have created a wellbeing toolkit for people managers to help them support their team members. This is especially important when people are working more from home due to the ongoing COVID-19 pandemic, as it is more difficult to grasp how employees are doing on a day-to-day basis. Regular employee surveys also help us keep an eye on employee engagement.



We are focused on making Fiskars Group an extraordinary place to work. In the beginning of 2022, Fiskars Group is moving to a new head office, and we have put effort into creating an inspiring, sustainable, and functional space for our employees.

Values-based leadership

Leadership creates the foundation on which Fiskars Group culture is built. In today's world, organizations are in a constant state of evolution. To help people thrive in this challenging environment, our leadership skills as a company must be continually developed so that those who guide us are able to meet business needs while attracting, supporting, inspiring, and retaining talent.

Leadership is not about imitating others; instead, it must be firmly rooted in who we are and what matters most to us as individuals. We promote this values-based leadership by providing opportunities for our leaders to develop their self-awareness and learn more about their own personal vision, purpose, values, and strengths and weaknesses through curated training sessions.

Fiskars Group's leadership development portfolio consists of different programs that support our leaders on their growth journey, and our values are at the very core of all of them.

In 2020, we updated and launched eight leadership principles. These leadership competencies have been identified as important leadership behaviors and are based on our values. A Leadership Principles roll-out program was also kicked off in 2020 and continued in 2021. In total, 245 Fiskars Group leaders participated in the program by the end of 2021, and the roll out activities will continue in 2022.

Listening to Our Voice

It is essential we create an environment where our people feel heard, find a greater sense of meaning in what they do, see a strong connection between their strengths and their role, and simply perform better. To support this, Our Voice, Fiskars Group's new employee engagement program, was launched April 2021.

A key part of the program is the employee engagement survey, which we have renewed. We also updated the process of taking action, such as suggesting inspiring new ideas or topics for development, which is now supported by a digital success platform. The update has resulted in us learning how to better listen to the voices of our employees and support our teams' continuous development.

Our Voice results in November 2021 with change to the first survey conducted in April 2021

- Response rate 74% (-5%-pts)
- Engagement score 75 (+2 pts)
- Global Benchmark for the engagement score (Partner data 2021) 75

Note that score(s) are converted to a scale of 1-100 for easier comparison.

Leadership must be firmly rooted in who we are and what matters most to us as individuals.

Engagement is the key topic we measure with the Our Voice survey, and the item we ultimately want to improve. The engagement score is an average of responses to the following questions:

- I would recommend Fiskars Group as a great place to work.
- How happy are you working at Fiskars Group?

Based on the survey results, Fiskars Group Leadership Team selects focus areas where they commit to take action to improve our employees' wellbeing, sense of belonging, and engagement. In addition to company level focus areas, each team reviews their results and identifies their team level actions.

Taking action in this area is key, as the survey alone does not create positive change. The actions taken on both company and team level based on the survey results in April clearly demonstrate we are doing the right things. Focus areas and action items are being updated based on the results from November, and we will maintain continuous dialogue in teams.

Sustainability in our working environment

From the beginning of 2022, the new Fiskars Group head office (Fiskars Group Campus) will reside in Keilaniemi, Espoo, Finland. Planning the new office and move kept staff busy in 2021. The key focus in planning the new office has been embedding sustainability into our work environment to support both our sustainability commitments and the wellbeing of our people.

Special attention has been paid to integrating sustainable principles into the new building. NCC, responsible for constructing the building, plans to certify the building with an Excellent rating according to the international BREEAM sustainability assessment method. Our aim was to plan and build a structure that will be ecologically, socially, and economically sustainable for long-term use. The building has solar panels installed on the roof, and technical solutions for optimized energy usage and minimized water consumption. We have also invested in recycling opportunities.

During the planning process, the adaptability of the spaces, materials, and energy efficiency topics have been highlighted. Materials have been carefully chosen for their long-lasting, repairable and further recyclable qualities. We are also reusing many pieces of furniture and art from our former Campus. Fiskars Group Campus will have its own restaurant, and attention has been paid to offer sustainable food choices.

Approximately 400 employees work at Fiskars Group Campus.

We have also launched global guidelines for our offices around the world. These guidelines offer instructions on how to consider sustainability in the working environment and provides practical examples of how to make our offices more sustainable.



Safe and inclusive working environment

At Fiskars Group, the health, safety, and wellbeing of our employees are key priorities.

Health and safety

We have made a firm commitment to guarantee a safe working environment for all people working at or visiting our premises, and to continuously improve our health and safety performance. We therefore place strong emphasis on ensuring everyone at Fiskars Group is effectively trained to safely carry out their duties.

Throughout the COVID-19 pandemic, our number one concern has been our employees' health and wellbeing. In 2021, we continued to diligently follow the guidance of the local authorities of the different countries in which we operate. In our manufacturing units and distribution centers, we enhanced our safety measures by implementing necessary protective measures, reviewing our cleaning protocols, and separating shifts to minimize interaction and reduce congestion. We also put



safeguards in place in our stores to keep our employees and consumers safe. These included enhancing cleaning protocols, installing plexiglass shields, and limiting visitor numbers to allow adequate social distancing.

Caring for our people, and caring for each other, is part of our values. Growing with compassion means we are aware of how our actions affect us – and the people around us. We support safety leadership at every level of the organization.

We also encourage people to be proactive and to take their responsibilities seriously to prevent accidents and work-related illnesses. Our employees always have the right to stop working if they feel that their working conditions are not safe or healthy. We believe that safety is a right for everyone working at Fiskars Group.

Increasing joy by creating a safe working environment is one of our sustainability targets. We actively promote a culture of zero harm and believe that safety is our shared responsibility. Health and safety is an integral part of our management system, and 90% of our sites are certified by ISO 45001. We plan to expand this standard to cover all our manufacturing units and distribution centers. Our management teams are expected to conduct regular reviews of health and safety performance to ensure that adequate resources are available to effectively manage health and safety and to continuously improve our health and safety culture. Our current target is to achieve zero harm with zero lost time accident frequency (LTAF) by 2030.

We recognize it is our responsibility to ensure that our actions never compromise safety. Therefore, we have instated a Fiskars Group Health and Safety policy that provides a framework for health and safety in our actions and decisions. This policy is actively tied to our sustainability commitment and supports our priorities. Fiskars Group maintains an organizational structure for the management of health and safety, including lines of communication, networking channels, cooperation, collaboration, and the clear identification of roles and responsibilities for all employees.

We strongly encourage employees and all people involved in our value chain to be proactive, as we believe that every person has the right to work in a healthy and safe environment without the risk of injury or ill health.

We undertake regular safety inspections and audits and report our health and safety performance each month to indicate the effectiveness of our management system. We also actively identify and implement examples of best practices, as ascertained through the auditing process or feedback from our internal network of experts. In 2021, we also started biweekly calls to share good practices among our manufacturing units and distribution centers. We engage our employees in health-related matters, as well via worker participation and consultation in accordance with ISO 45001.

Identifying hazards is an essential step in controlling health and safety risks. Risk is a combination of the probability and consequences of a certain specified hazardous event. We actively identify hazards and assess risks to continuously improve health and safety in the workplace. As the identified risks are assessed, the control measures are specified based on a hierarchy of controls, which is a way to minimize or eliminate exposure to hazards. In order of decreasing effectiveness, the hazard controls in the hierarchy are: elimination, substitution, control, and use of personal protective equipment. We carry out risk reassessments to identify new risks and determine where they have been adequately controlled.

We continuously strive to reduce incidents and increase hazard awareness and safety observation reporting. All incidents are investigated and analyzed to identify opportunities to improve healthy and safe working conditions. Following any incident or observed hazard, we identify and select measures in accordance with the hierarchy of controls. We encourage our employees to report safety observations and near misses to prevent hazardous situations before they occur.

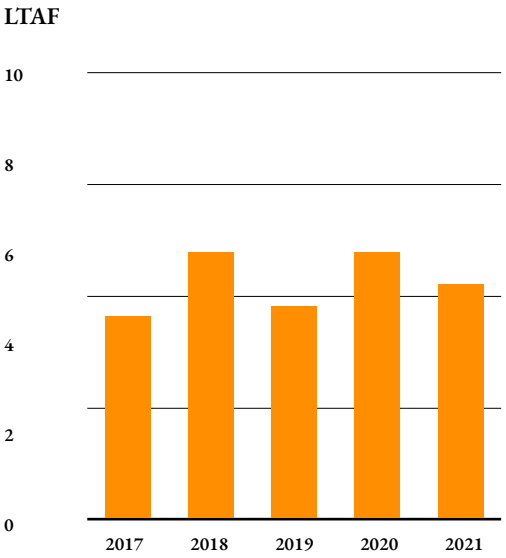
Our Supplier Code of Conduct outlines our expectations regarding our suppliers' health and safety standards, and every supplier must sign and commit to it before doing business with Fiskars Group. We also arrange annual workshops for our suppliers as well to enhance awareness of and best practices in occupational health and safety.

Health and safety performance in 2021

Fiskars Group's safety target for 2030 is to have zero harm with a zero Lost Time Accident Frequency (LTAF), including not just our own employees but also our contractors.

Our LTAF decreased to 5.2 from the previous year (5.9). In 2021, contractor LTAF was 3.0 (0). We will continue our efforts to improve safety performance.

Lost Time Accident Frequency



Lost Time Accident Frequency (LTAF) reflects the number of accidents causing injury that result in an absence of at least one workday per million hours worked.

We report, investigate, and analyze all lost-time accidents, and corrective actions are implemented accordingly. Our manufacturing units and distribution centers have created safety improvement plans and focused on safety observations, which is also reflected in the amount of safety observations made.

The total number of reported safety observations from our manufacturing units and distribution centers was 10,846 in 2021 (7,690), an increase of 41% compared to the previous year. During 2021, we launched a new safety reporting tool at our manufacturing units and distribution centers for reporting safety observations, near-misses, ideas, and accidents. The new tool is designed to simplify reporting, and as it is now quick and easy to report on safety observations, this has also likely influenced the number of safety observations reported. In 2021, we also arranged our fourth global Safety Week with the theme: "I care: Working together for safety!" which also boosted safety observation reporting. Safety Week is an important way for us to promote safety at work and engage every employee in mitigating hazards.

Safety observations and incidents from our offices and shops are also reported, enabling the improvement of safety culture at these locations. For example, retail in Australia increased its technical capabilities, and a strong focus on training to report hazards resulted in a significant increase in reported safety observations. During 2021, we further promoted the use of the tool, resulting in a total of 192 (198) safety observations. A total of 7 (10) lost-time accidents were reported in offices and shops. Safety has also been incorporated into the design and moving phases to our new head office in Espoo, Finland.

We launched a new safety reporting tool for reporting safety observations, near-misses, ideas, and accidents.

Occupational health and safety
GRI 403-9 Work-related injuries

Own employees	2021	2020
LTAF [1][2]	5.2	5.9
Number of fatalities	0	0
Rate of fatalities [2]	0	0
Number of high-consequence work-related injuries [3]	1	1
Rate of high-consequence work-related injuries [2][3]	0.1	0.1
Number of recordable work-related injuries [4]	71	68
Rate of recordable work-related injuries [2][4]	8.7	9.7
The number of hours worked	8,100,000	7,000,000
Safety observations [5]	10,846	7,690
Near misses reported [6]	254	194

[1] Lost time accident frequency (LTAF) reflects the number of injuries resulting in an absence of at least one workday per million hours worked.
[2] Normalization factor of 1,000,000 of hours worked.
[3] High-consequence work-related injuries are accidents that lead to the following consequences: an employee died or was injured to such an extent that they were unable to restore their health within six months after the date of the injury, has not restored their health, or is not expected to be able to restore their health.
[4] Recordable work-related injuries include all workplace accidents except those that require first-aid treatment. These accidents include e.g. all lost time accidents, accidents leading to restricted work or transferred job and medical treatment cases.
[5] Safety observations are unsafe behaviors and violations of safety rules observed within the workplace.
[6] A Near miss is an unplanned accident that did not result in injury, illness, or damage, but had a potential to do so.

The most common injury types were cuts, grazes and bruises to hands and feet.

Non-Fiskars Group employees (Contractors)	2021	2020
LTAF [1][2]	3.0	0
Number of fatalities	0	0
Rate of fatalities	0	0
Number of high-consequence work related injuries [3]	0	0
Rate of high-consequence work related injuries [2][3]	0	0
Number of recordable work-related injuries [4]	1	0
Rate of recordable work-related injuries [2][4]	3.0	0
The number of hours worked	330,000	280,000

[1] Lost time accident frequency (LTAF) reflects the number of injuries resulting in an absence of at least one workday per million hours worked.
[2] Normalization factor of 1,000,000 of hours worked
[3] High-consequence work-related injuries are accidents that lead to the following consequences: an employee died or was injured to such an extent that they were unable to restore their health within six months after the date of the injury, has not restored their health, or is not expected to be able to restore their health.
[4] Recordable work-related injuries include all workplace accidents except those that require first-aid treatment. These accidents include e.g. all lost time accidents, accidents leading to restricted work or transferred job and medical treatment cases.



Case

SAFETY WEEK 2021: I CARE: WORKING TOGETHER FOR SAFETY!

Fiskars Group facilitated a Safety Week in all our locations across different countries in September 2021. During this event, we organized inspiring activities to improve the safety of our locations, as well as the safety skills and wellbeing of our employees. We focused especially on this last point, as we were still living under COVID-19 pandemic regulations. In our factories and distribution centers, employees were already mostly back to the workplace, and we were able to organize physical activities. Office employees mainly attended activities remotely.

At Fiskars Group, our wellbeing focus areas are physical, emotional, and social wellbeing. These three areas are meant to guide our wellbeing initiatives on the group and local country levels, with the aim of building awareness of these areas and having wellbeing and compassion form a natural part of our everyday lives.

Wellbeing is very much connected to health and safety at work. When our emotional and physical health is in good shape and we have good social connections at work, we experience positive effects in our general wellbeing and safety. In turn, following our Health & Safety Policy and Guidance reduces the risk of accidents and positively affects stress levels, thus improving emotional and physical wellbeing.



Safety Week activities included safety walks, safety observations, and policy training. Another objective of Safety Week was to encourage our employees to take responsibility for safety by submitting safety observations and thereby contributing to safe working environments. Our tool for reporting safety observations, Incy.io, has proven to be very effective and is used widely for managing safety at most of our locations. Our employees reported more than 400 observations during Safety Week, mainly from factories and distributions centers.

Case

QUALITY, ENVIRONMENTAL, AND HEALTH & SAFETY POLICY INTRODUCTION

At the beginning of 2020, we published our new Quality, Environmental, and Health & Safety policies. These policies ensure that quality, environment, and health and safety form part of our everyday work and guide our decision-making. As a company, we continuously strive to remain a trusted partner for our customers and consumers and are committed to delivering products and services that both meet and exceed their expectations.

To ensure that everyone at Fiskars Group is familiar with these policies and that they form part of our daily work, we rolled out mandatory training programs for all our employees in 2021. For office employees, we developed eLearning training for each of the policies. The eLearning training introduced the contents of the policies and encouraged the employees to reflect on how expectations influence their daily work. For operative employees, each site conducted training sessions and workshops with the goal of understanding the requirements of the policies, their role, and responsibilities regarding policy expectations.

Through these trainings, all employees have been encouraged to take active part in improving our Quality, Environmental, and Health & Safety performance, and we are confident we will achieve our sustainability commitments and keep our employees safe when each us profoundly understands and constantly considers safety issues.

Case

COVID VACCINATIONS

Fiskars Group has provided support for its employees to get vaccinations against COVID-19. This support has been provided especially in locations that have dealt with high numbers of COVID-19 cases.

For example, our PT Doulton factory in Indonesia is in a high COVID-19 frequency area. PT Doulton set up a COVID-19 task force team to keep employees as safe as possible, and to provide fact-based information on and access to vaccinations for employees who wanted them. This significantly impacted vaccination rates with 98% of employees now voluntarily vaccinated at the site.

Case

ENSURING A SAFE WORK ENVIRONMENT WITH THE SAFETY MANAGEMENT SYSTEM

At our distribution center in Southaven, U.S.A., our employees are essential to ensuring a safe working environment for everyone. The Southaven Safety Management System drives safety awareness, engagement, and accountability. In 2021, our Southaven distribution center started to use the new safety reporting tool to ensure they meet their targets while making safety a way of working. This has resulted in an 613% increase in reported safety observations compared to the previous year.

Safety awareness, mindset, and culture have improved with an active local leadership team and the engagement of all employees. The safety reporting tool has also allowed team leaders to conduct weekly audits that make employees aware of potential hazards to be corrected.

With the new safety reporting tool, the Southaven distribution center has received information on safety statistics, trends, and repeated issues. These findings are communicated to the entire team and shared with other areas if similar safety hazards may be present.

Diversity and inclusion

Having the widest possible range of perspectives aboard makes Fiskars Group better, every day. The past year has been an extremely important one for us when it comes to solidifying our work on diversity and inclusion (D&I).

Our D&I working group first launched in 2020 with representatives from different locations and company functions. In 2021, the working group continued to meet on a quarterly basis to align, plan, and implement D&I initiatives and integrate them into Fiskars Group's everyday processes.

In 2021, our diversity and inclusion work took a leap forward with the launch of our diversity and inclusion statement, focus areas, and targets.

Our D&I statement is as follows:

"Inspired to be extraordinary, together"

At Fiskars Group, we are driven by our common purpose: pioneering design to make the everyday extraordinary. The everyday is different for everyone; it's shaped by what we do, where we live, who we love, and how we think.

We invite people to bring their everyday experiences and viewpoints into the conversation, and strive to create an open environment where everyone is listened to and understood.

Together, we celebrate diversity in all its forms and embrace all the dimensions that make us unique. By exploring, learning, and creating together, we can make daily life better for each other and the world around us.

Our diversity and inclusion focus areas:

Build awareness and understanding

- Increase internal awareness and understanding around D&I
- Challenge unconscious bias, racism, and harmful social norms

Welcome and nurture diverse talent

- Attract, recruit, and retain diverse groups and pools of talent for all positions
- Retain diverse talent
- Provide equal and fair opportunities for career development

Celebrate and promote diversity

- Celebrate diversity through our products, brands, marketing, and communications.



Our actions: building awareness and understanding during 2021

In 2021, we put emphasis on our first focus area: building awareness and understanding. The first step this year was to hold a company-wide event to introduce our diversity and inclusion statement and focus areas, as well as information about the importance of D&I. To make it easier for our employees to learn about D&I at Fiskars Group, we created a D&I intranet site where employees can read more about the topic at Fiskars Group. The D&I site includes educational resources such as recommended readings, podcasts and online trainings for all employees as well as team building activities for team leaders on diversity, equity, inclusion and unconscious bias in the workplace.

We also held dedicated, separate training sessions on diversity, equality, inclusion, and unconscious bias in the workplace for our Fiskars Group Leadership Team, senior leaders, and all office employees. The entire HR community was offered training on reducing unconscious bias. In total, 766 of our employees attended D&I training during 2021.

In addition, we now have a dedicated D&I lead in HR to ensure all our D&I activities move forward and are aligned. The D&I working group – made up of representatives from different parts of the company and locations – will continue to meet on a quarterly basis to align, plan, and implement D&I initiatives, and integrate D&I into our everyday processes.



External partnerships

INKLUSIIV

To further deepen our knowledge, we joined Inklusiiv Community as a member organization. Inklusiiv creates and shares knowledge about diversity, equity and inclusion (DEI), and supports organizations to transform it into action. Inklusiiv Community consists of organizations that are committed to advancing DEI and recognize it as a strategic priority. As part of a community of like-minded organizations committed to driving D&I, we aim to further strengthen our diversity and inclusion work within our company. We will continue our partnership with Inklusiiv in 2022 and look forward to learning from the Inklusiiv Community to strengthen our D&I knowledge and actions.

DIVERSITY ROUNDTABLE AND DEI SURVEY

In 2021, we joined the Diversity Roundtable – a unique cross-functional forum bringing together leaders of some of the most influential Finnish companies and universities with the objective of advancing diversity in Finland facilitated by Boston Consulting Group (BCG) and UN Women Finland.

As a part of this newly launched initiative, BCG also performed a baseline analysis on the status of diversity, equity and inclusion (DEI) in our company to understand where we are currently at compared to other Finnish companies, and identify key areas to advance. The survey was conducted between December 15 – 23, 2021 targeting our office employees. In total, we received 905 responses. We will use the results of the survey to plan further actions around our three D&I focus areas in 2022. You can see some key results from the survey in the key facts box.

Our progress in figures

In this section, we present figures on the diversity of governance bodies and employees in comparison to the previous year.

GRI 405-1 Diversity of governance bodies and employees

Board of Directors

Age group	Female, %	Male, %	Total, %
Under 30	0 (0)	0 (0)	0 (0)
30–50	25.0 (25.0)	12.5 (12.5)	37.5 (37.5)
Over 50	12.5 (12.5)	50.0 (50.0)	62.5 (62.5)
Total	**37.5 (37.5)**	**62.5 (62.5)**	**100.0 (100.0)**

Leadership Team

Age group	Female, %	Male, %	Total, %
Under 30	0 (0)	0 (0)	0 (0)
30–50	9.1 (27.3)	27.3 (27.2)	36.4 (54.5)
Over 50	18.2 (18.2)	45.4 (27.3)	63.6 (45.5)
Total	**27.3 (45.5)**	**72.7 (54.5)**	**100.0 (100.0)**

Managers with teams

Age group	Female, %	Male, %	Total, %
Under 30	2.2 (1.4)	0.3 (0.3)	2.5 (1.7)
30–50	28.4 (30.1)	35.8 (37.4)	64.2 (67.6)
Over 50	14.8 (13.6)	18.5 (17.1)	33.3 (30.7)
Total	**45.4 (45.2)**	**54.6 (54.8)**	**100.0 (100.0)**

Key facts:

Our Voice survey

- Belonging score (Question: I feel a sense of belonging at Fiskars Group): 73 (November 2021) (71; April 2021)
- Inclusion score (Question: Diverse perspectives are valued at Fiskars Group): 70 (November 2021) (67; April 2021)

DEI survey (further reading in Diversity Roundtable and DEI survey section on the left)

- 83% of respondents say Fiskars Group culture is inclusive
- 93% of Fiskars Group respondents see DEI as critical for future competitiveness
- 74% think Fiskars Group's DEI strategy and objectives are clear

Fiskars Group has employees in 31 countries representing 77 nationalities.

Employee by employee group and gender

	Office, %	Operative, %	Retail, %	Total, %
Female	15.8 (16.5)	22.5 (21.7)	15.5 (16.3)	53.9 (54.5)
Male	15.3 (15.1)	29.5 (29.0)	1.3 (1.4)	46.1 (45.5)
Total	**31.1 (31.6)**	**52.1 (50.7)**	**16.9 (17.7)**	**100.0 (100.0)**

Employee by employee group and age

	Office, %	Operative, %	Retail, %	Total, %
Under 30	2.2 (2.2)	10.9 (8.7)	4.1 (4.0)	17.2 (14.9)
30–50	**20.6 (20.9)**	**29.3 (30.6)**	**7.2 (8.0)**	**57.1 (59.4)**
Over 50	8.3 (8.5)	11.9 (11.4)	5.5 (5.7)	25.7 (25.7)
Total	**31.1 (31.6)**	**52.1 (50.7)**	**16.9 (17.7)**	**100.0 (100.0)**

Employees by largest nationality group

Nationality	Total, %
Finland	15.8 (15.9)
Indonesia	12.9 (11.2)
Thailand	10.9 (9.8)
United States of America	10.3 (12.2)
Slovenia	7.7 (7.8)
Poland	5.9 (6.6)
United Kingdom	4.5 (5.0)
Australia	4.1 (4.9)
Croatia	4.1 (2.4)
Japan	4.0 (4.2)



Human rights

Fiskars Group has an important opportunity to influence people's lives throughout our global value chain.

We actively respect and promote human rights and believe this enables us to grow our business responsibly and sustainably. We respect human rights in everything we do and recognize the equality of the people with whom we interact.

Our approach to human rights is defined in Fiskars Group's policies and our Human Rights statement, which also serve as the foundation for the implementation of targets related to human rights. Our Human Rights statement was created by our Fiskars Group Human Rights project group in close consultation with Enact, our external human rights development partner. The human rights project group consists of representatives from our HR, Legal & Compliance, Finance, Supply Chain, and Consumer Experience & Communication functions. The Fiskars Group Code of Conduct and related training provide a detailed description of our approach to doing business in an ethical way. Civil and political rights, economic, social, and cultural rights, labor rights, and the rights of vulnerable groups are essential for creating a positive, lasting impact on the quality of life of our people and the communities we are part of. Our people receive regular training on the Code of Conduct to increase their awareness of and ability to implement our principles in their everyday work.



Everyone at Fiskars Group, including our leaders, employees, suppliers, partners, and community members, has a role to play in defending human rights throughout our entire value chain. This includes promoting safety, health, and wellbeing; championing diversity, inclusion, and equal opportunities; working against harassment and discrimination; and fighting corruption and bribery. As a company, we continuously monitor our own and our partners' actions on human rights and are committed to taking corrective actions when any negative impacts are identified.

The Fiskars Group Board of Directors is responsible for ensuring that Human Rights are respected throughout the company. The Chief Executive Officer is responsible for implementing these principles. The day-to-day responsibility to identify, assess, mitigate, prevent, track and report human rights risks are the responsibility of our Global Functions and Business Areas.

Fiskars Group complies with all relevant labor laws and regulations. We do not allow working conditions or treatment that contravene basic human rights. We have zero tolerance for child labor, and we safeguard vulnerable workers from abuse or exploitation, regardless of their employment contract or immigration status.

We expect our suppliers and partners to adhere to the same values and high ethical standards we are committed to upholding. The Fiskars Group Supplier Code of Conduct outlines the standards all our suppliers and partners must meet to do business with Fiskars Group.

Supplier sustainability audits help us to assess and control human rights topics in our supply chain. Human rights related risks are mainly seen as financial, compliance, and reputational risks, but Fiskars Group also sees them as an operative risk. The main risks for us are non-compliant management among our suppliers and the inability to also cover their suppliers. Currently, we are managing the effectiveness of the human rights management approach by following up on our risk management and incidents of non-compliance.

Our human rights actions

We conducted a human rights assessment in 2019 to better understand the gaps, risks, opportunities, and steps required to develop a human rights due diligence program. Through the assessment, we gained valuable information on, among other things, how we could integrate human rights deeper into our risk management processes, covering both our own operations and our value chain.

After the human rights assessment, we faced challenges posed by the COVID-19 pandemic. This limited and slowed down our plans involving human rights work, but we have made progress since and continued the human rights work aligned with the action plan created. The target is to develop human rights due diligence and, rather than creating a new separate process, our aim has been to deeper integrate human rights management into our existing processes.



We identified an opportunity to develop our risk management to better cover human rights aspects and have made progress on this front. Human rights, along with environmental and other social aspects, are now included in our established annual risk management process. This ensures that risks related to human rights are identified and assessed, and that control measures are set.

Overall, during 2021, we have identified the policies and processes with which we will continue to work regarding human rights. We have launched several ongoing initiatives to ensure our commitment to human rights is implemented, for example:

- Human Rights initiative to further build the foundation for human rights at Fiskars Group
- Diversity and inclusion initiative to create an inclusive working environment
- Wellbeing initiative to promote the physical, emotional, and social wellbeing of employees
- Health and safety initiatives for a safer working environment and zero harm
- Promoting our Supplier Code of Conduct (SCOC), which includes our expectations regarding our suppliers' ethical, social and environmental condition
- WhistleBlowing Helpline to encourage our employees to report human rights concerns.

Grievance mechanisms

Fiskars Group is committed to conducting its business in an ethical and responsible manner, tolerating no violations of the Fiskars Group Code of Conduct.

Our WhistleBlowing Channel, a third-party platform, is a confidential and anonymous channel for all our employees to report any workplace-related issues, complaints, or suspected violations of the Code of Conduct. The Code of Conduct requires all employees or other persons working under Fiskars Group's direction to report any suspected violations to their manager, HR, Legal & Compliance function, or through the WhistleBlowing Channel.

All suspected violations and occurrences of misconduct are promptly and thoroughly investigated with confidentiality by our Legal and Compliance function. Depending on the case, relevant functions, such as HR, are engaged to solve the issues. All reported cases are reported annually to our Board's audit committee.

During 2021, we had ten cases reported via our Ethics and Compliance Helpline (aka Whistleblowing channel) and two cases received via management. The reported cases were related to human resources, discrimination, bullying, harassment, and fraud. Six of these cases were investigated, resolved, and closed during 2021. Six of the cases are still under investigation, or are being followed up. In 2021, a total of 19 cases were closed, including related and combined cases from the previous years. Next year the focus is to ensure the awareness of the Ethics and Compliance helpline throughout the organization.

We are committed to adhering to the International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact principles. We support the values, freedoms, and fundamental rights promoted in these texts and are committed to continuously learn and follow the evolution of human rights, as it helps us to become a better company.

Create positive societal impact

Throughout our history, Fiskars Group has been closely involved in the everyday life of the communities in which we operate.

We are part of these communities, and we want to ensure that they thrive economically, socially, and environmentally. We support this by actively contributing to these communities' positive development and by minimizing any negative impacts our operations may have on them.

Fiskars Group respects the cultures, customs, and values of these communities and builds local relationships to strengthen mutual understanding, all while striving to live by our values. We engage stakeholders in active and transparent dialogue and address societal issues with neighbors, civil society organizations, and others with an interest in the company. This is all conducted in alignment with our Community Engagement Policy and Guideline, which we have revised and developed in 2021.

In 2021, we also took part in countless small and large community engagement actions around the world, aiming to make the everyday extraordinary within those communities. These included various kinds of actions, such as donating school supplies



and supporting local associations. Some of these activities are described below. In total, we invested close to 700 000 EUR in local communities.

Case

LIVING OUR HERITAGE IN FISKARS VILLAGE

We started our journey back in 1649 in Fiskars Village, an ironworks in the southwestern corner of Finland. And we've been in the Village ever since. Today, Fiskars Village is home to a unique community of designers and artists, cultivating their craft in the breathtaking, ageless beauty of the Village.

It is our responsibility and privilege to safeguard and develop the cultural heritage present in the everyday of the Village. We collaborate with the Village community, strengthening the local economy, preserving its vibrant culture, and protecting the nature that surrounds the Village.

We have received encouraging recognition for our efforts in developing the long-term sustainability of the Village, and our ambition is to become a first-class sustainable travel destination that attracts visitors from all over the world.

Read about our destinations on fiskarsgroup.com



Case

EMBRACING THE HERITAGE OF OUR FINNISH BRANDS

Our brands Iittala, Arabia and Fiskars have strong heritage in Finland, and we maintain these historical connections by collaborating with several museums and institutions in Finland.

Iittala & Arabia Design Centre in Helsinki, Finland offers visitors a deep dive into two of Finland's most celebrated design and lifestyle brands, Iittala and Arabia. In collaboration with the Design Museum Helsinki, it presents the history of Finnish ceramic art and glass design in one collection. Since 2016 the center has invited visitors to explore their own creativity through workshops, guided tours, lectures and events.

Arabia Art Department Society is located in the same building as the Iittala & Arabia Design Centre. Founded in 2003 by artists from the Arabia Art Department, the society upholds Arabia's unique cultural heritage and promotes the use of ceramics in artistic expression.

In addition, we work with Design Museum Helsinki also in Design Museum Iittala, which features the leading works of Finnish glass art from the 1880s to the present day.



At Fiskars Village, we have rented buildings and facilities for a nominal sum to the Fiskars Museum, which preserves and explores the ironworks culture from the 17th century to the present day and presents the past to visitors in the form of stories, exhibitions and workshops.

Explore your own creativity at the Iittala & Arabia Design Centre.

Case

HAPPY BEE CAMPAIGN

For many decades, Fiskars has been one of the most beloved brands among enthusiastic gardeners, as our garden tools have proven to be durable and well-designed. Throughout these years, concerns have risen over the number of important pollinators, especially bees, reducing in gardens worldwide.

The cause of bee decline is predominantly habitat destruction from both intensive farming and urbanization, with climate change and toxic pesticides compounding the problem. But there are simple ways we can all help our local bees, whether we're planting in gardens, balconies, or community spaces. Even window boxes can help provide a rest stop for bees that are buzzing past.

To help enthusiastic gardeners make their local environment healthier and increase the number of pollinators, we launched our Happy Bee campaign in several countries in spring 2021. We shared information about pollinators through the media and our own websites, and inspired people to grow the colorful, fragrant flowers bees love. Fiskars partnered with #beebetter, a nationwide German initiative dedicated to protecting bees. The initiative is part of the Burda Senator Verlag, one of the largest media companies in Germany, which also provided extensive media visibility for the campaign in Germany to help raise awareness of the importance of protecting wild bees.



We also provided a free Bee Box for consumers that purchase Fiskars tools. The box contents varies according to location, but each includes bee-friendly seeds, a Fiskars seed trowel, Royal Horticultural Society seeds and instructions, a planting calendar, and a guide on how to spot different bees in your garden.

Information from the Burda Research on the beebetter campaign:

- 61% of respondents increased their knowledge of bee protection and biodiversity
- 58% of respondents are motivated to make their garden, balcony or terrace more bee-friendly
- 30k seed packs were given away through radio promotion

Case

THE SPECIAL MOOMIN BY ARABIA MUG "IN THE MOUNTAINS" SUPPORTS THE PROMOTION OF CHILDREN'S RIGHTS AND WELL-BEING, NORWAY

In Norway, we were happy to collaborate with the local Save the Children association. We released a Norway-exclusive special edition of the Moomin by Arabia mug in August 2021 and donated 10 Norwegian kroner to Save the Children for each mug sold. It was also possible to buy the mug from other countries through the Moomin.com web shop.

The aim of the campaign was to support children's rights and equality, particularly highlighting friendship and wellbeing. As such, the Moomin by Arabia special mug, "In the Mountains," illustrates a comforting scene: Moomintroll turning to his friend Snufkin for advice. Tove Jansson's Moomin stories have addressed many socially important issues, such as loneliness, diversity, and wellbeing over the years. The stories are relatable and offer new perspectives for both children and adults.

The special edition mug was originally available until the end of the year, but our campaign was so successful that the mug quickly sold out.



Case

PROJECT ORANGE THUMB SUPPORTING COMMUNITY GARDENS, U.S.A

Fiskars's philanthropic platform in North America, Project Orange Thumb, has assisted numerous schools and community groups since 2002. The focus of the platform is to support community programs that celebrate innovation, education, and biodiversity. Since its beginning, Project Orange Thumb has granted over $1.8 million to more than 390 schools and community groups.

In 2021, Fiskars partnered with sustainability advocate and plant enthusiast Nick Cutsumpas, better known as "Farmer Nick" on Instagram. Together, Nick and Fiskars supported four community gardens across the country to help them continue their amazing work addressing food insecurity in local communities. Each garden had a unique approach to working with their local community to address immediate food security needs and promote sustainability. This is also the first year that Project Orange Thumb organized a strategic social and digital campaign. The results ultimately spoke for themselves, with the initiative garnering over 1.5 million social media impressions alone.

Case

SOS CHILDREN'S VILLAGES, FINLAND

SOS Children's Villages in Finland helps families by providing early intervention, open care, and foster care, with the ambition to support young people as they overcome challenges and become independent young adults.

Through a partnership between Fiskars Group and SOS Children's Villages, we support young adults moving from the Villages to their first homes. For several years, we have donated a set of quality tableware and kitchen tools to each young person moving from a SOS Children's Village. In 2021, we donated 23 sets of tableware to seven Villages around Finland.

Furthermore, in the lead up to Christmas, Finnish Iittala stores raised money for the local SOS Children's Villages, and the collected money was used to support Apuu-chat. Operated by SOS Children's Villages, Apuu-chat volunteers help and listen to children who wish to talk to a trusted adult. Over 36 000 children spoke to Apuu-chat volunteers in 2021.

Case

PINK RIBBON, SWEDEN AND FINLAND

In 2021, two of our brands participated in the Cancer Foundation's Pink Ribbon campaign. This was the fourth consecutive year for Arabia in Finland, the third Rörstrand in Sweden. The Finnish and Swedish Cancer Society branches run an annual Pink Ribbon Campaign in October to promote cancer awareness, collect money for cancer research, and influence decision-makers to take a stand in key cancer-related issues.

This year, Arabia in Finland released its entirely pink Huvila (Villa) series – consisting of mugs, plates, bowls, vases, jugs, and serving trays designed by Heini Riitahuhta – for the campaign and donated 1 euro from the sale price of each item to the Pink Ribbon Campaign. In Sweden, Rörstrand donated 15 Swedish kronor to the campaign for every Swedish Grace mug sold in the rose, snow, and stone colors.



GRI Supplement

THIS SECTION INCLUDES ADDITIONAL
GRI CONTENT AND THE GRI CONTENT INDEX

Sustainability governance

To ensure clear responsibilities and focus, Fiskars Group has a governance model on how sustainability is managed throughout the company.

We have been working to bring sustainability into the very core of everything we do. To support this, our group sustainability team is part of Fiskars Group's CFO function. The team was moved to the CFO function during the last quarter of 2021 from the Consumer Experience and Communications function (CEC).

THE BOARD OF DIRECTORS conducts a comprehensive annual review of the sustainability approach and ambition and has the ultimate oversight of sustainability: the ambition level and targets.

CEO AND FISKARS GROUP LEADERSHIP TEAM (FGLT) reviews and approves Fiskars Group's sustainability approach, commitments, roadmaps and targets. The FGLT also follows the execution of the roadmap work, owns the targets, and is responsible for ensuring they contribute to strategic priorities while responding to global influences. Other FGLT responsibilities include signing off the policies, sustainability reports, compliance, and data. The Chief Financial Officer & deputy to the CEO has the overall responsibility to drive sustainability agenda in the FGLT.

THE SUSTAINABILITY MANAGEMENT TEAM is a cross-functional team aligning and prioritizing activities for the Fiskars Group sustainability agenda and building up the roadmap for approval. The team oversees the execution of the Fiskars Group sustainability roadmap and tracks the performance against our commitments and roadmap. The team includes members from our Business Areas and all global functions, including HR, finance, supply chain, legal, sales, communications, and IT. Each team member is responsible for sharing information and driving the sustainability agenda in their respective teams.

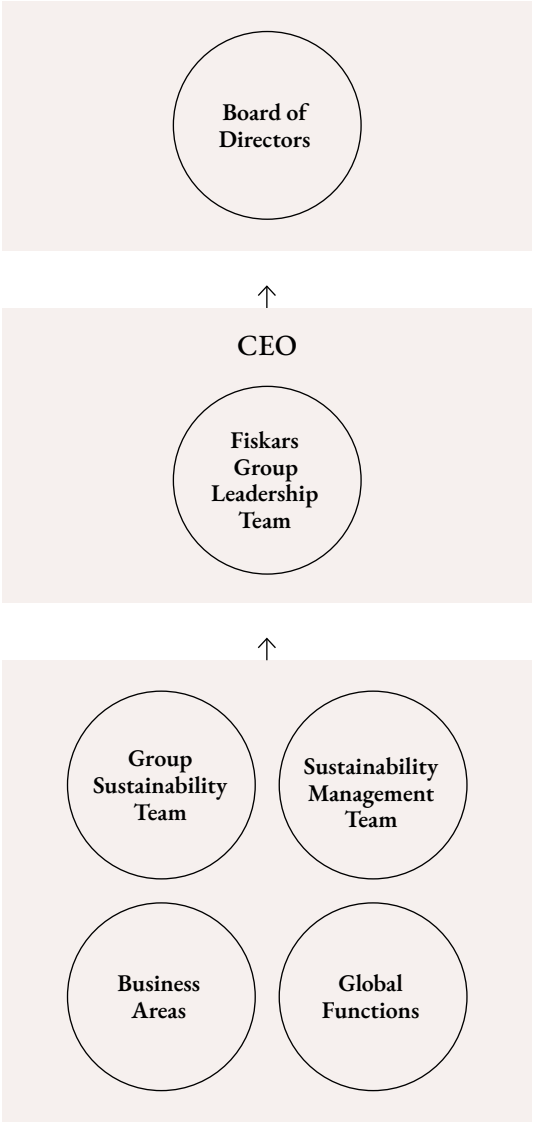
THE GROUP SUSTAINABILITY TEAM has strategic oversight of sustainability across Fiskars Group operations – developing, coordinating, and reporting sustainability related topics.

Facilitates cross-functional approaches bringing together insights from business areas and global functions, ensuring we work towards our targets and integrate sustainability into our business plans

- Proactive management of stakeholders' expectations, bringing insights and learnings into the business and top management.
- Integrating sustainability into our practices, communication, and policy implementation

Reporting on progress both internally and externally to relevant stakeholders.

THE BUSINESS AREAS AND GLOBAL FUNCTIONS are responsible for responding to sustainability roadmap work and targets in their business plans and operations.



Sustainability management

The world around us is changing more rapidly than ever before, and we need to be ready to respond to these shifts.

By redefining how we do business, we can grasp the opportunities and mitigate the risks around sustainability. Read more about our sustainability approach and commitments in our sections on Sustainability ambition and Sustainability commitments.

The foundations of our commitments are the sustainability topics defined in the sustainability assessment conducted in 2019. In 2020, to deepen our views, we organized interviews with our key customers and suppliers to validate our sustainability commitments and hear their expectations of our sustainability work. These interviews further supported us in defining prioritized action plans under each commitment and let us confirm that our sustainability commitments are aligned with our customers' expectations. During 2021, we continued the work and defined some new targets.

To reach our commitments, we will focus our efforts on the areas we believe will have the biggest impact. Each of the three commitments are supported by focus areas and targets.

Engaging our diverse stakeholders is a priority for Fiskars Group, as it provides us with insights to support our continuous development and the delivery of our long-term targets. We believe a business cannot flourish if it cannot meet the expectations of its stakeholders. Our stakeholders are entities or individuals that have a moderate impact on our business, or are affected by our activities, products, and services, presenting both risks and opportunities.

Some of the high-level topics from stakeholder surveys are listed in the stakeholder engagement table.

To reach our commitments, we will focus our efforts on the areas we believe will have the biggest impact.



Stakeholder group	Response
Consumers	We continuously engage with our consumers through numerous touchpoints, including surveys, written communications, social media, and discussions.
Customers	We work closely with our customers through dedicated account teams, joint initiatives, and customer care. During 2020, we also conducted interviews with our customers on their sustainability expectations.
Employees and potential employees	We engage with our employees through employee surveys, town halls, employee communications, individual development plans, and a variety of Fiskars Group training sessions, as well as internal and external social media.
Suppliers and subcontractors	We engage with our suppliers through site visits, annual supplier days, and our audit program.
Shareholders and investors	Annual General Meeting for our shareholders, quarterly reporting and webcasts, Capital Markets Day, investor meetings and presentations, and ongoing dialogue with investors and analysts
Non-governmental organizations	Forms of engagement with NGOs include partnerships, memberships, and ongoing dialogue.
Media	We engage with media through specific media events, press releases, and connecting with media influencers, including bloggers.
Research institutes, universities, and vocational schools	We actively collaborate with universities and institutes, for example, through our product development and with new business models.

Stakeholder expectations	Response
Strong commitment to sustainability from Group management and management as an enabler of concrete actions towards sustainable operations and innovations	During 2021, we continued with defining our sustainability targets for our integrated sustainability approach launched in 2019.
Set clear and bold targets that support Fiskars Group's strategic priorities	In 2019, sustainability was integrated into our Group strategy, and we launched new sustainability commitments and renewed targets to better support strategy implementation. During 2020, we set new science-based emission targets and joined the UN Business Ambition for 1.5°C initiative, aligned with our commitment to become a carbon neutral business.
More communication on sustainability with stronger messages to inspire and engage people	During 2021, we organized a series of Sustainability Talks, where we shared insights on our commitments and current actions with our employees. In total, we organized three calls and an interview, covering a variety of topics and receiving very positive feedback.
Prioritizing needed to focus on key topics that would make an impact	The three sustainability commitments that we set in 2019 helped us to prioritize our sustainability topics. In 2021, we worked on five prioritized topics to ensure structured execution on key topics.
Courage to experiment and trial new ideas	We believe that taking a more integrated approach and bringing sustainability closer to business will help us to implement more pilots around sustainability. We also introduced our new BRUK team that focuses on innovation and piloting new ideas.
Clear governance model including allocated roles and responsibilities	A sustainability governance model was developed during 2020. In 2021, the group sustainability team was integrated into our CFO function, emphasizing its strategic role in the company.
Plastics in packaging and in products	Plastics are part of the discussions around our circular economy commitment. We have set a target to have all packaging renewable, preferably recycled and further recyclable by 2030. For plastics in products, we have clear quality and safety standards in place, although we are looking for more sustainable alternatives where possible. Fiskars scissors made from 100% recycled or renewable materials are an example.
Manufacturing location	Fiskars Group manufactures products in its own factories and together with partners. The manufacturing location and working conditions in factories were raised in the stakeholder survey. We aim to further increase transparency and communicate more about our responsible manufacturing and quality standards.

UN Sustainable Development Goals

Our sustainability approach and commitments are based on content from the United Nations Sustainable Development Goals (SDGs), as well as analysis around the SDGs we conducted. These 17 SDGs were adopted by all UN Member States in 2015, as a part of the UN's 2030 Agenda for Sustainable Development.

We began our work by using both external tools and materials published by the UN to dig deeper into each SDG and related sub-targets. These included SDG Lens by DNV GL and SDG Compass developed by GRI, the UN Global Compact, and the World Business Council for Sustainable Development.

Through the SDG impact assessment, we identified three SDGs that were clearly important for us throughout the entire value chain, and these have both positive and negative impacts.

The first is number 12, Responsible consumption and production. As a consumer goods company, we have a crucial impact on, and the capacity to, affect people's consumption habits. In general, producing and selling products could be seen as having a negative impact. Our potential to create a positive influence, however, is also considerable, given our sustainable production, the fact that our products can last for generations, and that possibilities exist around a new sustainable service-based business model.

We are already developing our environmental performance in terms of materials, substances of concern, and waste management. There is still a lot to do, and we could also expand our approach through a better understanding of different topics such as the lifecycle of our products and the impact of sustainable service models.

The second material SDG is number 10, Reduced inequalities. Fiskars Group has 6,690 employees, with an even more significant number of people working in our value chain. For us, diversity and equal treatment of all people are top priorities. On the other hand, we also have a responsibility to reduce inequalities; without adequate action, we might have a negative impact on this goal.

The third SDG we have pinpointed is number 13, Climate change. Our current core business is to produce products and deliver them to our customers and consumers throughout our supply chain. In each link of the value chain, from raw material extraction to the end-of-life of our products, we have a negative impact on climate change in the form of CO2 emissions. That said, we have already worked to reduce our negative impact; through our lasting design and new business models around circular economy, we are able to achieve a further positive impact.

All three SDGs were further integrated into our sustainability concept in 2019, when we renewed our long-term sustainability targets. We believe that choosing pertinent SDGs and integrating them into the sustainability concept, targets, and action plans will support our work and help us to better communicate our focus areas.

Fiskars Group Impact on SDGs



Through the SDG impact assessment, we identified three SDGs that were clearly relevant for us throughout the entire value chain with both positive and negative impacts.

Economic Performance

GRI 201-1 Direct economic value generated and distributed

Economic performance, EUR million	2021	2020	2019
Customers			
Sales	1,254	1,116	1,090
Suppliers			
Operating costs	849	668	696
Employees			
Wages and benefits	294	264	312
Public sector			
Corporate income taxes	36	20	18
Shareholders			
Payments to providers of capital	49	46	51
Creditors			
Interest	3	6	5
Communities			
Sponsorship and donations	0.7	0.7	0.5
Economic Value retained	22	111	8

Taxes

Fiskars Group disclosure: Income taxes paid, top 5 largest countries

In 2021, the top five largest countries where Fiskars Group paid income taxes were Finland, Denmark, U.S, Sweden and China. Income taxes paid to these countries were in total EUR 32 million (EUR 18 million).

Information reported in Disclosure 201-1 and in Fiskars Group disclosure is based on audited financial data.

Tax strategy

The Fiskars Group tax strategy is based on our aim to be responsible corporate citizens in the communities where we operate, and to fulfill our responsibilities towards shareholders, employees, customers, and suppliers.

The core of our tax strategy is to pay the right amount of tax at the right time to the right tax authorities, respecting all the applicable tax laws of the countries where we operate.

The Fiskars Group Tax team works closely with the businesses to identify and manage business and technical tax risks so we can create a sustainable yet business-feasible platform for operations. The tax team is involved in business changes as early as the planning phase to ensure the alignment and appropriate compliance of tax rules and regulations.

All business planning at Fiskars Group is based on business needs. Our tax planning is aligned with our business models. We consider tax implications as part of the decision-making process and ensure that transactions and structures are treated based on their commercial substance. Our business, investment and location planning are primarily driven by commercial needs. We may utilize available tax incentives when they are aligned with our business and operational objectives.

Our transfer pricing principle is to apply arm's length transfer prices to intra-group transactions to reflect where value is created in the Group, and which jurisdiction has the right to tax the profits.

We foster relationships with tax authorities based on mutual transparency and trust in all the jurisdictions where we operate. We may seek advice or advance rulings in situations subject to interpretation and apply judgment based on facts.

To operate efficiently and to manage risks, we employ tax professionals, both internal and external, to manage our compliance obligations. We are committed to setting up and maintaining systems, processes, and controls to ensure efficiency of our compliance functions.

Tax legislation and compliance requirements are subject to constant change in our operating environment. Fiskars Group's Tax team monitors changes in tax legislation and regularly review tax affairs and risk management procedures to ensure that Fiskars Group can identify, assess, and mitigate tax risk.

As part of protecting shareholder value, we act with integrity in all tax matters and accurately report the Group's tax position to our shareholders and other stakeholders.

Sustainable business practices

We are on a mission for the lasting wellbeing of people and the planet. We follow certain ways of working and focus on operating in a unified way throughout our global operations.

Code of Conduct

The Fiskars Group Code of Conduct lays out the expectations and guiding principles for appropriate workplace behavior, helping all employees understand how to do business in an ethical, safe, sustainable, and transparent manner. At Fiskars Group, the Code of Conduct is the primary everyday tool, providing guidance on a variety of topics we consider important for our business, which we have complemented with other policies and globally acknowledged guidelines and principles. The Fiskars Group Code of Conduct was updated in 2021.

To make sure everyone at Fiskars Group knows how to operate in their day-to-day work and deepen their knowledge on important matters such as health and safety, data protection, and anti-bribery and corruption, we organize mandatory training sessions for all employees. New employees conduct the training during their onboarding. Every second year, we train all our employees. By the end of 2021, 91% of our employees have completed our Code of Conduct e-learning training.

Supplier Code of Conduct

The Fiskars Group production strategy is based on combining our own manufacturing operations with those of our selected suppliers. Our goal is to build a strong supplier network that can satisfy our business needs and meet our corporate values and expectations regarding social and environmental requirements.

The Fiskars Group Supplier Code of Conduct (SCOC) outlines the non-negotiable minimum standards Fiskars Group requires all its suppliers to comply with when doing business with the company, illustrating the values and principles that are core to Fiskars Group operations worldwide. Topics covered in the SCOC include important topics such as health and safety, environmental protection, and human and labor rights.

It also describes Fiskars Group's commitment to international conventions such as the United Nations Guiding Principles on Business and Human Rights, the fundamental conventions of the International Labor Organization (ILO), OECD Guidelines for Multinational Enterprises and the 10 principles of the UN Global Compact.

Our Supplier Code of Conduct outlines the non-negotiable minimum standards all suppliers must comply with.

External initiatives and memberships

We honor and promote universal human rights and equal opportunities in everything we do. To demonstrate our commitment, Fiskars Group joined the UNGC, the world's largest corporate sustainability initiative, in 2016.

We honor and promote universal human rights and equal opportunities in everything we do. To demonstrate our commitment, Fiskars Group joined the UNGC, the world's largest corporate sustainability initiative, in 2016.

International standards and guidelines create an important foundation for Fiskars Group's quality, environment, health, and safety (QEHS) management. Our manufacturing units, distribution centers, and suppliers use the quality management standard ISO 9001, environmental management standard ISO 14001 and health and safety standard ISO 45001.

Currently, 90% (86%) of our manufacturing units are ISO 9001, ISO 14001, and ISO 45001 certified. The certifications will be expanded to cover more of our manufacturing units and distribution centers in the future.

Fiskars Group's main memberships in industrial organizations and in national or international advocacy organizations during 2021

- UN Global Compact
- The Association of Finnish Work
- FSC Finland
- Climate Leadership Coalition
- International Chamber of Commerce (ICC)
- Federation of Finnish Technology Industries
- The Chemical Industry Federation of Finland
- The Finnish Risk Management Association
- FIBS - Corporate Responsibility Network
- Global Compact Finland Network
- Taxpayers Association of Finland
- Finnish Quality Association



Responsible supplier management

In today's world, consumers are more conscious than ever before of the impact of their purchasing habits. Accordingly, people want to trust companies to operate sustainably and ethically. Fiskars Group is building a strong supplier network that can meet our business needs, as well as our corporate values and social and environmental expectations.

We use a variety of raw materials, components, and services to create our extraordinary products and bring them to consumers. We utilize a balance of our own creation with external manufacturing for finished goods. Carefully managing sourcing and purchasing is incredibly important to building a sustainable business.

Fiskars Group sources finished goods from suppliers located in Europe, North America, and Asia, with the biggest sourcing countries being China, Thailand, and Vietnam. During 2021, we audited 38% (19%) of our active finished goods suppliers by spend. The number of audits among finished goods suppliers temporarily decreased due to the COVID-19 pandemic. However, in 2021, we adopted new approaches, such as remote audits, thus increasing the number of audited suppliers compared to 2020.

Fiskars Group policies related to sustainable sourcing

The Fiskars Group Supplier Code of Conduct outlines the non-negotiable minimum standards Fiskars Group requires all our suppliers to comply with when doing business with us, illustrating the values and principles that are core to our global operations. The Supplier Code of Conduct covers important topics such as health and safety, environmental protection, human and labor rights, business ethics and integrity, management systems, commitment, and intellectual property rights.

Fiskars Group's sourcing organization and other people interacting with external suppliers are guided by our Sourcing and Purchasing Policy, updated in 2020. It is an important guideline for all employees in managing indirect spending and buying goods and services. The policy has been put in place to ensure that Fiskars Group follows a professional, controlled, and sustainable sourcing and purchasing process for services and materials provided by external suppliers. In short, it lists the dos and don'ts of external spend.

Supplier sustainability audit program

We established our first supplier audit program in 2011, and we have continuously developed it ever since. The decision to conduct an on-site audit is based on a risk assessment that takes into consideration country risk, the size of the business, and the industry.

All finished goods suppliers in risk countries are audited on-site by Fiskars Group. Fiskars Group has a professional team of auditors who perform audits in the Far East and Southeast Asia. In addition, we use third-party audit services to complement our own audits when needed.

An audit consists of document reviews, manufacturing unit tours, and worker interviews. The questions are divided into three levels of significance (zero tolerance, normal, and advanced), and the results are expressed as a percentage score.

In 2021, we conducted a total of 81 supplier code of conduct audits on our suppliers. This included audits for finished good suppliers, raw material and component suppliers, and out-licensing partners.

GRI 414-1 New suppliers that were screened using social criteria

Supplier social assessment	2021	2020
	100%	78%

Fiskars Group had six new finished goods suppliers in 2021. All new suppliers underwent our sustainability audit that is based on the Supplier Code of Conduct.

GRI 308-1 New suppliers that were screened using environmental criteria

Supplier environmental assessment	2021	2020
	100%	78%

Fiskars Group had six new finished goods suppliers in 2021. All new suppliers underwent our sustainability audit that is based on the Supplier Code of Conduct.

Developing the reporting

Our suppliers' operations and employees play an important role in helping to create our extraordinary products. It is crucial for us to ensure our suppliers are conducting their business sustainably, and that we assist them in this task. We gather data from our key finished goods suppliers to understand their energy and material efficiency, sustainable waste management, and CO_2 emissions reduction efforts. We currently receive data from 23 suppliers, covering over 63% of the finished goods sourcing spend.

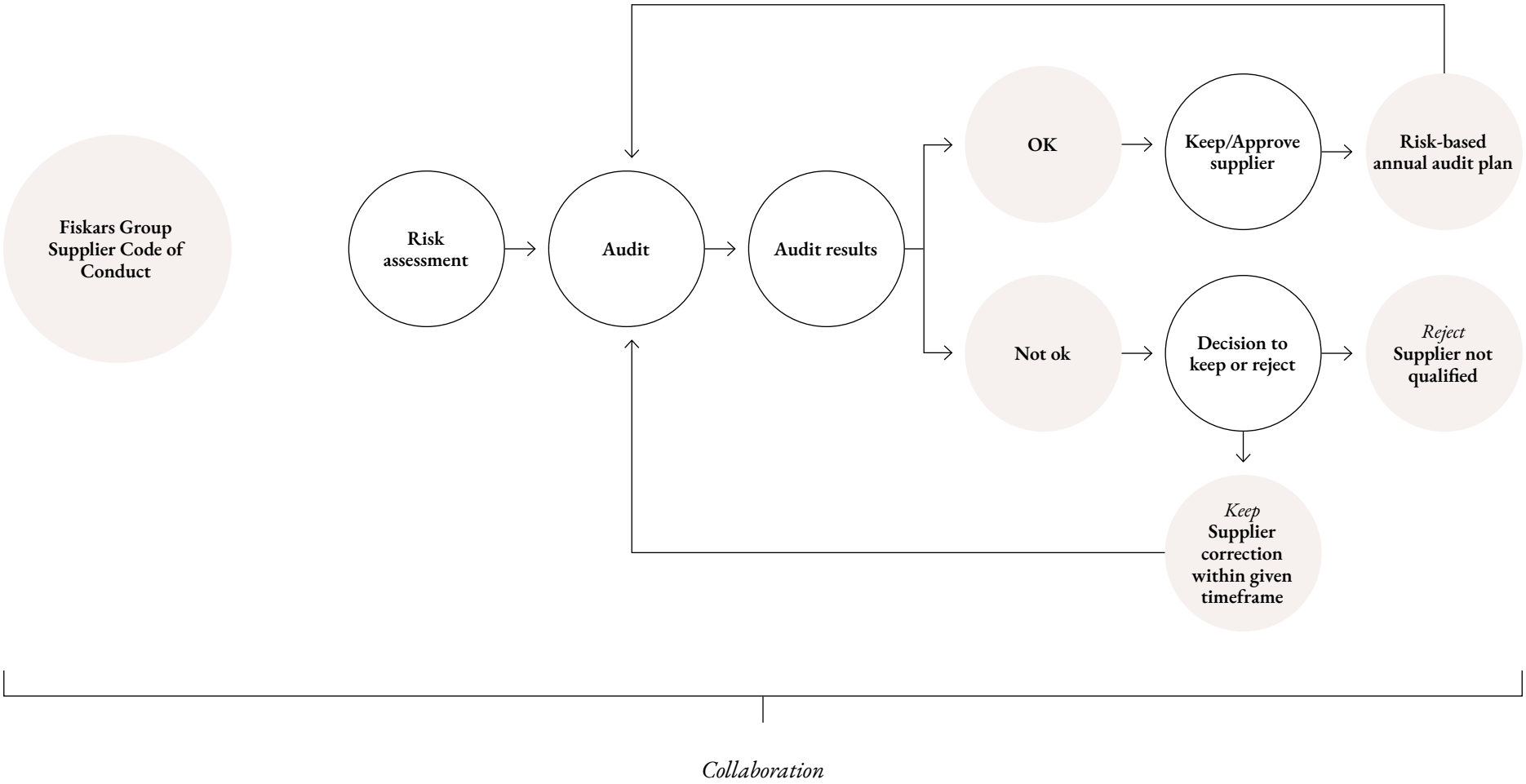
We have committed to 60% of our suppliers by spend covering purchased goods and services having science-based targets by 2024. This covers our raw material, component, and finished goods suppliers, and we encourage them to set science-based targets for their Scope 1 and 2 emissions at a minimum.

In 2021, we communicated Fiskars Group's sustainability commitments and our climate expectations in a letter to targeted suppliers. In addition, we provided online training sessions on setting science-based greenhouse gas emission targets to our raw material, component, and finished goods suppliers. In 2022, we will continue to provide more online training and local support to targeted suppliers.

We encourage our suppliers to set science-based targets.



Responsible supplier management



Biodiversity

Fiskars Group's business depends on nature and its resources.

Nature has been an inspiration for many of our talented designers who have created iconic products. Giving back to and protecting nature is crucial for our sustainable future. Our commitment to fight against throwaway culture highlights our approach to lasting design and the sustainable use of raw materials, which are the starting point for our approach to biodiversity protection.

A couple of years ago, we conducted a preliminary assessment of the biodiversity risks and opportunities for Fiskars Group. In our assessment, we defined the kinds of ecosystem services we use and the impact we have on them. For example, in production services, we use raw materials and energy. We can minimize our negative impacts through raw material selection and energy efficiency. In the future, we will deepen our understanding between our business and biodiversity and further map the ecosystem services relevant for us.

Fiskars Group owns around 14,000 hectares of sustainably managed FSC™-certified (FSC C109750) and PEFC-certified (PEFC / 02-21-18) forests around the area of our Fiskars Village in Finland. Both the FSC and PEFC certification systems promote the responsible and sustainable management of the world's



forests. Wood from sustainably grown trees is both renewable and recyclable, and is the primary element in thousands of products we use every day. Sustainable forest management, an important focus for us, helps us maintain our forestland for decades to come.

We have assessed the carbon stock of our forests, which is the amount of carbon that has been sequestered from the atmosphere and is now stored within the forest ecosystem, mainly within living biomass and soil. According to the assessment conducted with the Natural Resources Institute Finland, the current carbon stock of our trees 2.2 million tons of CO_2 equivalent, with the total combined carbon stock of our trees, other biomass, and soils is 5.7 million tons of CO_2 equivalent. The current annual carbon sink of the forest is 17,000 tons of CO_2 equivalent.

The carbon stock in our forests is significant. The results emphasize the importance of sustainable forest management and protection of forest biodiversity, enabling the development of carbon stock in the future.

The carbon stock in our forests is significant, 5.7 million tCO_2 e.

Case

WWF

Fiskars Group collaborates with WWF in Finland to support biodiversity and preserve and improve natural ecosystems. Throughout the partnership, a portion of the business-to-business sales of Fiskars ReNew Recycled Scissors and Iittala 100% recycled glass collection items has been donated to WWF Finland for the conservation of Finland's biodiversity. Our collaboration with WWF also consists of concrete voluntary work, through which we help to protect biodiversity in Finland and increase awareness of the importance of biodiversity for the planet's wellbeing.



Case

PLANTING MANGROVE SEEDLINGS IN INDONESIA

Mangrove forests significantly impact carbon emissions due to their ability to store high densities of organic carbon. In addition, mangroves promote biodiversity by providing a wide range of ecosystem services, including nutrient cycling, soil formation, fish spawning grounds, and protection against coastal erosion and storm impacts. Mangroves are major carbon sinks, but are under threat from deforestation resulting from fish farming and agriculture.

To fight the destruction, our PT Doulton ceramics factory in Indonesia has been working to plant mangrove seedlings in coastal areas since 2016. In 2021, 2000 more mangroves were planted along the North Coast of Java Island. In total, 22,000 mangrove seedlings have been planted over the years. To make these kinds of initiatives successful, it is crucial to collaborate with the local community, NGOs, and the government. We have, for example, collaborated with the Mangrove Study Center of Diponegoro University in Indonesia. In addition to planting seedlings, the team has been tracking and supporting the growth of these mangroves.

Responsible water use

The use of water differs between our production sites and depends on the intended end products and available technological solutions.

We use water mainly for cooling, heating, and washing. Used water is recycled at our sites whenever possible to minimize water intake. Our process waters are also treated to meet regulatory requirements before they are safely discharged. Our water use does not adversely affect other stakeholders' water use. According to World Resource Institute's classification, two of our manufacturing units are located in water stress areas.

We are committed to minimizing and optimizing the use of water in our operations if possible, and our manufacturing units located in water stress areas have set their own water efficiency goals. In 2021, our manufacturing unit PT Doulton in Indonesia was able to reduce its ground water usage by 8% compared to the previous year. Our manufacturing units and distribution centers monitor and report their water usage.

Used water is recycled at our sites whenever possible to minimize water intake.

GRI 303-3 Water withdrawal

Water withdrawal by source all areas, 1000 m^3	2021	2020	2019
Surface water	233	239	226
Ground water	56	57	73
Third party water	173	135	174
Total	**463**	**432**	**474**

Water is reported based on invoicing and meters; surface water is based on meters.



Product quality

Ensuring the high quality of our products and services is our top priority.

We want to ensure all our products and services meet our requirements for durability, functionality, safety, and aesthetic quality. Therefore, consumer voices are crucial in capturing their needs and expectations. We systematically utilize consumer feedback to ensure we continue to be a trusted partner that provides quality products and services.

A deep commitment to quality is a core piece of our purpose: to pioneer design to make the everyday extraordinary. The Fiskars Group Quality Policy defines our approach and provides a common framework for quality management and the communication of quality practices. We execute this policy in our everyday work, as supported by our strategy and organizational structure. Our commitment to quality is implemented through our management systems, and we are all responsible for integrating quality as part of our work. Our Quality Policy was updated in 2020 and covers the whole of Fiskars Group.

Everyone is responsible for ensuring that quality is embedded in all our processes. We design new products and changes to products or processes using advanced quality planning tools and test them to exceed consumer expectations. Our new product development, supply chain, and 90% of our manufacturing units and distribution centers are certified via the quality management system standard ISO 9001.

We continually improve our products and processes to support our quality promise and efficiency. Roles and responsibilities, key performance indicators, and targets are clearly defined for all processes. These are monitored on an ongoing basis, and the aim is always improvement. Training and coaching are considered important tools that let us implement efficient processes. We also set annual objectives to improve our quality performance and continually track development through our management systems. We actively review risks and their controls to improve our quality standards with consideration for new technologies, legislation, and best practices.

The effectiveness of our product quality management approach is evaluated against how we are performing in relation to our targets and based on non-compliance incidents. Meanwhile, our quality management approach is continuously developed based on consumer feedback and insights.

At Fiskars Group, we aim to avoid the use of substances in our products and manufacturing processes that could potentially harm the environment or human health. We have identified such materials and substances in our supply chain, and we are working proactively to reduce or eliminate their use. We also require suppliers to sign our Supplier Code of Conduct to comply with material restrictions and product safety requirements set by applicable laws and regulations, with possible additional requirements set by Fiskars Group.

Our product development process also focuses on consumers. We rely on innovative technologies and thorough testing to meet and exceed their expectations. Our product developers invest time in using the products as they are meant to be used, for everything from cooking, to crafting, to learning the skills with which we design tools. We also work with several professionals, such as gardeners and chefs, to rigorously test the products in professional hands. We do this to better understand how to improve our products and make them more efficient, more intuitive to use, and more enjoyable.

Consumer feedback is crucial to ensure we continue to provide quality products and services.

GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Customer health and safety	2021	2020
Incidents of non-compliance with regulations resulting in a fine or penalty	0	6
Incidents of non-compliance with regulations resulting in a warning	1	0
Incidents of non-compliance with voluntary codes	0	1

In 2021, there was one reported incident of non-compliance resulting in a potential fine related to Prop 65 requirement.

GRI 417-2 Incidents of non-compliance concerning product and service information and labeling

Marketing and labeling	2021	2020
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0
Incidents of non-compliance with voluntary codes	0	0

No incidents of non-compliance concerning product and service information and labeling in 2021.



Employee data

The Fiskars Group's Human Resources organization is responsible for collecting, maintaining, and reporting personnel data.

Our global HR system contains versatile and comparable HR data globally. Harmonized global HR reporting principles and a systematic data validation process form the basis for data quality for our personnel related reporting. The people data reported in the sustainability reporting for 2021 includes active Fiskars Group employees. Inactive employees on leave of absence (e.g. study leave, long-term sick leave, parental leave) are not included in the published data. The number of inactive employees is 3.0% of the total number of employees.

GRI 102-41 Employees covered by collective bargaining agreements

Fiskars Group supports its employees' right to freedom of association and collective bargaining. Overall, 54% of Fiskars Group employees are covered by collective bargaining agreements. Participation in collective bargaining agreements varies significantly between regions, with the participation rates: Europe (80%), North America (27%) and Asia-Pacific (26%).



GRI 102-8 Employees by contract type, gender, region and work time

Number of employees by employment contract and gender

	Regular	Fixed term	Total
Female	3,053 (3,081)	551 (411)	3,604 (3,492)
Male	2,957 (2,832)	129 (87)	3,086 (2,919)
Total	**6,010 (5,913)**	**680 (498)**	**6,690 (6,411)**

Number of employees by employment contract and region

	Regular	Fixed term	Total
Europe	3,073 (3,095)	372 (158)	3445 (3253)
North America	807 (863)	0 (5)	807 (868)
Asia-Pacific	2,130 (1,955)	308 (335)	2,438 (2,290)
Total	**6,010 (5,913)**	**680 (498)**	**6,690 (6,411)**

Number of employees by work time and gender

	Full-time	Part-time	Total
Female	2,936 (2,785)	668 (707)	3,604 (3,492)
Male	2,987 (2,820)	99 (99)	3,086 (2,919)
Total	**5,923 (5,605)**	**767 (806)**	**6,690 (6,411)**

GRI 401-1 Total number and rates of new employees hires and turnover by age group, gender, and region

Total number and rate of new employees by age

	New hires	New hire rate, %
Under 30	740 (269)	49.3 (39.6)
30–50	613 (316)	40.9 (46.5)
Over 50	147 (94)	9.8 (13.8)
Total	**1,500 (679)**	**100.0 (100.0)**

Total number and rate of new employees by gender

	New hires	New hire rate, %
Female	869 (412)	57.9 (60.7)
Male	631 (267)	42.1 (39.3)
Total	**1,500 (679)**	**100.0 (100.0)**

Total number and rate of new employees by region

	New hires	New hire rate, %
Europe	851 (431)	56.7 (63.5)
North America	206 (137)	13.7 (20.2)
Asia-Pacific	443 (111)	29.5 (16.3)
Total	**1,500 (679)**	**100.0 (100.0)**

New hires calculation: (new hires per category/total number of new hires in 2021) *100

Total number of leavers and turnover rate by age

	Number of leavers	Turnover rate, %
Under 30	389 (295)	33.8 (30.9)
30–50	582 (556)	15.2 (14.6)
Over 50	274 (349)	15.9 (21.2)
Total	**1,245 (1,200)**	**18.6 (18.7)**

Total number of leavers and turnover rate by gender

	Number of leavers	Turnover rate, %
Female	765 (733)	21.2 (21.0)
Male	480 (467)	15.6 (16.0)
Total	**1,245 (1,200)**	**18.6 (18.7)**

Total number of leavers and turnover rate by region

By region	Number of leavers	Turnover rate, %
Europe	684 (693)	19.9 (21.3)
North America	274(285)	34.0 (32.8)
Asia-Pacific	287 (222)	11.8 (9.7)
Total turnover	**1,245 (1,200)**	**18.6 (18.7)**

Turnover rate calculation: (number of leavers/total number of employees per category as of December 31, 2021) *100. Total turnover includes voluntary and involuntary leavers, as well as retirements.

Learning and development

We at Fiskars Group are all about making the everyday extraordinary, which also means having a mindset of continuous learning and development.

Fiskars Group employees are empowered to learn and build their own competences and careers. By promoting a growth mindset and providing our employees with tools and opportunities, they can hone their skills and build their careers in a constantly changing environment.

We believe in promoting internal talent, learning on the job, and peer networks, as accompanied by formal learning opportunities. Fiskars Group has developed several initiatives to enable learning for each method, from apprentice programs and courses to coaching and a mentoring program.

Learning on the job

Learning starts with everyone's everyday work. To respond to evolving demands and shifting challenges, we must continuously seek ways to perform our jobs better. Acknowledging this is the first step. After that, it is up to everyone to take the lead and drive their own development. We believe learning can involve taking small steps out of one's comfort zone through a new project or task or questioning the status quo and improving ways of working by adopting a new perspective. Learning involves trying out ideas, failing fast, and learning fast, and embracing the risk of mistakes. Fiskars Group supports on the job learning through several global programs.

Our talented people working in craftsmanship clearly demonstrate the benefits of learning on the job. Our apprentice programs enable us to maintain and transfer special skills and knowledge that our experts have gained over the years – such as unique techniques related to glass blowing, engraving, and painting – to those eager to learn a new profession. In 2021, we had 73 apprentices and trainees, covering our office, operative and retail functions.

To become a glass master, for instance, one needs to embark on a journey that calls for strong will and perseverance. The quality of handmade glass lies in the details, such as the thickness or weight of the glass. Getting this right requires not just experience, but also an extraordinary understanding of the material, how it behaves, and how it can be transformed. It takes years of training and practice to reach a level where one can confidently meet our quality standards with every product created.



Learning from each other

Whether in a formal or more casual setting, we all accumulate a vast amount of knowledge throughout our professional lives, allowing us to shape our own points of view along the way. At Fiskars Group, we believe that skills and competences learned by interacting with other people are by nature richer than information gained from textbooks. Fiskars Group invests in many opportunities to nurture this means of learning, such as a mentoring program that pairs junior and senior employees, Leader360 feedback and evaluation, and team development activities.

Mentoring has been especially popular, and in both 2020 and 2021, we have had around 40 pairs working on a variety of topics, from career development to team building, from project management to consumer journeys. Mentoring has inspired our employees through new perspectives and enabled them to understand where their own work fits in the big picture. It has also presented many mentees with possibilities for their next career steps and their growth within Fiskars Group.

Learning by studying

Fiskars Group has a global learning development platform that has been designed to support our business objectives. During 2021, most of our trainings were delivered in an online format due to the pandemic.

Some of our trainings, such as those concerning the Fiskars Group Code of Conduct, are mandatory for all our employees. Others, such as targeted deep dive training sessions, are offered to inspire and develop our people. For example, Leadership Core training is about values-based leadership and revolves around a simple yet irrefutable truth: if you are going to lead others, you first need to lead yourself. Furthermore, Financial Acumen training provides employees an overall understanding of financial metrics and the relationships between various aspects of Fiskars Group business. We have also used LinkedIn Learning to offer solutions for a range of learning needs.

The most recent additions to our global learning portfolio are a global manager onboarding program called Leading Your Team, as well as a Leadership Principles program launched in 2020. These two programs allow us to build one Fiskars culture and promote leadership behaviors in how we lead business and people according to our values.

GRI 404-2 Programs for upgrading employee skills and transition assistance programs

Fiskars Group's learning philosophy is based on the 70-20-10 principle, which means that 70% of learning happens on the job, 20% occurs when learning together with others, and 10% comes from courses or other formal studies.

We follow country-specific legal requirements and practices regarding the management of career endings. In situations that have a significant impact on individuals and local communities, we take steps to provide additional support, such as outplacement training and individual skill development.

E-learning Completions

E-learning	Total, %
Code of Conduct [1]	90.5 (93.5)
GEAP & Sourcing and Purchasing Policy Training [2]	74.2 (54.5)
Data Privacy Training [2]	87.1 (90.8)
Competition Compliance [3]	85.0 (87.3)
Health and Safety, Quality and Environmental Policy Training [2]	71.8

[1] Mandatory for all employees
[2] Mandatory for office employees
[3] Mandatory for specific employee groups based on their job

Some of the classroom trainings for retail, manufacturing and distribution units have been delayed due to the COVID-19 pandemic and related precautions.

Our in-house mentoring programs have been especially popular.

People performance and development process

The staple of Fiskars Group's leadership process is our annual people performance and development process.

We need to ensure we all move in the same direction with a clear understanding what is expected of us and what we should focus on, following the same principles and our values. The performance management process provides a common framework in which to link our goals to the company's strategic priorities and foster employees' professional development, as well as track and reward performance and value-based behavior each year.

The year 2021 has been exceptional in this regard, and focusing on the right goals and bolstering the right competencies has been extremely important. We have placed special effort in maintaining the quality of our goals to ensure they are actionable, measurable, and achievable, yet challenging and linked with the company's strategic priorities. A Mid-Year discussion gives us an opportunity to check if we're on the right track and if our goals and direction are still valid. It is also a time to stop and think about the longer-term picture, and to talk about any development needs or actions that drive better performance and foster the employee's professional development.

We believe giving and receiving feedback is a way to grow together, with compassion. We consider giving feedback an act of kindness. Our performance evaluation processes are designed to help us thrive in our everyday, not to score us. In 2021, we included stakeholder feedback as an important component in our annual performance and development cycle to support our personal development. All employees are encouraged to give feedback whenever it makes sense to them. There is no need to wait for any formal dates or someone requesting feedback. In our Mid-Year and Year-End reviews, we review the feedback together with our managers as part of our development planning.

We believe giving and receiving feedback is a way to grow together, with compassion.

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

By employee group	Female, %	Male, %	Total, %
Office	98.8 (99.6)	98.8 (99.7)	98.8 (99.6)
Total	**32.5 (33.3)**	**33.2 (35.6)**	**32.9 (34.3)**

New hires who joined before 1.10.2021 are part 2021 performance management process. The process is mandatory for office employees, except for the employees in lower job grades in Thailand and Indonesia production. Those employees are excluded from the office numbers. The process is optional for operative and retail employees. Total includes all the employees.

Pay and reward

Rewarding at Fiskars Group is a combination of several elements, such as base salary, incentives, and benefits, as well as non-monetary rewards like opportunities for learning, development, and career advancement.

Fiskars Group aims to provide a competitive base salary based on geographic location, level of responsibility, experience, and performance. According to the pay for performance principle, exceptional performance should provide higher rewards than average performance. Furthermore, Fiskars Group commits to non-discrimination and sets pay levels independent of gender, age, ethnic origin, religion, or other profession of faith. In 2021, many of our employees received base salary increases based on their performance and value-based behavior as a result of a centralized salary review process. We also conducted a thorough review of equity in 2021 and implemented salary increases based on internal equity and compensation competitiveness.

Year 2020 was a tough one, but Fiskars Group was able to reach a great business result. This result would not have been possible without the dedication, hard work, and agility of our employees. While remote working was possible and encouraged in many roles, our colleagues in stores, factories, and distribution centers continued to be present at work, allowing us to continue to serve our customers and consumers during the exceptional year. Therefore, a thank you reward, equaling one week's pay, was paid in March 2021 to employees who had worked in stores, factories, and distribution centers in 2020. The contribution of office employees was also recognized, either through the dedicated incentive plan, or with a similar one-off thank you reward as described above.

We aim to ensure that the majority of our employees can share in the company's success. Therefore, most employees at Fiskars Group are covered by an annual performance-based, short-term incentive plan, or other performance-based incentive schemes such as sales, retail, and production incentives. Rewards under the incentive schemes are paid based on the achievement of set performance targets related to the employee's own work and shared financial goals.

The objective is to reward concrete achievements in implementing Fiskars Group's strategy and achieving our business targets. Eligibility for an incentive plan is based on market practices, but in recent years, plan details within and across countries have harmonized to reward employees fairly and consistently and to reduce complexity. An example of this is the harmonized sales incentive plan framework implemented in 2021.

Fiskars Group total compensation also includes additional recognition and spot rewards our managers can use for rewarding employee for a significant contribution, project work, or stretching outside their normal duties.

Further benefits like paid leave, lunch coupons, and sports vouchers are offered to employees according to local market practices.

GRI Content Index

GRI 102: General Disclosures 2016

1. Organizational profile

General Disclosures		Page number / additional information	Omissions	Assured	UNGC Cross-Reference
102-1	Name of the organization	Fiskars Group			
102-2	Activities, brands, products, and services	www.fiskarsgroup.com/about-us			
102-3	Location of headquarters	Helsinki, Finland			
102-4	Location of operations	www.fiskarsgroup.com/contacts			
102-5	Ownership and legal form	Fiskars Corporation is a public company and its shares are listed in Nasdaq Helsinki			
102-6	Markets served	www.fiskarsgroup.com/about-us			
102-7	Scale of the organization	www.fiskarsgroup.com/about-us			
102-8	Employees by contract type, gender, region and work time	p. 86	Fiskars does not collect information about workers not categorized as in employees in global HR reporting. The amount of workers not categorized as employees is considered non-significant. Fiskars has no significant seasonal variations in the employee data. Data has been collected through global HR system.	x	Principle 6
102-9	Supply chain	p. 77			
102-10	Significant changes to the organization and its supply chain	No significant changes			
102-11	Precautionary Principle or approach	Fiskars has a risk management process in place to manage risks, to avoid any adverse impacts to the environment, and to ensure continuity of its operations. www.fiskarsgroup.com/investors/corporate-governance/risk-management			
102-12	External initiatives	p. 76			
102-13	Membership of associations	p. 76			

2. Strategy

General Disclosures		Page number / additional information	Omissions	Assured	UNGC Cross-Reference
102-14	Statement from senior-decision-maker	p. 4			
102-15	Key impacts, risks, and opportunities	p. 10–20, 38–39, 72			

3. Ethics and integrity

General Disclosures		Page number / additional information	Omissions	Assured	UNGC Cross-Reference
102-16	Values, principles, standards, and norms of behavior	p. 9–15			
102-17	Mechanisms for advice and concerns about ethics	p. 61			

4. Governance

General Disclosures		Page number / additional information	Omissions	Assured	UNGC Cross-Reference
102-18	Governance structure	www.fiskarsgroup.com/investors/corporate-governance/board-directors			

5. Stakeholder engagement

General Disclosures		Page number / additional information	Omissions	Assured	UNGC Cross-Reference
102-40	List of stakeholder groups	p. 71			
102-41	Employees covered by collective bargaining agreements	p. 85		x	Principle 3
102-42	Identifying and selecting stakeholders	p. 70			
102-43	Approach to stakeholder engagement	p. 70–71			
102-44	Key topics and concerns raised	p. 16–19, 72			

6. Reporting practice

General Disclosures		Page number / additional information	Omissions	Assured	UNGC Cross-Reference
102-45	Entities included in the organization's consolidated financial statements	All Group companies are included in the reporting			
102-46	Defining report content and topic boundaries	p. 14–16			
102-47	List of material topics	p. 14–15, 17–19			
102-48	Restatements of information	No restatements			
102-49	Changes in reporting	No changes in reporting			
102-50	Reporting period	January 1, 2021 – December 31, 2021			
102-51	Date of the most recent report	Fiskars Group's Sustainability Report 2020 was published in February 2021			
102-52	Reporting cycle	Annual			
102-53	Contact point for questions regarding the report	sustainability@fiskars.com			
102-54	Claims of reporting in accordance with the GRI Standards	p. 8			
102-55	GRI content index	p. 91			
102-56	External assurance	p. 98			

Topic-specific Standards

GRI 201: Economic: 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its boundaries	p. 74 www.fiskarsgroup.com/investors/fiskars-investment	x		
	103-2	The management approach and its components	p. 74	x		
	103-3	Evaluation of the management approach	p. 74	x		
Topic-specific disclosures	201-1	Direct economic value generated and distributed	p. 74	x		

GRI 302: Energy 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its boundaries	p. 37–38	x		
	103-2	The management approach and its components	p. 37–38	x		
	103-3	Evaluation of the management approach	p. 37–38	x		
Topic-specific disclosures	302-1	Energy consumption within the organization	p. 41	x		Principle 7
	302-3	Energy intensity	p. 41	x		Principle 9
	302-4	Reduction of energy consumption	p. 41	x		Principle 7

GRI 303: Water and effluents 2018

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its boundaries	p. 82	x		
	103-2	The management approach and its components	p. 82	x		
	103-3	Evaluation of the management approach	p. 82	x		
	303-1	Interactions with water as a shared resource	p. 82	x		
	303-2	Management of water discharge-related impacts	p. 82	x		
Topic-specific disclosures	303-3	Water withdrawal	p. 82	x		Principle 8

GRI 305: Emissions 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 37–38	x		
	103-2	The management approach and its components	p. 37–38	x		
	103-3	Evaluation of the management approach	p. 37–38	x		
Topic-specific disclosures	305-1	Direct (Scope 1) GHG emissions	p. 42	x		Principle 7, 8, 9
	305-2	Energy indirect (Scope 2) GHG emissions	p. 42	x		Principle 7, 8, 9
	305-3	Other indirect (Scope 3) GHG emissions	p. 44	x		Principle 7, 8, 9
	305-4	GHG emissions intensity	p. 44	x		Principle 7, 8, 9
	305-5	Reduction of GHG emissions	p. 44	x		Principle 7, 8, 9

GRI 306: Waste 2020

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 34	x		
	103-2	The management approach and its components	p. 34	x		
	103-3	Evaluation of the management approach	p. 34	x		
Topic-specific disclosures	306-1	Waste generation and significant waste-related impacts	p. 34–35	x		
	306-2	Management of significant waste-related impacts	p. 34–35	x		
	306-3	Waste generated	p. 35	x		Principle 8
	306-4	Waste diverted from disposal	p. 35	x		Principle 8
	306-5	Waste directed to disposal	p. 35	x		Principle 8

GRI 308: Supplier environmental assessment 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 77–79	x		
	103-2	The management approach and its components	p. 77–79	x		
	103-3	Evaluation of the management approach	p. 77–79	x		
Topic-specific disclosures	308-1	New suppliers that were screened using environmental criteria	p. 78	x		Principle 7

GRI 401: Employment 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 85	x		
	103-2	The management approach and its components	p. 85	x		
	103-3	Evaluation of the management approach	p. 85	x		
Topic-specific disclosures	401-1	Total number and rates of new employees and turnover by age group, gender, and region	p. 86	x		Principle 6

GRI 403: Occupational health and safety 2018

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 49–54	x		
	103-2	The management approach and its components	p. 49–54	x		
	103-3	Evaluation of the management approach	p. 49–54	x		
	403-1	Occupational health and safety management system	p. 49–54	x		
	403-2	Hazard identification, risk assessment, and incident investigation	p. 49–54	x		
	403-3	Occupational health services	p. 49–54	x		
	403-4	Worker participation, consultation, and communication on occupational health and safety	p. 49–54	x		
	403-5	Worker training on occupational health and safety	p. 49–54	x		
	403-6	Promotion of worker health	p. 49–54	x		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 49–54	x		
Topic-specific disclosures	403-9	Work-related injuries	p. 52	x		Principle 6

GRI 404: Training and education 2018

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 87–89	x		
	103-2	The management approach and its components	p. 87–89	x		
	103-3	Evaluation of the management approach	p. 88	x		
Topic-specific disclosures	404-2	Programs for upgrading employee skills and transition assistance programs	p. 87–89	x		Principle 6
	404-3	Percentage of employees receiving regular performance and career development reviews	p. 89	x		Principle 6

GRI 405: Diversity and equal opportunity 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 55–57	x		
	103-2	The management approach and its components	p. 55–57	x		
	103-3	Evaluation of the management approach	p. 55–57	x		
Topic-specific disclosures	405-1	Diversity of governance bodies and employees	p. 55–58	x		Principle 6

GRI 414: Supplier social assessment 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 77–79	x		
	103-2	The management approach and its components	p. 77–79	x		
	103-3	Evaluation of the management approach	p. 77–79	x		
Topic-specific disclosures	414-1	New suppliers that were screened using social criteria	p. 78	x		Principle 1, 2

GRI 416: Customer health and safety 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 83	x		
	103-2	The management approach and its components	p. 83	x		
	103-3	Evaluation of the management approach	p. 83–84	x		
Topic-specific disclosures	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p. 84	x		

GRI 417: Marketing and labeling 2016

	Disclosure	Disclosure description	Page	Assured	Omission	UNGC Cross-Reference
Management approach disclosures	103-1	Explanation of the material topic and its Boundaries	p. 83	x		
	103-2	The management approach and its components	p. 83	x		
	103-3	Evaluation of the management approach	p. 83–84	x		
Topic-specific disclosures	417-2	Incidents of non-compliance concerning product and service information and labeling	p. 84	x		

Independent Limited Assurance Report to the Management of Fiskars Group

Scope of Engagement

Fiskars Group ("Fiskars") commissioned **DNV Business Assurance Finland Oy Ab** ("DNV") to conduct a limited assurance engagement over selected sustainability disclosures presented in the Fiskars Group Sustainability Report ("Report") for the period 1st January to 31st December 2021.

Selected Information

The scope and boundary of our work is restricted to the General and Topic-specific GRI disclosures (the "Selected Information"). The location of Selected Information in the Report is specified in the "GRI Content Index".

To assess the Selected Information, which includes an assessment of the risk of material misstatement in the Report, we have used Global Reporting Initiative's GRI Standards and Fiskars' internal reporting instructions (the "Criteria").

We have not performed any work, and do not express any conclusion, on any other information that may be published in the Report or on Fiskars' website for the current reporting period.

Our conclusions

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information is not fairly stated and has not been prepared, in all material respects, in accordance with the Criteria. We believe that the Report is in line with the "Core" requirements of the GRI Standards.

This conclusion relates only to the Selected Information and is to be read in the context of this Assurance Report, in particular with the inherent limitations explained below.

Standard and level of assurance

We performed a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements Other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and that we plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021:2015 – Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

The procedures performed in a limited assurance engagement vary in nature and timing, and are less detailed than those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our opinion, so the risk of this conclusion being in error is reduced, but not completely eliminated.

Basis of our conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the

Selected Information. Our work included, but was not restricted to;

- Assessing the appropriateness of the Criteria for the Selected Information;
- Conducting interviews with Fiskars' management to obtain an understanding of the data management systems and processes used to generate, aggregate and report the Selected Information;
- Conducting two remote audits to review processes and systems for preparing site-level data consolidated at Head Office. The site reviews were conducted at:
  - Royal Copenhagen factory, Thailand and
  - Fiskars Distribution Center Southaven, United States.

DNV was free to choose the sites on the basis of materiality;

- Reviewing data at source and following this through to consolidated Group data;
- Reviewing whether the evidence, measurements, and scope of the Selected Information is prepared in accordance with the Criteria;
- Reviewing the Report and narrative accompanying the Selected Information in the Report with regard to the Criteria; and
- Evaluation of the disclosed information in the Report against the requirements for "in accordance with the GRI Standards: Core option".

Inherent limitations

Our assurance relies on the premise that the data and information provided to us by Fiskars as part of our review procedures have been provided in good faith. Because of the selective nature (sampling) and other inherent limitations of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities may not have been detected. Energy use data utilized in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for determining such data. Finally, the selection of different but acceptable measurement techniques may result in materially different measurements.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Report.

Our competence, independence and quality control

DNV's established policies and procedures are designed to ensure that DNV, its personnel and – where applicable – others subject to independence requirements (including personnel of other entities of DNV) maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals; the members of that team have not been involved in the development of any of the Criteria. Our multi-disciplinary team consisted of professionals with a combination of environmental and sustainability assurance experience.

Responsibilities of the Management of Fiskars and DNV

The Management of Fiskars has sole responsibility for:

- Preparing and presenting the Selected Information in accordance with the Criteria;
- Designing, implementing and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements;
- Measuring and reporting the Selected Information based on their established Criteria; and
- Contents and statements contained within the Report and the Criteria.

Our responsibility is to plan and perform our work to obtain limited assurance about whether the Selected Information has been prepared in accordance with the Criteria and to report to Fiskars in the form of an independent limited assurance conclusion, based on the work performed and the evidence obtained. We have not been responsible for the preparation of the Report.

For and on behalf of DNV Business Assurance Finland Oy Ab

Espoo, Finland

10th February 2022

Mikael Niskala
Lead Auditor
DNV Business Assurance

Olli Miettinen
Principal Consultant and Reviewer
DNV Business Assurance



Making the everyday extraordinary

Fiskars Group's vision is to create a positive, lasting impact on our quality of life. Our brands Fiskars, Gerber, littala, Royal Copenhagen, Waterford, and Wedgwood are present in people's everyday lives – at home, in the garden, and outdoors. This gives us an opportunity to make the everyday extraordinary today, and for future generations.

We have a presence in 30 countries, and our products are available in more than 100 countries. Our shares are listed on the Nasdaq Helsinki (FSKRS). Please visit us at www.fiskarsgroup.com for more information and follow us on Twitter, @fiskarsgroup