

◆ Sustainability
Report 2022





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Message from the CEO

The year 2022 was turbulent and challenging in many regards, but at the same time it also was a year of progress on sustainability and ESG topics, both globally and specifically for us at Fiskars Group.

At the beginning of the year, Russia attacked Ukraine and caused an immense humanitarian catastrophe. We at Fiskars Group condemned the attack in the strongest possible terms, and on March 7 we announced that we would withdraw completely from the Russian market. During the year, our hearts and minds have been with those affected by the war, and Fiskars Group and our brands have been active in supporting UNICEF's humanitarian response in Ukraine with significant donations.

During the year, the public health crisis caused by the COVID-19 pandemic continued to affect people around the world. At Fiskars Group, the health and safety of our employees is of paramount importance to us, and we continued to adapt our ways of working to the circumstances, with such practices as hybrid working becoming the new normal for office employees and hygiene measures being continuously implemented in our factories and stores, in line with guidance from local authorities.



In 2022 we continued the implementation of our Growth Strategy, launched in 2021, with good progress being made with our four Transformation Levers of Commercial Excellence, Direct to Consumer, U.S. and China, in particular. Our People and Sustainability, along with Digital and Innovation and Design, are the enablers of our strategy, and during 2022 we achieved important milestones with both of these, which you can read about in more detail in this report.

Ensuring sustainable growth

Fiskars Group's purpose is to pioneer design to make the everyday extraordinary; for our employees, consumers, and other stakeholders. During the year, we updated several key policies and guidelines to ensure we achieve our purpose and grow our business sustainably. Our updated policies include our Code of Conduct and our Supplier Code of Conduct, which cover important topics such as environmental protection, human rights, and anti-corruption commitments.

Updated ESG strategy

In late 2022, we also updated our environmental, social, and governance (ESG) strategy. Our approach to sustainability and many of the targets remain the same, but we have simplified the strategy to ensure we have a clear focus and reach our ambitious goals. The updated ESG strategy is based on our materiality assessment conducted in 2022. The materiality assessment outlines our main impacts throughout our

value chain on the economy and on the environment, not to mention our social impact. We have also ensured that the ESG strategy is more closely linked to our business strategy and sets clear targets for preventing and mitigating our negative impacts while promoting positive impacts.

Our updated ESG strategy has two bold commitments that guide all our actions: Pioneering design against throwaway culture and Making the everyday extraordinary. Under these commitments, we have identified five key targets, which we monitor at all levels of the company. These five key targets are also frequently reported internally and externally.

Here below, I have highlighted some key ESG achievements from 2022 that have played a significant role on our journey to achieving our targets.

The majority of our net sales to come from circular products and services by 2030

We fight throwaway culture by developing circular solutions. Our ambitious goal is that in 2030 the majority of our net sales will come from circular products and services. At the end of 2022, approximately 5% of the Group's net sales were generated from recycled product ranges. We realize that we still have a lot of work to do to reach our target, but we are committed to growing our circular offering and have concrete plans in place to continue on this journey in 2023 and beyond.

One example of circular design is the Fiskars All Steel cookware series. In June, we announced that we would be the first company to use the new Circle

Green stainless steel produced by Outokumpu. This raw material used in the All Steel cookware series is recycled and has the smallest carbon footprint in the industry. If the coating starts to wear off, the frying pans can be recoated using our Fiskars pan re-coating service. The cookware items are 100% recyclable at the end of their long lifetime.

Adjusting our operations in line with the 1.5 °C climate target

Most of the emissions in our value chain are generated in the production of purchased goods and services. We have set science-based emission reduction targets, which are in line with the 1.5 °C climate target and have been approved by the Science Based Targets initiative. In 2022, Scope 1 and 2 greenhouse gas emissions decreased by 6% compared to 2021 and by 42% compared to the base year 2017.

In October, we were proud to announce a significant energy investment, which is part of our efforts to reach our emission reduction targets. We will invest

In 2022, we updated our ESG strategy. We have simplified the strategy to ensure we have a clear focus and reach our ambitious goals.

up to EUR 10 million in our Iittala glass factory in Hämeenlinna, Finland in order to replace the factory's existing, natural gas powered furnaces with electricity powered furnaces between 2023 and 2026. With this investment, we will reduce the glass factory's annual carbon dioxide emissions by 74% by the end of 2026. In total, Fiskars Group's Scope 1 emissions will be reduced by 26% compared to 2021.

In December, we were honored to hear that we had earned a place on CDP's Climate Change A List. The recognition was granted for our efforts in environmental transparency. CDP, a global environmental non-profit organization, analyzed over 15,000 companies and only 283 companies achieved the A rating for their climate work.

Caring for our people by creating a safe and inclusive working environment

Our employees' safety is essential to us, and our target is zero harm with zero lost time accident frequency (LTAF) by 2030. In September 2022, we had our annual Safety Week under the theme "I care: Back to safety basics." The Safety Week is an important way to promote safety at work and engage every employee from factories to shops and offices in mitigating hazards. It also serves as a reminder to report even minor safety observations, and as a result, we received almost 1,000 safety observations during the week from our locations worldwide. We report, investigate, and analyze all accidents and implement corrective actions.

Creating a diverse, equal, and inclusive work culture where our employees can shine and do their best

is important to us. This includes helping employees to balance their private and work lives. Globally, we launched two People Networks, which are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace. The networks launched are the Pride Network and the Women in Business Network. In 2022, we significantly expanded paid parental leave in the U.S. for both birthing and adoptive parents. The new benefits are among the best offered by employers in the United States. To further support our U.S. employees, we also decided to reimburse the cost of travel and lodging for those on our medical plan in states where abortion cannot be accessed.

While we are proud of our achievements, we acknowledge that we need to continue our ambitious sustainability work and that we are just at the beginning of our journey. Our talented and motivated team will do their best to fight throwaway culture and make the everyday extraordinary for all our stakeholders.

Nathalie Ahlström
President and CEO
Fiskars Group



Highlights from 2022



Iittala CO₂ -74%

We announced an approximately EUR 10 million investment in our Iittala Glass factory, which will enable an emissions reduction of 74%.

[Read more](#)

Scope 1 & 2 -6%

Scope 1 and 2 emissions decreased by 6% compared to 2021, and by 42% compared to the base year 2017.

[Read more](#)

Suppliers with SBTs

We have successfully grown the number of our suppliers having set science-based targets: 25% of our suppliers by spend have set targets.

[Read more](#)

CO₂-reduced steel

We pioneered the use of emission-minimized stainless steel for cookware. The footprint is as much as 92% smaller compared to the global average.

[Read more](#)

5% circular products

Approximately 5% of our net sales were generated from our brands' recycled material product ranges.

[Read more](#)

Circular services

We continued developing services enabling longer lifecycles for our products, such as our Vintage service and Fiskars pan care service.

[Read more](#)

Waste -41%

Landfill waste generated by our own operations was reduced by 41% compared to 2021, and 91% since 2017.

[Read more](#)

EcoVadis Platinum

We achieved a Platinum level sustainability rating from EcoVadis, placing us among the top 1 percent of the companies assessed in our industry.

[Read more](#)

CDP A list

We were recognized for leadership in corporate transparency and performance on climate change by CDP, securing a place on the 'A List'.

[Read more](#)

Societal impact

We took part in numerous small and large community engagement actions around the world. In total, we invested EUR 1.4 million in local communities.

[Read more](#)

+39% net impact

The Upright Project has built a quantification model to measure the net impact of companies. Our net impact ratio is +39%, taking into account the entire value chain.

[Read more](#)

Paid family leave

We expanded paid parental leave in the U.S. Paid leave now covers birthing, non-birthing, adoptive and foster parents, also including military families.

[Read more](#)

Fiskars Group

PIONEERING DESIGN TO MAKE THE EVERYDAY EXTRAORDINARY

Introducing Fiskars Group

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

We are driven by our common purpose: Pioneering design to make the everyday extraordinary. Since 1649, we have designed products of timeless, purposeful, and functional beauty, while driving innovation and sustainable growth.



Scissors & creating



Watering



Cooking



Tableware



Gardening



Drinkware



Outdoor



Interior



◆ Fiskars Group Campus ● Offices ● Manufacturing units ● Distribution centers

Global presence

- Founded in 1649
- 6,595 employees
- Presence in 29 countries across Europe, Asia, and the Americas
- Brands available in more than 100 countries
- Approximately 350 stores
- Net sales of 1,248.4 EUR million in 2022
- Listed on Nasdaq Helsinki

Read more about our story on fiskarsgroup.com

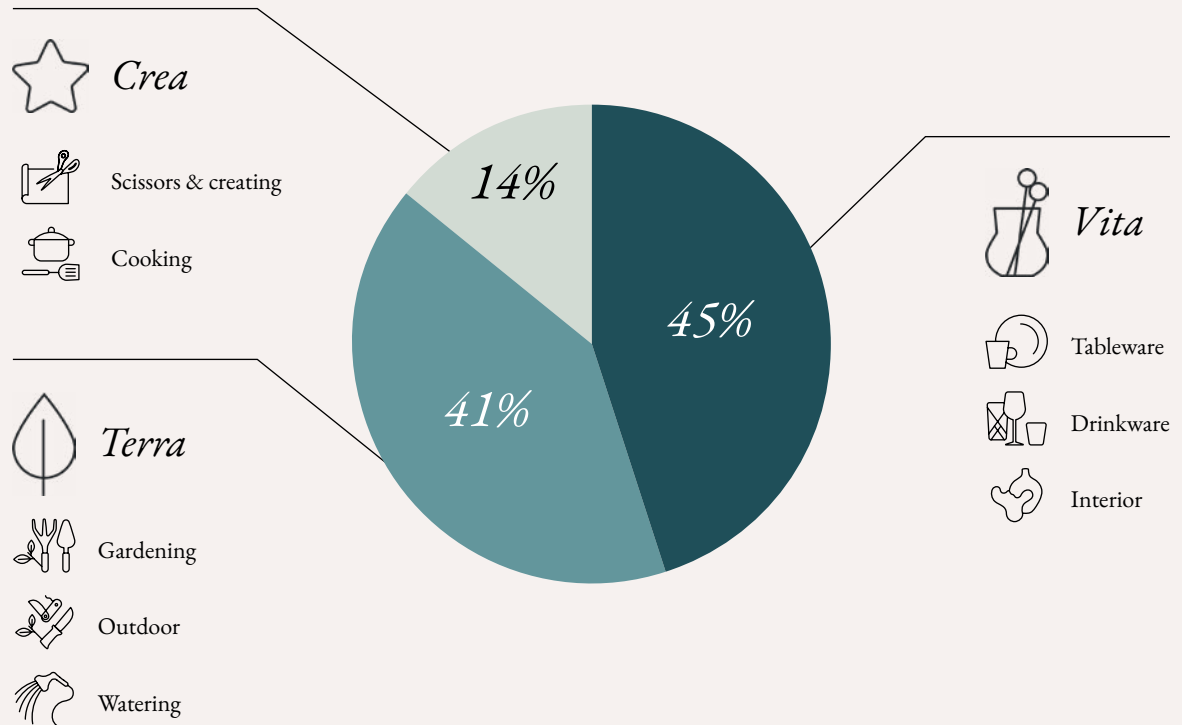
Our organization

The Fiskars Group organization consists of three Business Areas 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 make the everyday extraordinary for people using our products and services.

Business Area 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.

On the next page we present some examples of how our Business Areas drove our sustainability commitments forward in 2022, and what areas they will focus on in the near future.

Net sales by segment





Vita has continued to expand the Iittala recycled collection, also introducing recycled materials in ceramics for the first time in 2022. Vita also has plans in place to optimize and renew product packaging solutions, and work has been continued with expanding and digitalizing the Vintage service, selling preowned tableware.

On the production side, Vita is investing in increasing energy efficiency. For example, in 2022, we announced the approximately EUR 10 million investment to Iittala's glass factory in Finland, where we are replacing the factory's existing, natural gas powered furnaces with electricity powered furnaces. With this investment, the glass factory will reduce its annual carbon dioxide emissions by 74% by the end of 2026.

Terra is focusing on reducing the use of virgin plastic and on finding alternative materials from recycled, renewable and recyclable options. For products utilizing wood, Terra aims to only use FSC™ certified wood.

In 2021, Terra started a plastics optimization initiative with an aim to reduce CO₂e emissions by 4000+ tons, with implementation starting in 2024. Products manufactured under Terra, such as axes, also utilize a lot of steel, and there is a clear aim to use high percentages of recycled steel in the products.

On the production side, materials are carefully selected, and investments made into modern technologies in production facilities. In addition,

Terra continues to focus on its work to provide more spare parts to ensure the most optimized performance and extended life of our products.

Crea's key sustainability ambitions are related to replacing virgin materials, minimizing waste, as well as piloting and scaling up services to help elongate the lifecycle of our products. Crea's ambition lies in innovating with new materials and designs in order to create products and services that ease using, reusing and recycling our products. Crea is constantly innovating with recycled, upcycled, and long lasting materials.

During 2022, Crea expanded the ReNew scissors category and introduced the All Steel pan series, both of which utilize recycled and recyclable materials. In addition, the Fiskars pan care service was launched in 2022, after a successful piloting phase in 2021. Crea also used the new emission-minimized stainless steel in Fiskars All Steel cookware. Fiskars Group was the first company to make use of the new emission-minimized steel that has the lowest carbon footprint in the stainless steel manufacturing industry*. Crea also has plans in place to further reduce the footprint of operations and optimize the use of resources.

* The emission-minimized stainless steel has a 92% smaller carbon footprint compared to the global average according to the GHG Protocol scopes 1 to 3. Figures do not include any carbon offsetting. These calculations aim to be compliant with the ISO 14067:2018 (Greenhouse gases — Carbon footprint of products) standard with certain identified simplifications. The calculations have been reviewed by WSP, the strategic advisory, engineering, and design services consultancy company.



Our purpose and values

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

We embrace the power of 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.

Our shared values unite our global team. We 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.

Our Growth Strategy

Our Growth Strategy was established in 2021 and outlines the fewer, bigger, and bolder strategic choices that will put Fiskars Group on a healthy path of organic growth and profitability improvement.

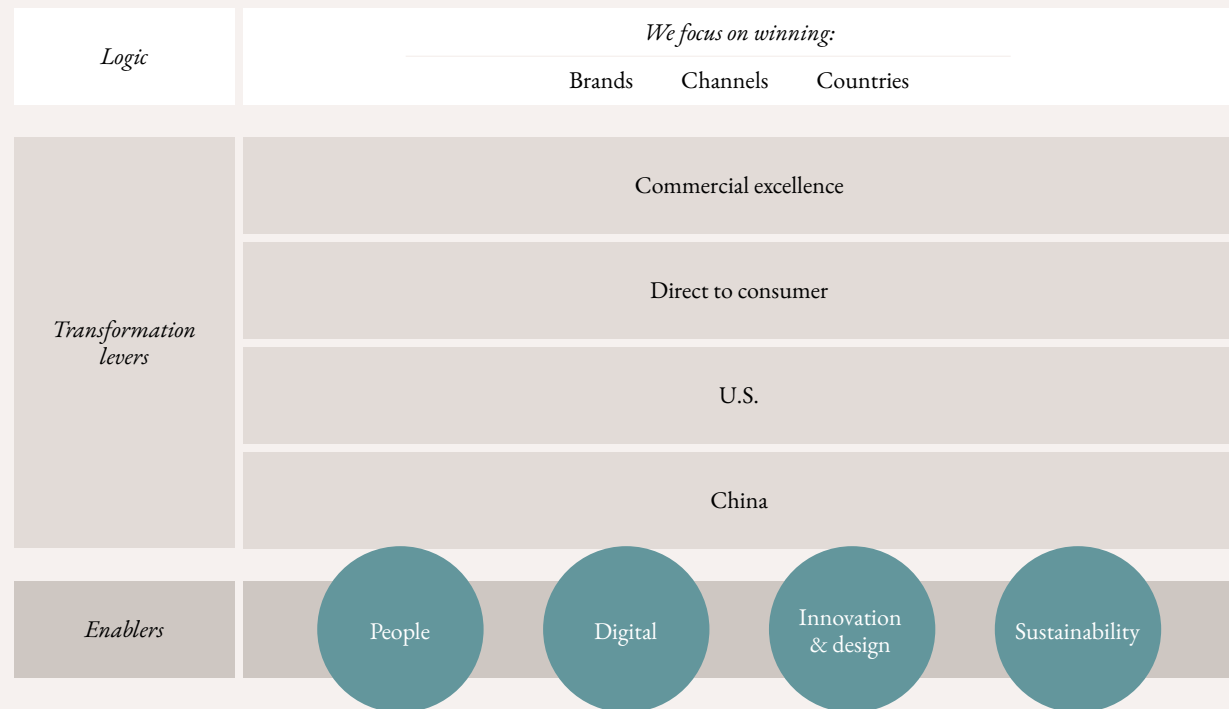
Our strategic logic is clear: We focus on winning brands, winning channels, and winning countries.

- Winning brands: We concentrate our efforts into 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. 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 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 is 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.



Our sustainability approach

WE DESIGN AND DELIVER SUSTAINABLE GROWTH

Defining our approach and material topics

The world around us is constantly changing and businesses need to adapt to these changes rapidly.

Sustainability is increasingly important to our stakeholders, and as a key enabler in our Growth Strategy, sustainability creates new opportunities for us. In 2022, we conducted a stakeholder survey as a part of our materiality assessment, and these fed into our process of reviewing our sustainability commitments.

Engaging with our stakeholders is a priority for Fiskars Group and provides the company with insights to support continuous development and help us grasp new business opportunities and mitigate the risks around sustainability. To read more about the sustainability topics that were raised in the stakeholder survey conducted in 2022, please go to the [stakeholder engagement section](#).

Our commitments were reviewed through the sustainability topics defined in the materiality assessment during 2022. We conducted a materiality



assessment to update our understanding on material topics and the main impacts throughout our value chain on the economy, environment, and society. In addition to the impact lens, we identified financially material topics, thus expanding the assessment to cover the concept of double materiality. The materiality analysis is based on input from key stakeholders such as consumers, corporate customers, suppliers, investors, NGOs, media and employees. The results from the materiality assessment were utilized in defining and updating our sustainability approach, focus areas, and reporting scope.

Material topics were identified and prioritized in a process that involved external and internal stakeholders. The Global Reporting Initiative's (GRI) approach to determining material topics was taken into account throughout the process. The approach was similar to our previous materiality assessment in 2019, but with additions such as financial materiality.

Our materiality assessment comprised of a stakeholder survey and interviews, as well as benchmark studies. We also held a leadership team discussion on the sustainability landscape, with the focus on financial impacts.

The first step was to conduct a current state analysis as a desktop study. We went through existing materials on our sustainability initiatives and actions, impacts and risks, business offering, strategy and business environment. We also reviewed upcoming regulatory requirements and global drivers. This first step helped us to identify relevant topics for Fiskars Group.

The second step included conducting a global online stakeholder survey and several in-depth interviews. The survey was conducted to identify stakeholder views on Fiskars Group's sustainability performance and the most material sustainability topics and external drivers. The survey was conducted in English, Finnish, Swedish, Japanese, and Chinese. Questions included the selection/scoring of topics and two open questions. The survey was distributed via online channels and email invites to the following stakeholder groups: consumers, corporate customers, employees or potential employees, suppliers, investors, NGOs, and the media. The survey was open for two weeks, and the results were analyzed according to three geographic areas (Americas, Asia-Pacific, and Europe), while also considering differences between internal and external stakeholder groups. Initial lists and matrices of material sustainability topics were formulated based on the survey results. We received 1,136 responses from almost 40 countries. The majority of the respondents represented external stakeholder groups, consumers representing the largest group.

In addition to the online survey, five in-depth key stakeholder interviews were held. The interviews were conducted to deepen the understanding of stakeholder needs and expectations for our sustainability performance and future focus points. The stakeholder groups represented in the interviews were investors, board members, NGOs, and corporate customers.

The third step included a benchmark study and a working meeting with our leadership team representatives. The sustainability benchmark study

was conducted to complement the stakeholder study results and gather new angles, especially considering our Growth Strategy and focus markets, the U.S. and China. Two competitors from both markets were selected for the benchmark study. The working meeting with leadership team members was organized to discuss the sustainability landscape, focusing on financially material sustainability topics.

The results from the survey and stakeholder interviews were discussed and prioritized in an internal workshop with key experts from our business areas and functions. The final results and prioritized list of material topics were reviewed and approved by the Fiskars Group Leadership Team (FGLT), as defined in our governance model. The [Upright Project's net impact assessment](#) on Fiskars Group was also reviewed here.

The final list of prioritized topics is presented on the next page. The final list includes many of the topics that were also seen as financially material. From the final list, only work community and wellbeing, and data security and privacy were topics that did not

The results from the materiality assessment were utilized in defining and updating our sustainability approach.



Defining our approach and material topics

Material environmental topic	Link to GRI
GHG emissions and other emissions to air, land and water	GRI 303: Water and effluents GRI 305: Emissions GRI 306: Waste
Product design and lifecycle management	GRI 306: Waste
Energy Efficiency	GRI 302: Energy
Material social topic	Link to GRI
Employee health and safety	GRI 403: Occupational Health and safety
Work community and wellbeing; Human rights and labor practices	GRI 401: Employment GRI 404: Training and education GRI 405: Diversity and equal opportunity
Product quality and safety	GRI 416: Customer H&S
Responsible selling practices and product labeling	GRI 417: Marketing and labeling
Material governance topic	Link to GRI
A transparent and responsible supply chain	GRI 308: Supplier environmental assessment GRI 414: Supplier social assessment
Data security and privacy	GRI 418: Customer Privacy

Validity and reliability of the survey

The respondents could choose to give their answers regarding Fiskars Group or a brand of their choice. This was to increase the reliability of responses, since the respondent could also choose the scope that was most familiar to them.

The majority of respondents considered themselves to be familiar with sustainability as a term, and rather knowledgeable of Fiskars Group's or one of its brand's sustainability work. Thus, the responses are evaluated to be relevant considering the purpose of the survey and the insights derived from the analysis.

No issues were identified in the response data quality of the survey. However, it was noted that whilst the respondents were asked to select their location first generally and then specifically, the data analysis showed some illogical responses in individual answers. In these situations, geographical responses were altered to fit the best available options.

specifically stand out as financially material. However, these aspects were well covered in the discussion in relation to labor practices and responsible selling practices. Handling of personal data is closely linked to responsible selling practices due to our increasing focus on Direct to Consumer, one of our transformation levers.

Data security and privacy is an increasingly important topic for the whole of Fiskars Group, to give our consumers and stakeholders confidence that we handle data responsibly, secure it properly and utilize it in ways that can create value for the individual. Data security and privacy is built into all Fiskars Group's operations by design and default and Fiskars Group has implemented the necessary governance structures, processes, and technology to support this.

Product design is at the core of our purpose pioneering design and strongly links to the circular economy. We design products that stand the test of time, while taking into consideration new alternative materials and repairment possibilities, to name but a few.

For us, it is essential to stay informed of the continuously changing and developing stakeholder expectations in order to better align these with our company strategy and sustainability approach. Dialogue on many fronts is important, and both internal and external ESG reporting is developed accordingly. ESG and sustainability measures are reported frequently in interim reports, the annual sustainability report, UN Global Compact and CDP platforms, as well as through a platform provided by the Upright Project.

Our ESG strategy

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

We design and deliver sustainable growth. ESG factors are linked to all our decision-making.

Sustainability is driven by our common purpose: Pioneering design to make the everyday extraordinary.

Each link in our value chain is an opportunity for us to become better, more thoughtful, more sustainable from an environmental, economic, and societal point of view.

Our two commitments, pioneering design against throwaway culture and making the everyday extraordinary, guide all our decisions and we monitor our progress frequently at all levels of the company.

We believe that a well-managed sustainability agenda creates competitive advantage and opportunities, reduces risks, and addresses societal challenges by creating innovative solutions and helping us to attract and engage the best talent.

During 2022, we reviewed and updated our sustainability strategy. Our ambitious approach to sustainability and many of our commitments and targets remain the same, but we have simplified the strategy to ensure focus on the areas we believe will have the biggest impact. The updated strategy is closely linked to business and our purpose: Pioneering design to make the everyday extraordinary.

Our sustainability strategy is now called the environmental, social, and governance (ESG) strategy. The new terminology better describes how we consider all these aspects in our work, and their link to business performance.

During this process, our governance model and regularly reported Group level key performance indicators were agreed on to better incorporate ESG factors in the Group's Growth Strategy and decision-making process.

The commitments are inspired by the United Nations Sustainable Development Goals (SDGs). We focus on three SDGs: SDG 10 Reduced inequalities, SDG 12 Responsible consumption and production, and SDG 13 Climate action. We believe these commitments will help us achieve sustainable growth and create long-term value.

Pioneering design against throwaway culture

Pioneering design embraces sustainability – from ideation to sourcing, manufacturing, and business development. We want to offer inspiring and disruptive alternatives for throwaway culture, and take climate action by reducing emissions in line with a 1.5 °C future.



Making the everyday extraordinary

We make the everyday extraordinary and create positive experiences for our stakeholders. We foster an inclusive culture and understand that to flourish, innovation requires different perspectives.



Our ESG KPIs and progress

We focused on our key priorities during 2022.

These priorities related to scaling our circular services such as our Vintage service and Fiskars pan care, increasing the use of circular materials, further developing our carbon neutral approach and working towards health and safety as well as diversity and inclusion.

During 2022, we continued working with previously set sustainability targets. In our updated ESG strategy, we have prioritized five key targets which we will follow and frequently report on the Group level, both internally and externally. All our previous targets are not a part of the five key KPIs, but we will continue to also monitor those as a part of our sustainability work. Our Business Areas and Global Functions set their own sub-targets and roadmaps to help us to achieve the higher level goals.

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 table.



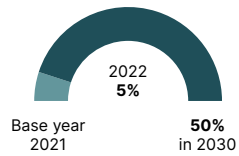


Environmental

Pioneering design against throwaway culture

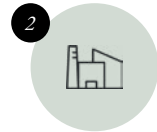


Circular economy

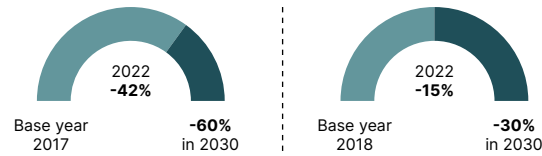


A majority of our net sales comes from circular products and services by 2030

GRI standard disclosure
GRI 306: Waste 2020



Our own emissions
GHG (greenhouse gas) emissions



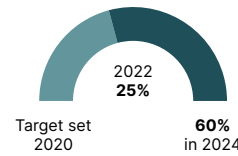
from own operations (Scope 1 and 2) reduced by 60% by 2030

from transportation and distribution (Scope 3) reduced by 30% by 2030

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



Our suppliers' emissions



60% of our suppliers by spend covering purchased goods and services will have science-based targets by 2024

Social

Making the everyday extraordinary



Safe workplace



Zero harm with zero LTAF (Lost time accident frequency)

GRI standard disclosure
GRI 405: Diversity and equal opportunity 2016



Inclusive workplace

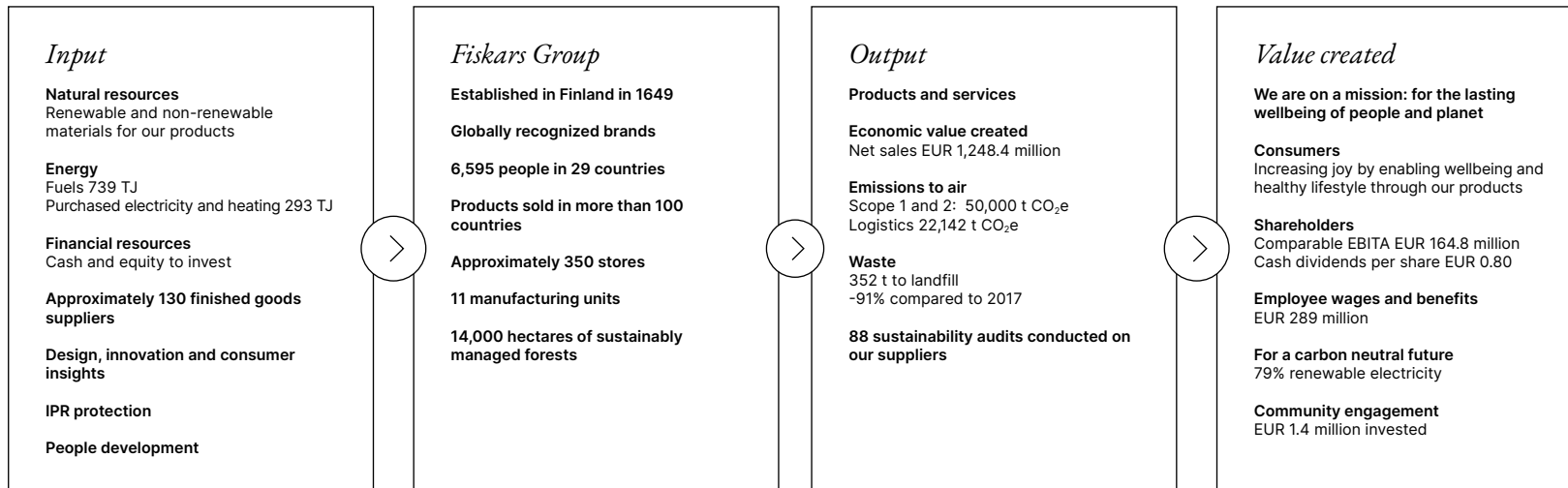


Enhancing diversity, equity, and inclusion

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
Pioneering design against throwaway culture Making the every extraordinary

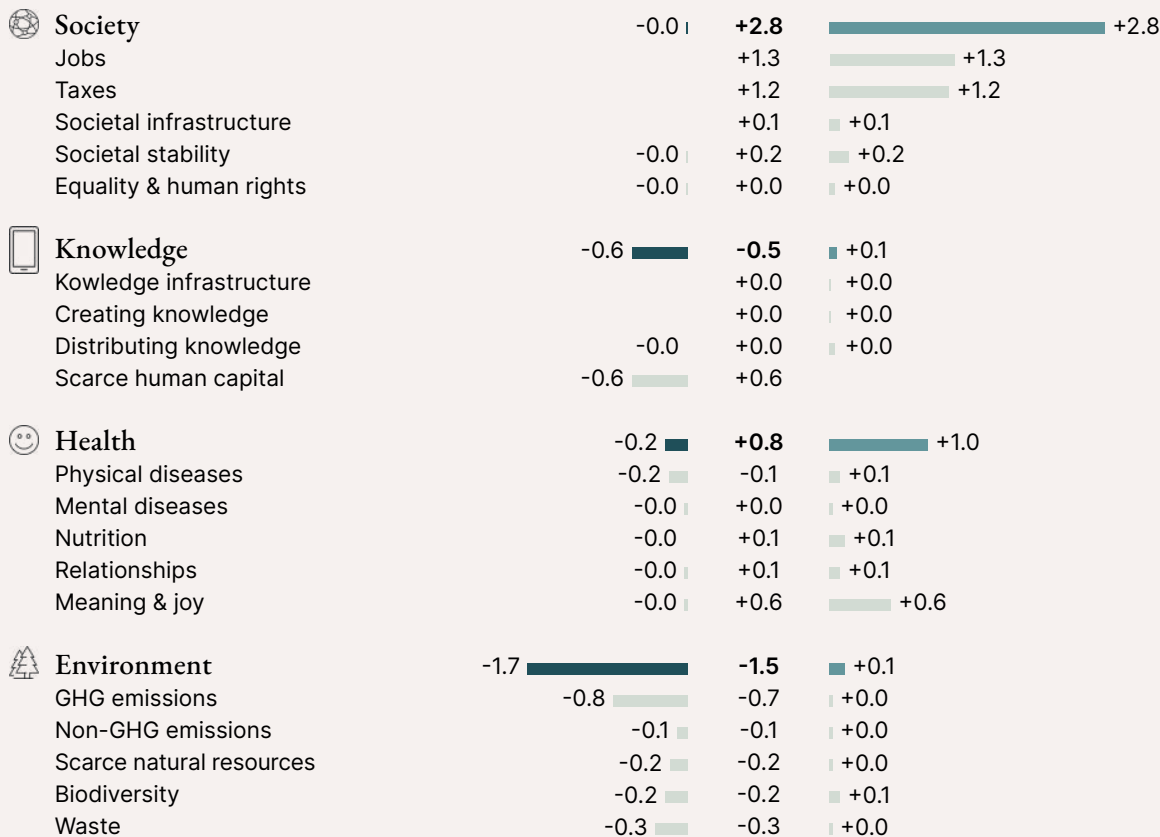


In 2022, we partnered with the Upright Project to provide more information on our net impacts and targets through an external platform. The net impact graph visible on the right, has been calculated and produced by the [Upright Project's](#) net impact model. The Upright Project has built a quantification model to measure the net impact of companies. Our net impact profile can also be found on [Upright's platform](#). The model utilizes machine-learning-based technology to process knowledge from millions of scientific articles. The graph is a depiction of the value our business creates. It summarizes our holistic impact on society, knowledge, human health, and the environment.

The analysis is based on our business activities, in other words the products and services we offer, and it takes into consideration the entire value chain of those products – from the materials needed to produce the components and products all the way to use and end of life.

According to the impact model, one of our most significant impacts is found within the society category. We offer **jobs** by employing over 6,500 highly skilled professionals, and contribute to public funds by paying close to EUR 30 million in corporate **taxes** annually. By offering multi-use tools for construction, housekeeping, gardening, and landscaping, we also make a contribution to **societal infrastructure**, that is to say the basic infrastructure needed to keep our modern society running. As a calming, potentially social activity, gardening has also been found to foster a sense of community between people, meaning that our gardening products can be said to have a positive impact on **societal stability**.

Positive



+39%

Net impact ratio
Value set: Equal weights

The bars to the left illustrate the resources used and the negative impacts created by Fiskars Group, while the bars to the right depict the positive impact created and what is achieved with the use of those resources.

As a manufacturing company, we use natural resources. Although we are constantly working towards becoming more circular, manufacturing still plays a major role as **greenhouse gas (GHG) emissions** are a result of the production of physical goods. Emissions are created both through the use of energy in glass and ceramics production and during the mining and production processes of raw materials, for example. Waste is also created in different parts of the lifecycle, although we strive to minimize this wherever possible.

In the knowledge category lies one of our most significant resources: employees. In terms of the net impact quantification, highly skilled employees are a resource much like any other, and employing them carries an opportunity cost depicted as the **scarce human capital** impact.

Our business also has a positive impact on people's health. The main positive impact on health stems from the wellbeing effects of gardening and other outdoor activities, which we enable and promote through our offering. According to research, the role of gardening can range from a calming and relaxing hobby to therapeutic use and community-building. These benefits make us stand out within the **meaning & joy** category. The positive impact on nutrition is brought on both by our role in enabling the growing of e.g. vegetables as well as through the provision of quality tableware.



Sustainability commitments

OUR TWO COMMITMENTS GUIDE ALL OUR DECISIONS

Pioneering design against throwaway culture

We fight throwaway culture by creating lasting design, developing circular solutions and reducing emissions.

Our targets

- A majority of our net sales comes from circular products and services by 2030
- Reducing our impact in line with a 1.5 °C future by 2030
 - GHG emissions from our own operations (Scope 1 and 2) reduced by 60% from a 2017 base year
 - GHG emissions from transportation and distribution (Scope 3) reduced by 30% from a 2018 base year
- Working with our suppliers and partners to reduce our impact in our value chain
 - 60% of our suppliers by spend covering purchased goods and services will have science-based targets by 2024

Towards circularity

Our target is to have the majority of our net sales coming from circular products and services by 2030.

For us, creating lasting design and developing circular solutions are key in fighting against throwaway culture and delivering sustainable growth. 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 have set an ambitious key target to steer our activities to further utilize the potential we see in the circular economy: having the majority of our net sales coming from circular products and services by 2030. Our brands have created recycled material product ranges, and in 2022, approximately 5% of the Group's net sales were generated from these product ranges. The concept of circular products and services is broader than this, and we will expand our reporting scope in the future.



Product design and lifecycle management

We are constantly experimenting with alternative and recycled materials, and looking for new ways to extend the lifecycle of our thoughtfully designed products. In 2022, we expanded products ranges such as the [Fiskars ReNew scissors range](#), [Fiskars All Steel cooking range](#), as well as [littala's 100% recycled glass collection](#). We also continued developing services enabling longer lifecycles for our products. Examples of these include the [Fiskars pan care](#) and [Vintage service](#).

When designing new products or packaging we consider environmental impacts with sustainability guidelines, including checklists and material evaluations. Focusing on product design is at the core of our sustainability actions. Product design and testing includes material selections, ensuring user-friendliness, testing durability, and also considering end-of-life options. Designing for quality and circularity decreases the burden that manufacturing places on natural resources and biodiversity. This also makes sense from an economic point of view, as resources are used efficiently and less waste is generated. We explore solutions for our products' end-of-life, such as recycling and take-back services. We also encourage consumers to recycle packaging by providing the appropriate recycling instructions on most product packages.

We are continuously engaged with material development and identifying ways to reduce waste streams in production. In 2022, we became the first company to make use of a new [emission-minimized stainless steel](#) produced by Outokumpu. We have

successfully created complete product lines that solely utilize recycled or recyclable materials, pushing our sustainability development forward.

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, biobased natural materials offer interesting options for food contact products.

We manufacture products at our own manufacturing units and also buy finished goods from our partners. We carefully consider how we can reduce and eliminate environmental impacts caused by our production. Our [environmental policy](#) describes the environmental principles that all employees, directors, officers, board members, consultants and other personnel working under Fiskars Group's direction are expected to comply with. In order to minimize environmental impacts within our entire value chain, we have a [Supplier Code of Conduct](#) in place, which sets criteria for our suppliers, that they must commit to. Our business areas, new product design teams, and supply chain organization collaborate closely with each other and with our partners to find more sustainable solutions for our activities. Read more about our supplier practices [here](#).



Case

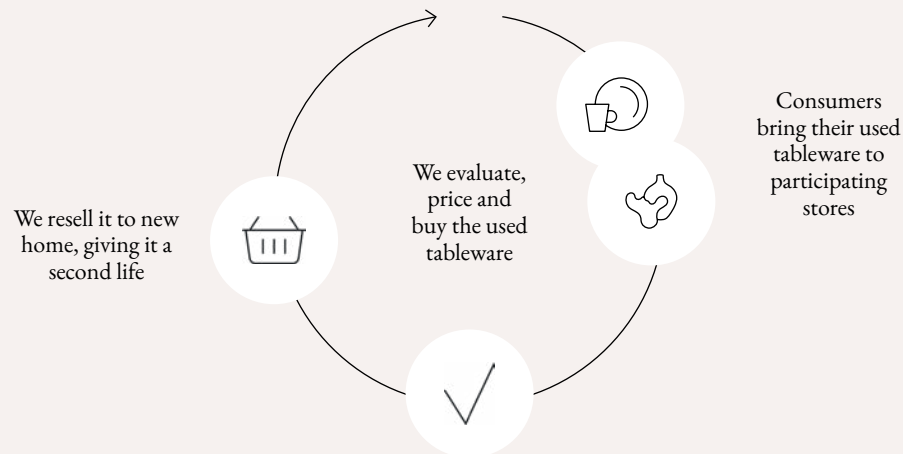
VINTAGE SERVICE

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

For three 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 2022, we helped avoid the consumption of 77 tons of solid natural resources and saved 26 tons of CO₂ emissions. The figures only cover the Finnish market.

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. Already, tens of thousands of vintage items have found new homes through our Vintage service.



Case

FISKARS PAN CARE

The Fiskars pan care service was piloted in 2021 and then scaled up in 2022 as it was well-received by the public.

In time, the coating used on frying pans might start to wear off. Instead of buying a new pan, consumers in Finland have now been able to bring their old ceramic pans to our stores for proper cleaning and recoating. The Fiskars pan care service restores the pans' best features and significantly saves natural resources, in comparison to buying a new pan. The quality of the repaired frying pans ultimately equals that of a new pan.

Consumers have been excited by the high quality of the service. The concept fits our sustainability agenda well, as it significantly extends our products' lifespans. Refurbishing products in this way saves a significant amount of energy and resources.

Case

EMISSION-MINIMIZED STAINLESS STEEL

In 2022, Fiskars Group and Outokumpu joined forces with new emission-minimized stainless steel for cookware. We are the first company to make use of the new steel.

This emission-minimized stainless steel has the lowest carbon footprint in the stainless steel manufacturing industry*. The footprint is as much as 92% smaller compared to the global average. We utilize the steel in Fiskars branded cookware products made at our Sorsakoski Factory in Finland.

* The emission-minimized stainless steel has a 92% smaller carbon footprint compared to the global average according to the GHG Protocol scopes 1 to 3. Figures do not include any carbon offsetting. These calculations aim to be compliant with the ISO 14067:2018 (Greenhouse gases — Carbon footprint of products) standard with certain identified simplifications. The calculations have been reviewed by WSP, the strategic advisory, engineering, and design services consultancy company.



Case

FISKARS ALL STEEL AND ALL STEEL PURE COOKWARE SERIES

Fiskars introduced a renewed all Steel cookware series in 2022. The All Steel frying pans and casseroles have a non-plastic fluorine-free ceramic Ceratec™ coating. The lifecycle of these plastic free products is long, and can be extended even further by recoating them. We offer recoating through our Fiskars pan care service.

We also provide an uncoated alternative, the Fiskars All Steel pure line. Due to the robust design and lack of coating, the cookware does not contain parts that wear out.

Both All Steel cookware lines utilize the new emission-minimized and recycled stainless steel. These product lines are plastic-free and fully recyclable. The recycled content of the products is over 90% and when properly maintained, they are for ever making them especially friendly to the environment. The products also come in recyclable packaging, where the amount of colors and inks is minimized for easy recyclability.

Fiskars All Steel and All Steel pure cookware have a 25-year warranty* and are made at our Sorsakoski factory in Finland.

* In selected markets



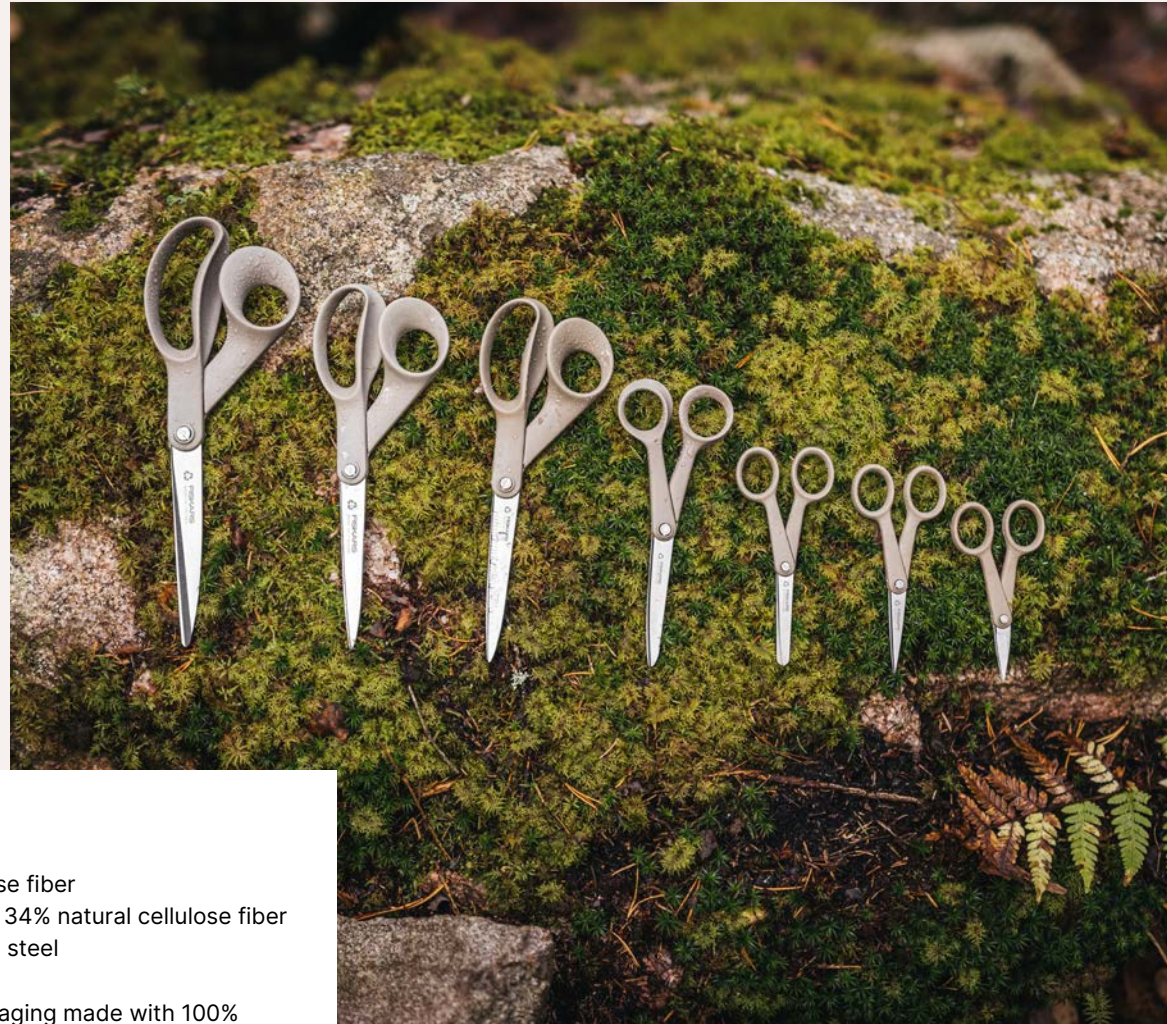
Case

FISKARS RENEW SCISSORS RANGE

Made from recycled and 100% recyclable materials, Fiskars ReNew 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. Because of the recycled materials used, the coloration and the look of the scissor handles can vary – making each pair of scissors totally unique.

The ReNew scissors range was expanded in 2022 to include the most commonly used scissor types, as well as specialty scissors. The added scissors include hobby, cooking, gardening, and manicure scissors.

Each pair of scissors is made at our Fiskars Factory located in Billnäs, Finland, where they are also meticulously tested by hand.



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

IITTALA RECYCLED COLLECTION

The Iittala recycled collection consists of pieces made of 100% waste glass at the Iittala Glass Factory in Finland. The Iittala Glass Factory has always pioneered the development of new methods of glass manufacturing by challenging established practices and innovating. Iittala's expertise and understanding of glass as a material is unique worldwide. Our recycled glass collection has been continuously developed, tested, and expanded, and in 2022 it grew with the Ultima Thule tumbler. The recycled glass collection includes iconic designs from our Raami, Kastehelmi, Birds by Toikka, Ultima Thule and Alvar Aalto collections. The special manufacturing process makes each recycled glass item one of a kind as each piece showcases its own distinct color, ranging from cool blues to calming greens. Glass objects made with recycled glass are as durable and high in quality as those made using virgin material.

The Iittala recycled collection has also expanded to other product categories in addition to glass. As a result of continuous research, Iittala introduced the recycled ceramic Teema mug in 2022. The mug contains 15% recycled materials, which is pioneering in the world of ceramics production. Ceramics are difficult to produce from recycled materials, but this has been a big step forward. In addition, the Meno felt bags are now also made from 100% recycled polyester.



On our way to zero waste to landfill

As part of our commitment to fight against throwaway culture and becoming more circular, we are working on reducing landfill waste from our operations. Our goal 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. Information regarding the design for less materials and packaging can be found under the section on [product design and lifecycle management](#).

To reach our goal, we are constantly looking for new opportunities to improve our material efficiency and to increase the use of recycled or renewable materials. Our factories and distribution centers map and measure their waste, and investigate opportunities for improvement that will help us meet our goals. We regularly assess our performance in this area and manage our waste in accordance with ISO 14001:2015 and applicable laws and regulations.

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.

We continuously work to minimize waste in our operations. We prioritize our waste reduction activities according to the following waste hierarchy: avoid and reduce waste; prepare waste for reuse, recycling, recovery, or energy recovery; and dispose of waste. Landfilling is the least preferred waste

management option. A permit for waste treatment or disposal is required from all our waste vendors.

In our operations, we have already made great progress toward our goal of zero waste to landfill. 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 352 tons in 2022, and compared to the previous year, we were able to reduce the amount of landfill waste through our own operations by 41%. Compared to 2017, we have been able to reduce our landfill waste by 91% meaning that we have exceeded our 2022 interim goal of reducing landfill waste from manufacturing by 80% compared to 2017.

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 cooperated with our waste vendor to find a way to recycle our previously landfilled waste. As a result, the Billnäs manufacturing unit has reached zero waste to landfill. By the end of 2022, eight of our factories and distribution centers send zero waste to landfill, eight years ahead of 2030.

Compared to 2017, we have been able to reduce our landfill waste by 91%.



GRI 306-3 Waste generated

Waste, t	2022	2021	2020	2019	2018	2017
Non-hazardous waste	10,801	12,875	10,132	11,791	16,566	17,833
Hazardous waste	691	474	526	454	581	647
Total	11,492	13,349	10,658	12,245	17,147	18,530

GRI 306-4 Waste diverted from disposal

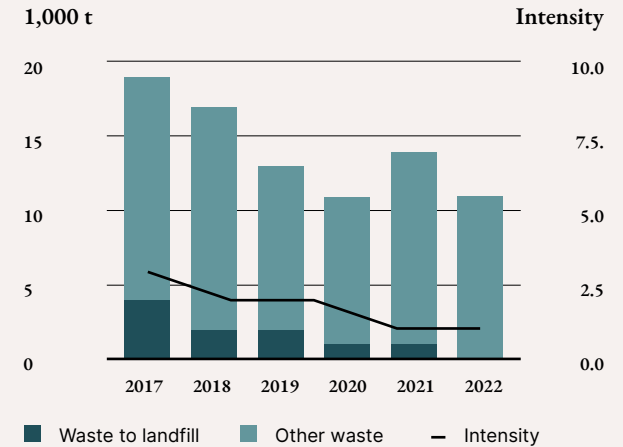
Waste, t	2022	2021	2020	2019	2018	2017
Non-hazardous waste						
Reuse	345	1,204	637	844	5,861	4,307
Recycling	9,230	10,254	8,003	8,456	7,985	8,547
Composting	11	9	5	9	10	12
Recovery	655	594	489	651	569	761
Hazardous waste						
Reuse	4	0	2	1	6	1
Recycling	14	14	10	39	7	365
Recovery	495	298	211	107	93	23

GRI 306-5 Waste directed to disposal

Waste, t	2022	2021	2020	2019	2018	2017
Non-hazardous waste						
Incineration	16	20	52	58	99	150
Landfill	351	505	650	1,382	1,677	3,953
Other	194	287	295	389	364	187
Hazardous waste						
Incineration	35	48	32	62	137	142
Landfill	1	90	178	168	22	2
Other	133	25	81	61	96	92

Waste treatment or disposal method was determined based on information in environmental permits and provided by waste vendors. All waste presented in tables above is either diverted from disposal or directed to disposal off-site. There was no on-site disposal in 2022.

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.

Our climate approach

Our target is to reduce greenhouse gas emissions by increasing operational efficiency and investing in renewable energy.

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. We have committed to climate action by joining the [UN Business Ambition for the 1.5 °C initiative](#), and our science-based targets have been approved by the Science Based Targets initiative. 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 improve energy efficiency.

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 were both updated in 2022 and are published 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.

Climate risk mapping is part of our group-wide enterprise risk management process, and we have a solid understanding of climate-related risks relevant to our company. In addition to the enterprise risk management process, we conducted climate risk mapping in 2021 in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD). The top prioritized climate risks and opportunities are presented in the next table. We also carry out local risk and impact audits according to the relevant standards and management systems, such as ISO 14001. The results of these assessments will help us create additional development plans and implement actions.

Energy efficiency

In 2022, we have enhanced our energy efficiency by implementing different energy-saving activities that have decreased our energy consumption by 265 MWh. Since 2018, these activities have enabled us to

Prioritized top climate risks

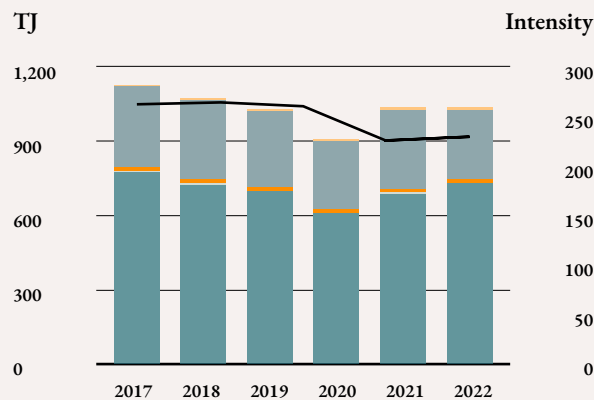
Risk type	Risk category	Risk / Opportunity	Description
Transition risk	Policy	Increased price on GHG emissions	Carbon pricing, Emission Trading Systems (ETS)
Transition risk	Policy	Legislation supporting use of clean energy	EU's climate and energy framework and Paris Agreement targets
Transition risk	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 (United States).
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 (Other key markets).
Physical risk	Flooding – extreme rainfall	Delays in distribution times and damage to 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.



decrease our energy consumption by 12,670 MWh. Energy savings consist of multiple actions in our manufacturing units and distribution centers. For example, we have continued to replace our lighting with LED lighting resulting in an energy saving of 66 MWh this year.

Our energy consumption was approximately on the same level compared to the previous year: our total energy consumption was 1,031 TJ (2021: 1,029 TJ), with 229 TJ of energy from renewable sources.

Energy consumption



- Light fuel oil
- Natural gas
- LPG, propane
- District heat
- Electricity
- Renewable energy
- Intensity

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

Waste, t	2022	2021	2020	2019	2018	2017
Direct energy consumption: non-renewable	728	686	606	695	727	774
Natural gas	723	681	601	689	717	765
Propane	4	5	4	3	6	6
Light Fuel Oil	1	1	2	2	4	3
Direct energy consumption: renewable	11	12	9	5	6	6
Renewable fuel	11	12	9	5	6	6
Indirect energy consumption	293	330	285	323	336	356
Electricity	277	317	273	308	320	340
Renewable	218	224	180	97	175	0
Non-renewable	59	105	93	212	145	340
District Heat	16	14	13	15	16	16
Total energy consumption	1,031	1,029	901	1,023	1,069	1,136

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 manufacturing units in Thailand and Poland, 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)	2022	2021	2020	2019	2018	2017
Intensity	230	228	216	261	265	262

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	2022	2021	2020	2019	2018
Electricity	4,959	4,428	3,544	1,743	865
Fuels	7,413	7,569	7,418	6,400	1,800
District heating	300	300	175	0	0
Total	12,672	12,297	11,137	8,143	2,665

Energy savings are calculated based on activities conducted during 2022 in our manufacturing units and distribution centers. Also, cumulative savings from 2018, 2019, 2020, and 2021 activities are included. Energy savings have been reported from 2018 onwards.

Reducing emissions from our own operations

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 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. 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 greenhouse gas 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 Scope 2 emissions originate from purchased energy, such as electricity and district heating.

Currently, we use renewable electricity in Finland, Slovenia, Poland, Norway, Ireland, Denmark, and the

UK. In total, 79% of the electricity we purchased in 2022 was from renewable sources. We are actively looking for opportunities to expand renewable energy purchases and utilization to other locations. In 2022, we installed solar panels at our manufacturing unit in Slupsk, Poland. In addition, we have solar panels installed at our Royal Copenhagen manufacturing unit in Thailand, and our distribution centers in Wall, New Jersey, U.S., and Hämeenlinna, Finland.

In 2022, our group-wide greenhouse gas emissions decreased by 6% compared to the previous year. Compared to the 2017 base year, we have reached a reduction of 42% as a result of energy-saving actions and investments in renewable energy. In 2022, we saved 40 tons of CO₂ equivalents through energy and emissions saving activities in our manufacturing units and distribution centers. However, reducing our emissions (Scopes 1 and 2) by 60% will require continuous efforts to improve energy efficiency at all our sites.

Our group-wide greenhouse gas emissions decreased by 6% compared to 2021.

Case

EMISSION REDUCTIONS AT OUR IITTALA GLASS FACTORY

In 2022, we announced an energy investment of approximately EUR 10 million* in our Iittala glass factory in Hämeenlinna, Finland, where Iittala's iconic glass products are manufactured for sale in Finland and globally.

We are replacing the factory's existing, natural gas powered furnaces with electricity powered furnaces. These new furnaces incorporate high technology solutions and will use renewable energy. The project will be completed during 2026. With this investment, the glass factory will reduce its annual carbon dioxide emissions by 74 per cent by the end of 2026.

In addition to reducing the factory's carbon dioxide emissions, the new furnaces will also decrease the energy consumption of the glass melting furnaces by 67%. The furnaces are responsible for most of the factory's total energy consumption.

* Approximately 30% of the total investment will be covered by the European Union's NextGenerationEU funding granted by the Ministry of Economic Affairs and Employment of Finland on 4 October 2022. This energy investment aid to the Iittala glass factory is EUR 2.871 million.

GRI 305-1 Direct (Scope 1) GHG emissions

Emissions (Scope 1), 1,000 t CO ₂	2022	2021	2020	2019	2018	2017
Scope 1 emissions	40	38	34	38	40	43

Scope 1 emissions reporting covers only CO₂. In the following years, the reporting of Scope 1 emissions will be covering GHG emissions. Fiskars Group does not have any biogenic CO₂ emissions in its operations. CO₂ emissions are calculated by multiplying the quantity of MWh produced with certain fuels used in our manufacturing units by the CO₂ conversion rate. Emission rates are based on fuel statistics provided by Statistics Finland. GWP rate not relevant since Fiskars Group only reports CO₂ emissions.

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

Indirect (Scope 2) GHG emissions, 1,000 t CO ₂ e	2022	2021	2020	2019	2018	2017
Scope 2 emissions						
Market-based	10	16	15	28	28	43
Location-based	27	31	28	34	34	34

CO₂ emissions are calculated by multiplying the quantity of MWh produced with electricity by the CO₂ conversion rate. Scope 2 CO₂e emissions are primarily calculated from supplier-specific, local grid emission factors that are collected from all manufacturing units and distribution centers. Location-based emission rates are based on country specific emission factors published by the International Energy Agency (IEA).

GRI 305-4 GHG emissions intensity

Emissions intensity, t CO ₂ e/ Net sales (EUR million)	2022	2021	2020	2019	2018	2017
Intensity	40	43	42	61	61	72

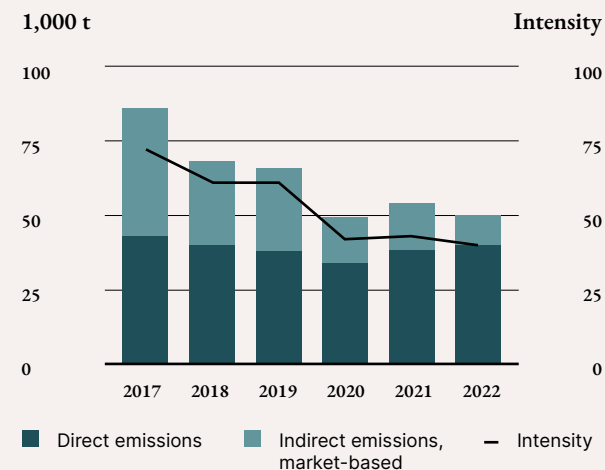
Total amount of CO₂ emissions including scope 1 and scope 2; market-based emissions is divided by net sales, EUR million.

GRI 305-5 Reduction of GHG emissions

Reduction of GHG emissions, t CO ₂ e	2022	2021	2020	2019	2018
Scope 1	1,468	1,499	1,469	1,267	356
Scope 2	1,722	1,582	1,281	814	455
Total	3,190	3,080	2,750	2,081	812

Reduction of CO₂ emissions is calculated from energy saving activities utilizing the market or location-based emission factors or emission factors from fuel statistics provided by Statistics Finland. Reporting only covers CO₂ emissions. Emission savings are calculated based on energy saving activities conducted during 2022 in our manufacturing units and distribution centers utilizing the market or location-based emission factors or emission factors from fuel statistics provided by Statistics Finland. Reporting only covers CO₂ emissions. Also, cumulative savings from 2018, 2019, 2020, and 2021 activities are included. Emission savings have been reported from 2018 onwards.

GHG emissions



The intensity describes GHG emissions compared to Fiskars Group's net sales. Direct emissions only cover CO₂ emissions currently



Reducing transportation emissions

We are committed to reducing greenhouse gas emissions from upstream transportation and distribution (Scope 3) by 30% by 2030 from the base year 2018.

We measure and report our inbound and outbound transportation and distribution emissions annually. We collect greenhouse gas emission reports directly from key logistics service providers, as reliable data helps us identify emission hotspots and reduction opportunities. Our transportation emissions decreased 8% from 2021: our emissions from inbound and outbound transportation were 22,142 tCO₂e (23,963 tCO₂e). The decrease was mostly due to a divestment during the year that resulted in less road transportation being used and our logistics partners transitioning to lower emission operations. Our transportation emissions have reduced by 15% from our 2018 target base year.

In 2022, we continued our regular discussions with our key logistics service providers about their sustainability plans and emission targets, as we aim to partner with suppliers with similar ambitions. We continued improving the efficiency of our logistics through such measures as further optimizing packaging efficiency and delivery frequency. We also took measures within the company to raise awareness of transportation emissions and to improve the tracking of our emission development throughout the year.

In addition to transportation emissions, we annually measure and report the emissions from business

travel. To keep our business travel emissions as low as possible we encourage all employees to consider alternatives to travel such as virtual meetings and we aim to keep the number of employees who attend each event at a minimum. All business travel must have a valid business purpose. In 2022, business travel emissions increased 179% from the previous year as COVID-19 travel restrictions eased in most locations. Business travel emissions for 2022 are 72% lower than in 2019 before the COVID-19 restrictions were introduced.

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

Other indirect (Scope 3) GHG Emissions, t CO ₂ e	2022	2021	2020
Scope 3 emissions			
Business travel ¹⁾	1,414	507	770
Upstream and downstream transportation ²⁾	22,142	23,963	25,930

¹⁾ The reported business travel emissions include all business-related flights from the company's main locations.
²⁾ In 2022 94% of Fiskars Group's transportation emission inventory was calculated by using either GHG reports received from our logistics partners or the distance-based method. The remaining 6% was extrapolated by spend to cover all annual transportation emissions.

Engaging suppliers

We are committed to having 60% of our raw material, component, and finished goods suppliers by spend covering purchased goods and services set science-based targets by 2024.

The raw materials, components and finished goods that we purchase make up a noticeable portion of our value chain emissions. In order to reduce these emissions we

must partner with the right suppliers who share the ambition to reduce emissions in line with the most ambitious goals of the Paris Climate Agreement.

We regularly engage with our suppliers to communicate this message and to support them with their climate work. In 2022, we supported our suppliers by arranging online training sessions and direct local support and by providing guidance materials and emissions calculation tools. We encourage them to set science-based targets for at least their Scope 1 and 2 emissions.

By collaborating with our suppliers we were able to make noticeable progress in 2022. By the end of the year we had approximately 25% of our suppliers by spend covering purchased goods and services set science-based targets. We started engaging with our suppliers on this topic in 2021 and by the end of that year approximately 6% by spend had set science-based targets.

We also took action within Fiskars Group to increase our employees' awareness and knowledge of science-based targets. We held internal training sessions on the topic and increased transparency on the target setting status of our suppliers.

We collect data on the energy use of our key finished goods suppliers in order to monitor our own value chain emissions as well as to help our suppliers keep track of their energy efficiency and scope 1 and 2 emission development. In 2022 we gathered data from 61% of our finished goods suppliers by spend.

Biodiversity

We have 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.

Fiskars Group's business depends on nature and its resources. For example, in production, we use raw materials and energy. We can minimize our negative impacts by better understanding the influence of chosen materials and locations, and improving energy efficiency. Our commitment to circular products and services aims to minimize our negative impacts on the environment and biodiversity. Through circular operations, less virgin materials are needed, for example.

Nature has been an inspiration for many of our talented designers who have created iconic products. Protecting and preserving nature is crucial. Our commitment to challenge throwaway culture with pioneering design highlights our approach to lasting design.

In the future, we will deepen our understanding between our business and biodiversity and further map the ecosystem services relevant for us. Circular design is a central factor in this. We also partner



with different stakeholders and communities as well as promote biodiversity conservation efforts to consumers for greater impact.

Fiskars Village & forests

The carbon stock in our forests is significant.

Fiskars Group owns around 14,000 hectares of sustainably managed FSC™-certified (FSC C109750) and PEFC-certified (PEFC / 02-21-18) forests around for example 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 is 2.2 million tons of CO₂ equivalent, with the total combined carbon stock of our trees, other biomass, and soils is 5.7 million tons of CO₂ equivalent. The current annual carbon sink of the forest is 17,000 tons of CO₂ equivalent. The results emphasize the importance of sustainable forest management and protection of forest biodiversity, enabling the development of carbon stock in the future.

Case

OREGON TRAIL KEEPERS

In 2017, wildfires badly damaged the Columbia River Gorge in Oregon, U.S.A. After this, many beloved hiking trails became overgrown with vegetation. With loppers, pruners, saws, and weed cutters in hand, a team from our outdoor brand, Gerber Gear, based in Portland, Oregon, volunteered to help clear and rebuild the trails with the Trailkeepers of Oregon (TKO). TKO is a US-based nonprofit dedicated to protecting and enhancing Oregon trails through advocacy, stewardship, outreach, and education. In addition, we donated clearing tools to TKO.

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 2022, 2000 mangroves were planted along the North Coast of Java Island. In total, over 25,000 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.

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 reduction in number of important pollinators, especially bees, in gardens worldwide. The equation

is simple: without pollination, plants are not fertilized and there is no crop.

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 are planting in gardens, balconies, or community spaces. Even window boxes can help provide a rest stop for bees that are buzzing past.

To help gardeners make their local environment healthier and increase the number of pollinators, we continued our Happy Bee campaign in 2022. We shared information about pollinators through the media and our own websites, and inspired people to grow the colorful, fragrant flowers bees love. Fiskars continued its partnership 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 support and are involved with Happy Bee and biodiversity initiatives in other markets, including the UK, numerous countries in Europe such as the Netherlands and Sweden, and also Canada, to name a few. In Sweden, for example, Fiskars cooperated

with [The Swedish Society for Nature Conservation](#) and supported their initiative Operation Save the Bees in 2022.

We also provided a free Happy Bee Box in certain markets 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.





Responsible water use

Through our environmental policy, we strive to minimize water consumption and the negative impacts our water discharge could have on the receiving water bodies.

The use of water differs between our production sites and depends on the end products and available technological solutions. We use water mainly for cooling, heating, and washing. We are committed to minimizing and optimizing the use of water in our operations.

Used water is recycled at our sites whenever possible to minimize water intake and discharge. Our process waters are treated to meet local regulatory requirements before they are safely discharged. Our manufacturing units and distribution centers monitor and report their water usage. In our Supplier Code of Conduct, we require our suppliers to minimize and optimize the use of water in their operations.

Total water withdrawal increased 2% compared to 2021. Our own manufacturing units are mainly located in areas that are not classified as high water risk areas according to World Resource Institute's Aqueduct Water Risk Atlas. However, one of our manufacturing units, Royal Copenhagen Thailand, is located in an extremely high water risk area. The classification of water-stressed locations is based on WRI's Aqueduct data, not on actual issues of water scarcity experienced in our operations. This manufacturing unit's share of our total water withdrawal is approximately 11% and we have set water efficiency goals to reduce their water usage. Our water use does not adversely affect other stakeholders' water use.

GRI 303-3 Water withdrawal

Water withdrawal by source all areas, 1000 m ³	2022	2021	2020	2019	2018	2017
Surface water	235	233	239	226	429	481
Groundwater	59	56	57	73	43	34
Third party water	177	173	135	174	206	215
Total	472	463	432	474	678	730

Surface water is based on meters; ground water is reported based on invoicing and meters; third part water is reported based on invoices and meters.



Product quality and compliance

At Fiskars we want to ensure all our products meet our high standards for durability, functionality, safety and aesthetic quality.

Customer voices are crucial in understanding their needs and expectations. We systematically utilize our market feedback to drive continuous improvement. We carefully risk assess all new product development to mitigate against any potential product safety concerns. We aim to avoid the use of substances of concern in our products, that could potentially harm the environment or human health. We have identified such materials and are working proactively to reduce or eliminate their use.

Fiskars Group Quality Policy provides the framework for a common approach to quality across the organization. This policy is fulfilled in everyday activity and is supported by our strategy, organization structure and Quality Management System. New Product Development and Fiskars Group's Supply Chain's own manufacturing units are certified to the ISO 9001:2015.

People are recognized as one of Fiskars Group's most valuable assets. We have been focusing on building an effective global network of key skills and



competencies needed to support product quality, safety and compliance topics across Fiskars. This is heavily underpinned by our values.

Before we launch products to the market, they are routed through a comprehensive new product development process which incorporates risk analysis for the early identification & mitigation of potential quality, compliance and product safety issues. This ensures that all product packaging and labelling is fully compliant with legal requirements.

It is recognized that customer feedback is a critical source of information. At Fiskars Group, we systematically analyze customer claim data to understand where the focus areas for improvement in product safety, compliance and quality needs to be.

It is important to Fiskars Group that we continue to be a trusted partner that provides high quality & safe product.

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

GRI 416-1 Assessment of the health and safety impacts of product & service categories

Customer Health & Safety	2022
Percentage of significant product and service categories for which health and safety improvements were implemented	15%

Product quality issues are reported to an internal tool and categorised by risk (including product safety risk).

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

Customer health and safety	2022	2021
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0
Incidents of non-compliance with regulations resulting in a warning	1	1
Incidents of non-compliance with voluntary codes	1	0

In 2022 there was one reported incident of non-compliance with EU Food Contact Regulations resulting in a warning, with a possibility of a fine, not expected to be significant. There was also one incident of non-compliance with voluntary code relating to product safety in Australia.

GRI 417-2 Incidents of non-compliance concerning marketing communications

Marketing and labeling	2022	2021
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0
Incidents of non-compliance with regulations resulting in a warning	1	0
Incidents of non-compliance with voluntary codes	0	0

In 2022 there was one reported incident of non-compliance regarding insufficient use of foreign language on product packaging, resulting in a warning, with a possibility of a fine, not expected to be significant.



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 240 FSC certified products, and the FSC certification covers our markets in Europe, allowing us to highlight the assurance of traceable wood that our certification provides.

During 2022, some business decisions were made due to the changes in the world around us, also affecting the FSC certification. After we announced our decision to withdraw completely from the Russian market due to the war in Ukraine, sales of FSC claimed products also ceased in Russia.

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, we



have seen a noticeable increase in both page visits and consequent sales due to the awareness of and availability of sustainable products on the market.

Fiskars Group is committed to delivering sustainable products to our customers, and continue to explore opportunities to expand the certification.



Making the everyday *extraordinary*

We support our employees and create positive experiences for them and our other stakeholders.

Our targets

- Caring for our people by creating a safe and inclusive working environment
 - Zero harm with zero Lost Time Accident Frequency (LTAF)
 - Enhancing diversity, equity, and inclusion

Leading according to Fiskars Group's values

Fiskars Group's values are creating change, celebrating the everyday, and growing with compassion.

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 are focused on making Fiskars Group an extraordinary place to work. We care about the physical, emotional, and social wellbeing of our employees. For us to grow, succeed, and thrive, we need to embrace the everyday practices that energize us and prioritize our wellbeing to unlock our full potential at home, work, or in our communities.

We know that everyone is unique and has different needs. We therefore encourage our people to take personal responsibility and an active approach to taking care of and improving their wellbeing.



Values-based leadership

We believe in leadership based on values, where our own personal beliefs are in alignment with those we share together as one Fiskars Group team. We are also committed to actively listening to our people through regular employee surveys and continuously finding ways to improve our engagement.

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 talented people.

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, 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 2022 we launched Growth Code, which represent the nine key behaviors needed for us to drive growth. We have cascaded team discussions on the Growth Code starting from leadership and management teams through the different organization layers, and had

activities (for example, Values Day and Leadership Insights) to support the discussions around the Growth Code in the whole organization.

Listening to Our Voice

It is essential that 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. A key part of this is our employee engagement survey, Our Voice. We have continued to listen to our employees through Our Voice survey, which was conducted in May 2022 as a pulse survey for office employees, and in October 2022 for all employees.

Our Voice results in October 2022 with a change to the all-company survey conducted in November 2021

- Response rate 74% (+/-0-pts)
- Engagement score 73 (-2 pts)
- Global Benchmark for high performing companies (Partner data 2022) 82

Note that the scores have been converted to a scale of 1–100 for easier comparison.

Engagement is the key topic we measure with the Our Voice survey, and ultimately this is what we 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, the Fiskars Group Leadership Team selects company 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 are taking us in the right direction in building greater engagement and sense of belonging. Focus areas and action items were updated based on the results from October, and we will maintain continuous dialogue in all our teams. Our three focus areas – Strategy, Decision Making, and Personal Growth – will be our main focus going forward.

Sustainability in our working environment – Fiskars Group Campus

In 2022, the Fiskars Group headquarters moved to Keilaniemi, Espoo, Finland. The Fiskars Group Campus is an inspiring combination of art, design, and iconic brands. In the design of the building, special emphasis was put on sustainability as well as supporting creativity. Hybrid working has become a part of our everyday, and as a company, we want to improve the physical, social, and emotional wellbeing of our people and promote a healthy work-life balance.

Our aim was to plan and build a structure that will be ecologically, socially, and economically sustainable for long-term use.

Here are some examples of how sustainability and wellbeing have been incorporated at Fiskars Group Campus:

- The building is energy and water efficient. We have our own solar panels on the roof, and we buy renewable energy. Fiskars Group Campus has been granted the BREEAM-Excellent certificate. BREEAM is an international sustainability assessment method.
- Our new campus is easy to reach by public transportation, bike or foot.
- For the interior of our new office, we have chosen materials that are lasting, repairable, and recyclable. We have also used second-hand furniture in the office, also reusing many pieces of furniture and art from our former Campus.

- Diversity and inclusion are important to us. Accessibility has been taken into consideration, and we have various spaces for different needs, for example, prayer and nursing rooms.
- Our goal is that by 2030 all the waste from our own operations is recovered or recycled, and zero waste goes to landfills. We have paid attention to the smallest details to support this target also at our new Campus, from deciding not to provide any disposable cups to excellent recycling opportunities and minimizing food waste.
- Our Campus restaurant Kitchen 1649 aims for zero food waste, prioritizes local and vegetarian options, and offers leftover food as take-out to employees.

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

The Fiskars Group Campus is an inspiring combination of art, design, and iconic brands.



Safe and inclusive working environment

Health and safety

Our target is to achieve zero harm with zero lost time accident frequency (LTAF) by 2030.

Caring for our people, and caring for each other, is a part of our values. Growing with compassion means we are aware of how our actions affect us and the people around us. We have made a firm commitment to guarantee a safe working environment and to continuously improve our health and safety performance for all people working at and visiting our premises. We place a strong emphasis on ensuring everyone at Fiskars Group is effectively trained to safely carry out their duties.

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. In addition, 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 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 94% of our sites are certified by ISO 45001:2018. However, all of our employees in manufacturing units and distribution centers are covered by the health and safety management system. We aim to expand the certification to cover all our sites.

We recognize it is our responsibility to ensure that our actions never compromise safety. The Fiskars Group Health and Safety policy provides a framework for health and safety in our actions and decisions. 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 undertake regular safety inspections as well as internal and external 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. We engage with our employees in health-related matters via worker participation and consultation.

Identifying hazards is an essential step in controlling health and safety risks. Risk is a combination of the probability and severity of consequences of a hazardous activity or task. We have procedures

for hazard identification and risk assessments 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 eliminate or minimize exposure to hazards to an accepted level. We carry out initial risk assessments to identify new risks and review existing risk assessments to determine the effectiveness of the implemented controls.

We continuously strive to reduce incidents, increase hazard awareness and safety observation reporting for all employees. All incidents are investigated and analyzed to identify opportunities to improve healthy and safe at work. Following any incident or observed hazard, we identify and select measures in accordance with the hierarchy of controls to decrease or eliminate the exposure.

Occupational health care is organized in our operating countries in line with local legislative requirements.

We check our workplaces with regards to occupational exposure and ergonomics, and actions are taken to ensure that every person has the right to work in a healthy and safe environment without the risk of injury or ill health.

Health and safety performance in 2022

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.

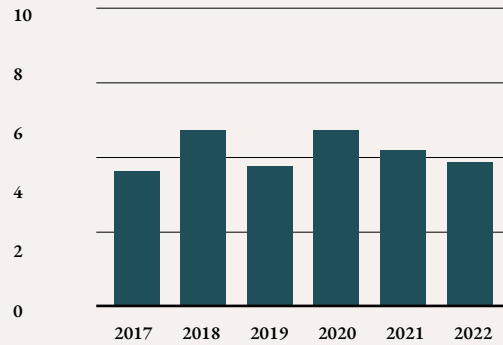
Our LTAF decreased to 4.8 from the previous year (2021: 5.2). In 2022, contractor LTAF was 0 (2021: 3.0). Currently, we measure our LTAF only for our own manufacturing units and distribution centers. We continue to put effort into improving safety performance throughout Fiskars Group.

The total number of reported safety observations was 13,919 in 2022 (2021: 10,846), an increase of 28% compared to the previous year. 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. In 2022, we also arranged our fifth global Safety Week with the theme: "I care: Back to safety basics" which also boosted safety observation reporting. Safety Week is an important way for us to promote safety at work and engage every employee.

We actively promote a culture of zero harm and believe that safety is our shared responsibility.

Lost Time Accident Frequency

LTAF



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.

Our LTAF decreased to 4.8 from the previous year.

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

Own employees	2022	2021	2020
LTAF ⁽¹⁾⁽²⁾⁽³⁾	4.8	5.2	5.9
Number of fatalities	0	0	0
Rate of fatalities ⁽²⁾	0	0	0
Number of high-consequence work-related injuries ⁽³⁾	1	1	1
Rate of high-consequence work-related injuries ⁽²⁾⁽³⁾⁽⁴⁾	0.1	0.1	0.1
Number of recordable work-related injuries ⁽⁵⁾	59	71	68
Rate of recordable work-related injuries ⁽²⁾⁽⁵⁾	7.4	8.7	9.7
The number of hours worked	8,000,000	8,100,000	7,000,000
Safety observations ⁽⁶⁾	13,919	10,846	7,690
Near misses reported ⁽⁷⁾	246	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⁾ Reported only for own manufacturing units and distribution centers.
- ⁴⁾ 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.
- ⁵⁾ Recordable work-related injuries include all workplace accidents except those that require first-aid treatment. These accidents include all lost time accidents, accidents leading to restricted work or transferred job and medical treatment cases.
- ⁶⁾ Safety observations are unsafe behaviors and violations of safety rules observed within the workplace.
- ⁷⁾ A Near miss is an unplanned accident that did not result in injury, illness, or damage, but had the potential to do so.

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

Non-Fiskars Group employees (Contractors), Types of Injury	2022	2021	2020
LTAF ⁽¹⁾⁽²⁾⁽³⁾	0	3.0	0
Number of fatalities	0	0	0
Rate of fatalities	0	0	0
Number of high-consequence work related injuries ⁽⁴⁾	0	0	0
Rate of high-consequence work related injuries ⁽²⁾⁽³⁾⁽⁴⁾	0	0	0
Number of recordable work-related injuries ⁽⁴⁾	0	1	0
Rate of recordable work-related injuries ⁽²⁾⁽³⁾⁽⁵⁾	0	3.0	0
The number of hours worked	320,000	330,000	282,000

- 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⁾ Reported only for own manufacturing units and distribution centers.
- ⁴⁾ 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.
- ⁵⁾ Recordable work-related injuries include all workplace accidents except those that require first-aid treatment. These accidents include all lost time accidents, accidents leading to restricted work or transferred job and medical treatment cases.

Case

TRUST CULTURE

One of the cornerstones of our safety culture is trust. We aim to create an atmosphere of sharing safety concerns openly and reporting on safety events that could lead to harm. Our trust culture promotes open and honest near miss, accident, and hazard reporting. We have recently introduced the trust culture tool within our accident and near miss investigations. If during the investigation the worker is considered to have had a lapse of judgement, inattention, or not followed a procedure, then the tool is used. The trust culture tool looks at the behavior classification and the intent behind the behaviors, the tool then asks further questions regarding the general workplace atmosphere, safety culture, and work systems in place.

The tool is designed to fairly review workplace behaviors with the systematic safety culture and generally highlights the company process/ procedure issues rather than making the individual worker accountable for the safety event. The trust culture tool is therefore trusted by workers as a tool to recognize their intentions were for the good of the business and not a deliberate reckless act.

We encourage all of our employees to report their safety-related observations, and promote the lessons learned for continuous improvement. The trust culture tool enhances safety reporting and shows leaders where our processes and procedures need to improve. We see the investigation of possible actions as an opportunity to learn and increase our risk awareness. This provides us with the ability to predict possible accidents and hazards.



Case

SAFETY WEEK 2022: I CARE: BACK TO SAFETY BASICS

We facilitated our fifth annual Safety Week in September 2022. The Safety Week covers all our locations across different countries. This year, we focused on getting back to safety basics, and each of our locations organized their own location-specific Safety Week activities. Safety week activities included familiarizing employees with the safety procedures specific to their location, conducting safety walks, reporting on safety observations and policy training.

Reporting safety hazards, observations, and incidents is everyone's responsibility at Fiskars Group. We emphasize the importance of having a good trust culture, encourage transparency and openness to report safety observations, accidents, and near miss events. One of our objectives for Safety Week is to encourage our employees to submit safety observations and thereby contribute to safe working environments. Our tool for reporting safety observations has proven to be very effective and is used widely for managing safety at most of our locations. Our employees reported nearly 1,000 observations during Safety Week.

Diversity, equity, and inclusion

Having the widest possible range of perspectives aboard makes Fiskars Group better, every day. During 2022, we continued to be guided by our diversity, equity, and inclusion (DEI) statement and focus areas that were defined in 2021. Together with stakeholders in the company, we aligned, planned, and implemented DEI initiatives and continued to integrate DEI into Fiskars Group's everyday processes.

Our DEI 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 actions: building awareness and understanding and celebrating diversity

In 2022, we continued to put our emphasis on our first focus area: building awareness and understanding.

During May, we launched our new Fiskars Group Code of Conduct to our employees in which our commitment to human rights and diversity and inclusion are firmly embedded. The Fiskars Group Code of Conduct provides a detailed description of Fiskars Group's approach to doing business ethically and sustainably. We are committed to equal opportunity in all employment practices, policies, and rules as well as treating all employees fairly and impartially based on competence, experience, and performance, without regard to race, ethnicity, age, disability, gender, or sexual orientation and/or any other characteristics.

During the year, we also piloted our first two People Networks (also known as Employee Resource Groups). People Networks are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace. The Networks have their own executive sponsor(s) and are open to all employees.

- During International Women's Day in March, we launched our Women in Business Network focused on women's empowerment and equality in business.
- We also launched a Pride Network during the month of June. The Pride Network's goal is to connect and support our colleagues on LGBTQ+ matters, and to champion and celebrate inclusion within the company.

Our diversity and inclusion focus areas:

Build awareness and understanding

- Increase internal awareness and understanding around DEI.
- 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.

We piloted our first two People Networks: Women in Business Network and Pride Network.

We will use our key learnings from 2022 and continue to build these networks in 2023, while also identifying and launching the new People Networks which will be aligned with our employees' needs and DEI objectives.

In our employee and external communications, we have also made progress to integrate DEI into our processes and started to celebrate diversity through our communications. For example, we updated our Imagery Guidelines to put a firmer focus on DEI to ensure that we consider DEI throughout the planning and creation process, celebrate diversity in all its forms, and are mindful of not reinforcing harmful stereotypes through our imagery. We have also started to celebrate different diversity days that are important to our employees internally to ensure that we built a culture characterized by openness and belonging.

During the next year, we will review our DEI strategy and focus areas in to ensure that they are still relevant and have business impact. As part of our sustainability targets, we will also monitor our progress in DEI.

External partnerships

Inklusiiv Community

We continued as member of the Inklusiiv Community. The Inklusiiv Community is formed by organizations that are committed to advancing DEI and recognize it as a strategic priority, and support organizations to create more inclusive workplaces through tangible actions.

As part of a community of like-minded organizations committed to driving DEI, we aim to further strengthen our diversity and inclusion work within

our company. We will continue our partnership with Inklusiiv in 2023 and look forward to learning from the Inklusiiv Community to strengthen our DEI knowledge and actions.

Helsinki Pride and Stockholm Pride

In 2022, two of our brands, Iittala and Moomin by Arabia, took part in Pride celebrations.

Iittala and Moomin by Arabia were both official Silver Partners of [Helsinki Pride 2022](#). Helsinki Pride is Finland's biggest cultural and human rights event for gender and sexual minorities, and took place at the end of June under the theme Encounters. Iittala also celebrated [Stockholm Pride](#) this year by participating as an official Mini-Supporter Partner. The Stockholm Pride festival will take place in August with the theme Time to profess color.

As part of the activities, both brands celebrated Pride through their window displays, their websites, social media accounts, and they collaborated closely with influencers to spread the message of equality and love.

As part of our sustainability targets, we will also monitor our progress in DEI.





Case

BADG X FISKARS

The Black Artists & Designer Guild ([BADG](#)) is a global non-profit organization that the Fiskars brand has supported and partnered with since 2020. Fiskars has made donations to their Mission fund, supporting the organization's efforts to build a more equitable and inclusive industry for Black artists, makers, and designers, their Obsidian Project, a [virtual concept house](#) designed to invite new conversations about the space of home as a place, and, most recently, their 2022 BADG of Honor [annual fundraising event](#).

This year, we also partnered with the group to create custom social content that was shared on our [global Instagram channel](#), showcasing one of their members' creation process using Fiskars tools. With their mission to build a more equitable and inclusive creative culture, BADG is an organization we will continue to support in the years to come.



Case

UNITED STATES PARENTAL LEAVE EXPANSION

Growing with compassion is one of our values at Fiskars Group, and it is more than just a business statement; it is how we support our teams when, if, and no matter how they choose to grow their family. There is no requirement in the United States for employers to provide paid leave after the birth of a baby, and only one in four Americans have access to paid family leave.

We expanded paid parental leave in the U.S. effective from January 1, 2022 so all birthing parents are now paid at 100% salary/hourly wage for up to 14 weeks, non-birthing parents and adoptive parents receive six weeks of full pay and foster parents receive two. Additionally, military families receive six weeks paid time off prior to deployment. All of these paid leaves are far greater than those provided by most U.S.-based companies.

Additionally, with the overturning of *Roe v. Wade* resulting in new restrictions on abortion access, we announced that we will reimburse the cost of travel and lodging for those on our medical plan in states where abortion cannot be accessed.

Key facts:

Our Voice survey

- Belonging score (Question: I feel a sense of belonging at Fiskars Group): 76 (October 2022) (73; November 2021)
- Inclusion score (Question: Where I work, diverse perspectives are valued): 72 (October 2022) (70; November 2021)

Fiskars Group has employees in 29 countries representing 72 nationalities.

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	12.5 (25.0)	25.0 (12.5)	37.5 (37.5)
Over 50	25.0 (12.5)	37.5 (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	10.0 (9.1)	20.0 (27.3)	30.0 (36.4)
Over 50	30.0 (18.2)	40.0 (45.4)	70.0 (63.6)
Total	40.0 (27.3)	60.0 (72.7)	100.0 (100.0)

Managers with teams

Age group	Female, %	Male, %	Total, %
Under 30	1.8 (2.2)	0.5 (0.3)	2.3 (2.5)
30–50	27.3 (28.4)	32.5 (35.8)	59.8 (64.2)
Over 50	16.7 (14.8)	21.2 (18.5)	38.0 (33.3)
Total	45.8 (45.4)	54.2 (54.6)	100.0 (100.0)

Employees by employee group and gender

	Office, %	Operative, %	Retail, %	Total, %
Female	17.0 (15.8)	22.5 (22.5)	14.7 (15.5)	54.1 (53.9)
Male	15.0 (15.3)	29.8 (29.5)	1.1 (1.3)	45.9 (46.1)
Total	32.0 (31.1)	52.3 (52.1)	15.7 (16.9)	100.0 (100.0)

Employee by employee group and age

	Office, %	Operative, %	Retail, %	Total, %
Under 30	2.2 (2.2)	11.6 (10.9)	3.9 (4.1)	17.7 (17.2)
30–50	19.9 (20.6)	27.7 (29.3)	6.4 (7.2)	54.0 (57.1)
Over 50	9.9 (8.3)	12.9 (11.9)	5.5 (5.5)	28.3 (25.7)
Total	32.0 (31.1)	52.3 (52.1)	15.7 (16.9)	100.0 (100.0)

Employees by largest nationality group

Nationality	Total, %
Finland	16.7 (15.8)
Indonesia	13.6 (12.9)
Thailand	11.8 (10.9)
United States of America	8.2 (10.3)
Slovenia	7.6 (7.7)
Poland	5.8 (5.9)
Croatia	4.7 (4.1)
United Kingdom	4.5 (4.5)
Japan	3.7 (4.0)
Australia	3.5 (4.1)

Pay equity

We use compa-ratio difference to measure gender pay gap. Utilising compa-ratio identifies, whether compensation is below, equal to or above market competitive pay. This method provides more accurate information than solely using monetary data, minimizing the impact of noise created by for example job family, country, currency and role complexity.

We have calculated the average compa-ratio according to gender, and compared the female average compa-ratio to the male average compa-ratio. We use percentages to describe the difference. In other words, how many percentages female average compa-ratio is lower or higher than the equivalent male average compa-ratio.

Significant locations of operation have been defined for each employee group in accordance to the locations with the most employees.

GRI 405-2 Ratio of basic salary and remuneration of women to men

Employee group: Office

Location	Female average CR as % of male equivalent
Finland	93%
Unites States of America	96%
Indonesia	107%
Slovenia	93%
United Kingdom	99%
All office	99%

Employee group: Operative

Location	Female average CR as % of male equivalent
Indonesia	98%
Slovenia	94%
Finland	92%
Poland	102%
Thailand	109%
All operative	94%

Employee group: Retail

Location	Female average CR as % of male equivalent
Finland	98%
Japan	99%
Sweden	95%
Australia	93%
China	118%
All retail	95%

Human rights

Fiskars Group impacts people's lives throughout our global value chain.

We respect and promote human rights and believe this is the only way 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 the Fiskars Group Code of Conduct, policies and our [Human Rights Statement](#). 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 a 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 ensuring the implementation of these principles. The day-to-day responsibility to identify, assess, mitigate, prevent, track, and report on human rights risks are the responsibility of our Global Functions and Business Areas.

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, the OECD Guidelines for Multinational Enterprises 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 about and follow the evolution of human rights, as it helps us to become a better company.

Fiskars Group is committed to fully complying with all the applicable laws and regulations of relevant countries. All our business is conducted according to the law and with integrity. 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. All Fiskars Group employees must be aware of and conduct their activities in accordance with the Code of Conduct and all supporting Fiskars Group policies, even when the Code requires a higher standard of behavior than is required by national laws and local regulations.

Fiskars Group expects all its business partners and customers, and their sub-contractors to be governed by the same or similar principles stipulated in the Fiskars Group Code of conduct. Fiskars Group's Supplier Code of Conduct communicates Fiskars Group's ethical and sustainability expectations to all our suppliers and cooperation partners.

Supplier sustainability audits help us to assess and control human rights issues 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 assessment, COVID-19 pandemic as well as changes in Fiskars Group organization slowed down plans related to the human rights due diligence program. However, progress has been made since, and work has been continued to develop human rights due diligence. Rather than creating a new separate process, our aim has been to deeper integrate human rights management into our existing processes, ESG strategy, and management.

We identified an opportunity to develop our risk management to also better cover human rights aspects and have made progress on this front. Human rights, and other ESG and sustainability related topics, 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.

During 2022 we continued with several ongoing initiatives and actions, ensuring our commitment to advance human rights, for example:

- Our Human Rights Statement was finalized.
- The Code of Conduct and Supplier Code of Conduct and related training were updated.



- The first two voluntary, employee-led groups, People Networks (also known as Employee Resource Groups), were piloted. These groups aim to foster a diverse, inclusive workplace.
- Health and safety initiatives for a safer working environment and zero harm were introduced.
- The Ethics and Compliance Helpline (i.e. whistleblowing) to encourage our employees and partners to report human rights issues.

Grievance mechanisms and raising concerns

Fiskars Group is committed to conducting its business in an ethical and responsible manner, complying with laws and regulations, and tolerating no violations of Fiskars Group Code of Conduct or Fiskars Group Policies.

Fiskars Group has in place the global Code of Conduct Violation Response Policy, which defines how the investigation of suspected Code Violation will be conducted. The Policy complies with the EU Whistleblowing Directive (EU) 2019/1937 and applies to all Fiskars People and all Fiskars Group companies worldwide.

The Fiskars Group 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 anonymous written Ethics and Compliance Helpline or calling to Ethics and Compliance Hotline numbers. Fiskars Group has country specific numbers for those countries where there is either a

manufacturing unit or distribution center or significant suppliers. The anonymous third-party channels are also open to suppliers and partners.

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 quarterly to our Board's audit committee.

The reporting person will receive a receipt notice within seven (7) days of filing their report. Regardless of the channel chosen for the reporting, in all instances the rights and privacy of the reporting person will be adequately protected and assured. Furthermore, the information on the subject of the report and any third parties mentioned in the report will be treated with similar confidentiality and security within.

Fiskars Group assures that there will be no adverse consequences for any persons reporting suspected violations in good faith. Fiskars Group prohibits retaliation, in any form, against anyone who, in good faith, reports violations or suspected violations of the Code, policies or applicable laws, or who assists in the reporting or investigation of a reported violation.

The reporting person may not be set under any kind of liability or responsibility for violating the confidentiality obligation for reporting a Code Violation, provided that they had, at the time of reporting, a founded reason to believe that reporting

or publishing the confidential information was necessary for disclosing the wrongdoing or violation, and provided that acquiring the reported information is not a violation or crime as such.

The identity, rights, and freedoms of the subject of the investigation is protected and the presumption of innocence is applied throughout the process. Also the subject's right to defense and legal protection (as provided in the applicable legislation), including the right to acquaint themselves with documentation and the right to be heard, is ensured throughout the process. The subject is given an opportunity to comment on the claims made against them and present any evidence they may have on the issue before any investigation related information is used in the decision making concerning them.

During 2022, Fiskars Group had a total of 30 reported misconduct cases. Eighteen reports were anonymously made through the Ethics and Compliance Helpline, four cases were received via management, six cases were received via HR, and two were reported via the compliance email address. The reported cases were related to leadership issues, the misuse of employee benefits, breaches of policies and guidelines, discrimination, bullying, harassment, conflicts of interest, health and safety, fraud, and privacy. Eighteen of these cases were investigated, resolved, and closed during 2022. Twelve remain under investigation or are being followed up.

During 2022 Fiskars Group had no significant cases of non-compliance with laws and/or regulations that resulted in fines or non-monetary sanctions.

Creating positive societal impact

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

We support active contribution to these communities' positive economic, environmental, and social development. Our Corporate Responsibility Guideline, revised in 2022, sets the ambition and framework for our corporate responsibility engagement activities in line with our purpose: Pioneering design to make the everyday extraordinary. We prioritize long-term cooperation with partners to achieve sustainable impacts. All activities should be aligned with our business strategy and support us in achieving our sustainability commitments: Against throwaway culture and Making the everyday extraordinary.

Fiskars Group respects the cultures, customs, and values of local communities and builds local relationships to strengthen mutual understanding, while at the same time striving to live by our values and acting in line with our Code of Conduct. We engage stakeholders in active and transparent dialogue and address societal issues with civil



society organizations and other stakeholders with an interest in the company, aligned with our Corporate Responsibility Guideline.

In 2022, we also took part in numerous small and large community engagement actions around the world with themes important to us, 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 on the following pages. In total, we invested EUR 1,394,000 in local communities.

Case

MOOMENTS OF KINDNESS – MOOMIN BY ARABIA COLLABORATES WITH THE RED CROSS

Moomin by Arabia and the Red Cross collaborated in an initiative that celebrates friendship and being kind to one another. The collection launched in the fall of 2022 featured a mug, a plate, a bowl, and a saucer with Tove Jansson's original illustrations for the Finnish Red Cross from 1963.

As part of the launch of the collection, the Red Cross and Moomin by Arabia also encouraged people to discover Moments of Kindness – small friendly acts with a



potentially big impact. Local influencers challenged their friends and followers to do kind deeds and provided suggestions on how to spread compassion, solidarity, and understanding among children and adults.

The collection was available in Finland, Sweden, Norway, Denmark, and Japan. For each item sold we donated EUR 1 to national compassion campaigns of the corresponding Red Cross offices globally. In total, the campaign collected EUR 338,107 for the Red Cross.

Case

SUPPORTING UNICEF'S WORK IN UKRAINE

We at Fiskars Group condemn in the strongest possible terms Russia's attack on Ukraine. Our hearts and minds are with those affected by the war and the humanitarian crisis it is causing.

In the spring of 2022, together with our brands, we donated EUR 180,000 to UNICEF for their emergency response to help Ukrainian children and families in Ukraine and neighboring countries. UNICEF provides vital health services, access to clean water, critical support and protection services, and opportunities for children and young people to continue

their education. It also provides psycho-social support for children and caregivers traumatized by the war.

In addition to the donation, we also arranged a fundraiser for our employees, and promised as a company to double the amount raised by our employees. Our employee fundraiser raised EUR 25,380 and with our company contribution, we were able to donate double that amount to support UNICEF's work.

We continued the fundraiser in the summer, and raised money for UNICEF with our Get Active! challenge. This exercise challenge encouraged our employees to take care of their physical wellbeing and exercise regularly. As an encouragement, we donated EUR 0.20 for every activity kilometer to UNICEF's work in Ukraine. More than 250 employees from all over the world took part in the challenge, and by the end of July, we had raised EUR 15,000 for UNICEF.

Case

DONATING PRODUCTS TO CHARITY

We aim to produce only the required amount of products, but sometimes there are still products left over. It is important

to us that none of our products end up in landfills, therefore we donate the excess products to charitable organizations. In these donations, we aim to give priority to the most vulnerable, such as children and young people in need.

In the United States, school supplies are regularly donated to schools and other charitable organizations that reach children in need. At our U.S. headquarters in Middleton, Wisconsin, we partnered with the Goodman Community Center to provide hundreds of children's scissors for their back to school drive and our employees also volunteered their time to fill backpacks for children.

Case

PROJECT ORANGE THUMB

Fiskars' philanthropic platform in North America, Project Orange Thumb, celebrated 20 years of community giving in 2022.

The focus of the platform is to support community gardening programs that celebrate innovation, education, and biodiversity. Since its beginning, Project Orange Thumb has granted over USD 1.8 million to more than 390 schools and community groups. Over the

past two years, Fiskars has partnered with sustainability advocate and plant enthusiast Nick Cutsumpas, better known as “Farmer Nick” on Instagram. Together, Nick and Fiskars supported six community gardens across North America 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 year’s garden partners were Health in the Hood (Miami, FL), The Nashville Food Project (Nashville, TN), North Philly Peace Park (Philadelphia, PA), Black Creek Farm (Toronto, ON), Grow Portland (Portland, OR) and Tyonek Tribal Conservation District (Anchorage, AK). Plans are already in the works to continue the program in 2023.



Case

PROMOTING ARTS AND DESIGN: A DONATION TO AALTO UNIVERSITY

Global warming demands a change in consumption habits and requires completely new solutions and cooperation between various actors. Design helps consumers and companies in the transition toward a circular economy and enables them to find more sustainable options. With design methods, it is possible to identify the most impactful approaches, make new opportunities visible and identify risks and issues that might have been overlooked.

We want to promote and support design and research, and, in June, we made a donation of EUR 250,000 to Aalto University. The donation is part of our long-term cooperation with Aalto University which includes courses on sustainable design and materials of the future, for example. The donation is part of the Finnish government’s matched-funding scheme, which adds to the impact of the donation.



Case

EMBRACING OUR STRONG HERITAGE AND LOCAL ROOTS

Founded in 1649, Fiskars Village is the birthplace of the Fiskars brand and our home. All throughout its history, Fiskars has not only been the most significant property owner in the area but also an active participant in the development of the area from both a social and economic perspective. Our ambition is to ensure the exquisite infrastructure and the beautiful surroundings are preserved for future generations, while we also want to promote the village as a sustainable travel destination.

Today, Fiskars Village is a lively, creative community with approximately 600 permanent residents, and thousands of visitors every year. Many of the residents work in the fields of design and art, and Fiskars Village is a fascinating destination for all interested in design. In 2022, we had the opportunity to invite influencers and the media to visit our home and experience the origins of our company and the Fiskars brand for themselves. The resulting coverage and feedback have been outstanding, and we look forward to bringing even more people to visit us in the seasons to come.

Our other brands also have strong local origins and roots that we are proud to present. The brands' destinations around the world celebrate the local craftsmanship and allow the audience to see how our products are made.

In Ireland, House of Waterford Crystal offers a unique and captivating visitor experience. Visitors can learn the history and stories behind one of Ireland's most iconic brands and see how skilled master craftsmen create precious crystal products. Visitors at the World of Wedgwood, located in Staffordshire, England, can take a factory tour and see how Wedgwood is designed, created, and crafted. It is the only place in the world where famous jasperware, a unique invention by Josiah Wedgwood I, is still made today.

Our Iittala & Arabia Design Centre, located in Helsinki, Finland, tells the stories of the Arabia ceramics factory and the Iittala glassworks, both now part of Fiskars Group, from 1873 to the present day. While the museum collections have delighted visitors year after year, we have also wanted to give space for modern artists and exhibitions that address topical questions. This year, Iittala presented an exhibition called "It's About Time – The Radicality of Timeless Design". The exhibition asked visitors to radically

rethink their relationship with time and to be more mindful of our impact on the world today.

Our other destinations include Rogaška glassworks, Iittala Glass Factory and the Royal Copenhagen Flagship Store.



Case

FISKARS VILLAGE ART & DESIGN BIENNALE

Our company birthplace, Fiskars Village, is today a picturesque creative community and a lively concentration of passionate art, design, and handicraft makers, giving the village its inimitable charm and vibe. In 2022, Fiskars Village was proud to host the Fiskars Village Art & Design Biennale.

The Biennale combines architecture, design, and arts into a unique multidisciplinary experience that explored topics like accessibility and living in smaller spaces. The event works tightly with the local community while introducing internationally interesting topics and conversations into the art and design conversations in a new setting.

As the main partner of the event, Fiskars also had its own installation, exploring the important role of circular economy in combatting biodiversity loss.



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 2022 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 2.6% of the total number of employees.

GRI 2-30 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 (82%), North America (14%) and Asia-Pacific (25%).

GRI 2-7 Employees

Number of employees by gender and region

	Female	Male	Total
Europe	1,866	1,611	3,477
North America	343	308	651
Asia-Pacific	1,362	1,105	2,467
Total	3,571	3,024	6,595

Number of regular employees by gender and region

	Female	Male	Total
Europe	1,582	1,520	3,102
North America	342	308	650
Asia-Pacific	1,114	1,065	2,179
Total	3,038	2,893	5,931

Number of fixed term employees by gender and region

	Female	Male	Total
Europe	230	82	312
North America	1	0	1
Asia-Pacific	110	29	139
Total	341	111	452

Number of casual employees by gender and region

	Female	Male	Total
Europe	54	9	63
North America	0	0	0
Asia-Pacific	138	11	149
Total	192	20	212

Number of full-time employees by gender and region

	Female	Male	Total
Europe	1,400	1,533	2,933
North America	339	306	645
Asia-Pacific	1,199	1,094	2,293
Total	2,938	2,933	5,871

Number of part-time employees by gender and region

	Female	Male	Total
Europe	466	78	544
North America	4	2	6
Asia-Pacific	163	11	174
Total	633	91	724

GRI 2-7 has replaced earlier GRI 102-8. Therefore no 2021 numbers available in the above tables.

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	669 (740)	50.5 (49.3)
30-50	549 (613)	41.4 (40.9)
Over 50	108 (147)	8.1 (9.8)
Total	1,326 (1,500)	100.0 (100.0)

Total number and rate of new employees by gender

	New hires	New hire rate, %
Female	841 (869)	63.4 (57.9)
Male	485 (631)	36.6 (42.1)
Total	1,326 (1,500)	100.0 (100.0)

Total number and rate of new employees by region

	New hires	New hire rate, %
Europe	791 (851)	59.7 (56.7)
North America	153 (206)	11.5 (13.7)
Asia-Pacific	382 (443)	28.8 (29.5)
Total	1,326 (1,500)	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	468 (389)	40.1 (33.8)
30-50	596 (582)	16.7 (15.2)
Over 50	354 (274)	19.0 (15.9)
Total	1,418 (1,245)	21.5 (18.6)

Total number of leavers and turnover rate by gender

	Number of leavers	Turnover rate, %
Female	878 (765)	24.6 (21.2)
Male	540 (480)	17.9 (15.6)
Total	1,418 (1,245)	21.5 (18.6)

Total number of leavers and turnover rate by region

By region	Number of leavers	Turnover rate, %
Europe	769 (684)	22.1 (19.9)
North America	307 (274)	47.2 (34.0)
Asia-Pacific	342 (287)	13.9 (11.8)
Total turnover	1,418 (1,245)	21.5 (18.6)

Turnover rate calculation: (number of leavers/total number of employees per category as of December 31, 2022) *100. Total turnover includes voluntary and involuntary leavers, as well as retirements.



Learning and development

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

Our 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 2022, we had 58 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 in recent years, having a new cohort of mentors and mentees every year. In 2022, 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 2022, most of our training was delivered in an online format.

Some of our training, such as that concerning the Fiskars Group Code of Conduct, is 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. The Leadership Growth program focuses on how to build a sustainable, high-performing team. A global manager onboarding program called Leading Your Team allows us to build one Fiskars culture and promote leadership behaviors in how we lead business and people according to our values. Furthermore, Financial Acumen training provides employees with an overall understanding of financial metrics and the relationships between various aspects of Fiskars Group business, and Commercial Athletes helps us to ramp-up our commercial capability. We have also used LinkedIn Learning to offer solutions for a range of learning needs.



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⁾	95.9 (90.5)
GEAP & Sourcing and Purchasing Policy Training ²⁾	76.6 (74.2)
Data Privacy Training ²⁾	90.2 (87.1)
Competition Compliance ³⁾	84.5 (85.0)
Health and Safety, Quality, and Environmental Policy Training ²⁾	75.5 (71.8)

¹⁾ Mandatory for all employees

²⁾ Mandatory for office employees

³⁾ Mandatory for specific employee groups based on their job

Case

ARTISANAL EDUCATION IN GLASSBLOWING AT THE IITTALA GLASS FACTORY

Since 2021, Iittala Glass Factory and Tavastia Vocational College – one of the biggest upper-secondary vocational colleges in Finland – have offered a new industrial vocational education focusing on glass production in the Iittala glass factory. The students of the Vocational Education in Arts and Design program will graduate as artisans.

The students complete their professional studies with a training contract at the Iittala Glass Factory under the guidance of experienced master glassblowers. The studies in the glass industry last 2–3 years. The Iittala glass factory is known for its unique glass knowledge, and since its founding year 1881, the factory has had a traditional master-apprentice system where newcomers learn the profession from more experienced glassblowers. The training program enables us to continue and further develop the glass-blowing tradition in Finland and to nurture Iittala's unique glass know-how.



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 our common principles and 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.

Focusing on the right goals and bolstering the right competencies have remained extremely important for us in 2022. 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. Starting 2022 we have also made performance goals transparent for everyone to boost collaboration and thus support the growth strategy execution. Along with transparency, employees can see how others are contributing to the same strategic priority as they are and check their teammates' and stakeholders' goals. We believe that by seeing what others are working on will make it easier for employees to identify shared interests and opportunities to create something extraordinary together.

The Mid-Year Discussion gives us an opportunity to check if we are 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. Stakeholder feedback is an important component in our annual performance and development cycle to support our personal development. All employees are encouraged to give feedback as necessary. There is no need to wait for any formal dates or for 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.

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

By employee group	Female, %	Male, %	Total, %
Office	95.5 (98.8)	96.8 (98.8)	96.1 (98.8)
Total	29.0 (32.5)	29.6 (33.2)	29.3 (32.9)

New hires who joined before October 1, 2022 are part 2022 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.

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



Pay and reward

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

We aim 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. We are constantly monitoring the business environment and labor market to be able to make fact-based decisions regarding our compensation structure. We participate in salary surveys and use the data to adjust our base pay frames on an annual basis.

In 2022, we started to create a better visibility on our internal job opportunities and therefore we also want to ensure everyone understands the basic principles of job and pay. We want our talented employees to stay at Fiskars Group and see them taking the next step internally instead of needing to move to positions outside the company. During 2022, we have increased transparency in jobs and remuneration principles to ensure employees understand how we utilize a global job architecture for mapping jobs in a logical and fair way and how the job architecture provides the foundation for

determining the relative value of our jobs at Fiskars Group, and is our link to the external market.

We have also educated employees on how they can impact their base pay by performing well in their current job or actively developing their competencies beyond the current role to seek career advancement opportunities. Employees can now see the job grade of their current position and the salary level it is linked to. To make it transparent and help our employees in applying for jobs internally, we will soon also include the job grade and the salary level in the internal job postings of vacant positions.

In 2022, 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 an additional salary review in USA and Canada to address the risk of retention that was associated with an employee's base pay being low compared to the market level and to address internal equity concerns.

We aim to ensure that the majority of our employees can share in the company's success. 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 expansion of short-term incentive eligibility in USA and Canada as of 2022, to cover all office employees, which meant that more than 240 employees became eligible. Also a global retail incentive framework was implemented in 2022. Currently all office employees at Fiskars Group are covered by an annual performance-based short-term incentive plan. Rewards under the incentive schemes are paid based on the achievement of set performance targets related to the employee's own work or shared financial goals.

Fiskars Group total compensation also includes additional recognition and spot rewards, which our managers can use for rewarding employees 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 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 in place on how sustainability is managed throughout the company.

While updating our Environmental, Social, Governance (ESG) strategy in 2022, we also updated our sustainability governance model. The group sustainability team has been renamed as Group ESG strategy and management team, to clarify its role. ESG factors are linked to all our decision making and this is supported by our updated governance model.

THE BOARD OF DIRECTORS (Board) approves and reviews the ESG and sustainability ambition level, commitments, and targets annually. The Board also follows up on progress towards our commitments and targets on a quarterly basis. The Audit Committee has an advisory role regarding ESG strategy and management at Fiskars Group, and reviews the progress of the strategy and actions to meet sustainability requirements and proposes items to the Board for approval.

THE FISKARS GROUP LEADERSHIP TEAM (FGLT) approves and reviews the ESG and sustainability approach, commitments, roadmaps, and targets. FGLT ensures the integration of ESG and sustainability into the company's overall strategy, and owns the targets. Progress and execution of the commitments and targets are followed up on as part of the regular,

monthly, agenda. The Chief Financial Officer & deputy to the CEO has the overall responsibility to drive the sustainability agenda in the FGLT.

THE GROUP ESG STRATEGY AND MANAGEMENT TEAM provides central expertise and capabilities on sustainability: spots trends, follows regulatory updates, drives the ESG strategy, and creates commitment for sustainability within Fiskars Group. The team supports Business Areas (BAs) and Global Functions with setting BA and Global Function level ESG targets and KPIs, and the organization overall in reaching the ambition level, commitments and targets set by the Board and FGLT. The team also collects and consolidates data from BAs and Global Functions for overall progress reporting.

THE ESG MANAGEMENT TEAM is a cross-functional team that supports the Group ESG strategy and management team through enabling strategic decision making regarding required BA and Function level choices on such sustainability topics as prioritization and roadmaps. The team aligns and prioritizes activities for the Fiskars Group sustainability agenda, reviews roadmaps and performance against our commitments and Group level targets.



BUSINESS AREAS AND GLOBAL FUNCTIONS integrate the commitments and targets into their operations and respective business and investments plans. BAs and Global Functions are responsible for setting their own sub-targets to support achieving the higher-level Group targets. BAs and Global Functions follow-up on their own progress towards commitments, targets, and roadmaps.



Stakeholder engagement

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. Through the engagement process, we also review alignment with and performance of our long-term targets.





Stakeholder group	Engagement approach
Consumers	We continuously engage with our consumers through numerous touchpoints, including surveys, written communications, social media, and discussions. Consumers were invited to participate in our materiality assessment in 2022.
Customers	We work closely with our corporate customers through dedicated account teams, joint initiatives, and customer care. During 2022, we also conducted interviews with our customers on their sustainability expectations during our materiality assessment, in addition to inviting them to participate in the survey.
Employees and potential employees	Employee engagement is based on employee surveys, town hall meetings, employee communications, individual development plans, and a variety of Fiskars Group training sessions, as well as internal and external social media. Employees were invited to participate in our materiality assessment in 2022.
Suppliers and subcontractors	We engage with our suppliers through site visits, annual supplier days, questionnaires, training (regarding, for example, setting science-based targets) and our audit program. Suppliers were invited to participate in our materiality assessment in 2022.
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. In addition to inviting them to participate in the survey, in 2022 we also conducted interviews with investors on their sustainability expectations during our materiality assessment.
Non-governmental organizations	Forms of engagement with NGOs include partnerships, memberships, and ongoing dialogue. In addition to inviting NGOs to participate in the survey, in 2022 we also conducted an interview with an NGO representative on their sustainability expectations during our materiality assessment.
Media	We engage with the media through specific media events, press releases, and connecting with media influencers, including those in social media. Representatives of the media were invited to participate in our materiality assessment in 2022.
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
Products produced by Fiskars Group are produced in a sustainable manner	We have clear policies and guidelines in place for our own manufacturing as well as our suppliers, on how to ensure proper health and safety procedures, environmental protection, and human and labor rights. In 2022, we updated our Code of Conduct, Supplier Code of Conduct and Environmental Policy. When designing new products, we consider environmental impacts with sustainability guidelines, including checklists and material evaluations. We are working towards our target of having the majority of our net sales coming from circular products and services by 2030.
The sustainability angle of products is disclosed in a transparent and clear manner	We disclose information on product packaging, brand and Group websites as well as in-store materials. In 2022, our Fiskars brand introduced a new framework for communicating the sustainability angle of our Fiskars brand products, for example. Trust is built on honest communication and this is what we strive for in all our communications. We will continue to work with upkeeping and developing our disclosure.
Sharing information about the company's sustainability journey	We disclose sustainability information in our annual sustainability reports, interim reports, external reporting platforms such as CDP, stakeholder questionnaires, social media, newsletters, and websites. We strive to be open about our progress and will continue to share information on our sustainability journey.
Ensuring responsible and transparent supply chain practices	Fiskars Group manufactures products in its own factories and together with partners. Currently, 94% of our manufacturing units are ISO 9001, ISO 14001, and ISO 45001 certified. Our suppliers must meet strict sustainability requirements, and are audited by our own experts as well as external partners. Our suppliers must commit to our Supplier Code of Conduct. Fiskars Group is a global company and has manufacturing units as well as suppliers in different parts of the world. We aim to be transparent regarding our supply chain practices.
Employee wellbeing and competence development	At Fiskars Group, the health, safety, and wellbeing of our employees are key priorities. We offer learning and development opportunities for employees, are committed to actively listening to our people through regular employee surveys, and acknowledge that everyone is unique and has different needs. In the spring of 2022, Fiskars Group moved to a new head office, and we have put effort into creating an inspiring, sustainable, and functional space for our employees. Hybrid working has become part of our everyday work practices, and as a company, we want to improve the physical, social, and emotional wellbeing of our people and promote a healthy work-life balance.
Clear sustainability commitment	During 2022, we reviewed and updated our ESG strategy. Our ambitious approach to sustainability and many commitments and targets remain the same, but we have simplified the strategy to ensure focus on the areas we believe will have the biggest impact. During this process, we also reviewed and updated our ESG governance model. We have clearly defined responsibilities and plans in place to move forward with our approach.

UN Sustainable Development Goals

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

Through our assessments, we have identified three SDGs that are clearly important for us throughout the entire value chain, and these have both positive and negative impacts.

SDG 10, Reduced inequalities. Fiskars Group has 6,595 employees, with an even more significant number of people working in our value chain. For us, diversity and equal treatment of all people are our main 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.

SDG 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 production methods, 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.

SDG 13, Climate action. 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 are integrated into our sustainability approach. 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



Negative

Positive

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	2022	2021	2020
Customers			
Sales	1,248	1,254	1,116
Suppliers			
Operating costs	827	849	668
Employees			
Wages and benefits	289	294	264
Public sector			
Corporate income taxes	29	36	20
Shareholders			
Payments to providers of capital	63	49	46
Creditors			
Interest	10	3	6
Communities			
Sponsorship and donations	1.4	0.7	0.6
Economic Value retained	29	22	111





Taxes

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

In 2022, the top five largest countries where Fiskars Group paid income taxes were the US, Denmark, Sweden, Finland and China. Income taxes paid to these countries were in total EUR 26 million (EUR 32 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

Fiskars Group is committed to full compliance with all applicable laws and regulations. All our business is conducted according to the law and with integrity.

Code of Conduct

The Fiskars Group Code of Conduct provides a detailed description of our approach to doing business in an ethical way. Our 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 2022.

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. In addition to the onboarding, all Fiskars Group employees must complete the training every second year. Classroom

trainings are held at all Manufacturing Units and Distribution Centers in local languages at regular intervals by the local HR departments. By the end of 2022, 95.9% of our employees had completed our Code of Conduct 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 Labour Organization (ILO), OECD Guidelines for Multinational Enterprises and the 10 principles of the UN Global Compact. Our SCOC was also updated in 2022.

By the end of
2022, 95.9% of
our employees had
completed our
Code of Conduct
training.

Data security and privacy

At Fiskars Group, we act with transparency and integrity in all areas related to data security and privacy.

For us, data security and privacy is more than compliance, it is a competitive advantage. Data security and privacy is built into all Fiskars Group's operations by design and default through policies, instructions and processes. For instance, all initiatives including processing of personal data must be reported and are reviewed by an internal data privacy and cyber security group.

Acting with transparency and integrity gives our stakeholders confidence that we handle data responsibly, secure it properly and utilize it in ways that can create value for the individual. The business plans and strategy of Fiskars Group reflect this vision.

For us, data security and privacy is more than compliance, it is a competitive advantage.





Fiskars Group communicates its values and vision for data security and privacy actively through its policies and guidelines:

- Code of Conduct
- Data Privacy Policy
- Information and Cyber Security Policy
- Information Classification Framework
- Consumer Privacy Notice
- Employee Privacy Notice
- Stakeholder Privacy Notice
- Management and Insider Privacy Notice
- Retention Time Instructions
- Cookie Instructions and Cookie Notices
- Employee Cyber Security Guide
- Employee Mobile Security Guide

To prevent and mitigate the potential negative impacts caused by data leaks, thefts or losses Fiskars Group has implemented the necessary governance structures, processes, and technology. The same controls also support Fiskars Group in addressing negative impacts such as retaining and investigating data leaks, thefts or losses; evaluating the impact to data subjects; and effectiveness of controls. The performance of the controls is evaluated upon negative impacts and needed changes are implemented and prioritized on roadmaps.

The effectiveness of data security and privacy controls is evaluated through internal audits and security testing, for example. Goals and targets for data security and privacy are adopted from the relevant legislation, standards, and best practices, such as the NIST Cyber Security Framework and ISO 27001.

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Data Breaches concerning customer data	2022
Complaints received from outside parties and substantiated by the organization regarding data breaches*	22
Complaints from regulatory bodies	0
Total number of identified leaks, thefts, or losses of customer data**	14

* Complaints received from Fiskars Group's consumers
 ** Includes verified leaks, thefts or losses identified by Fiskars Group, Fiskars Group's personal data processors, Fiskars Group's consumers

The total number of identified data leaks, thefts, or losses of customer data during year 2022 was 14 cases. Some of these cases initiated several customer complaints, where the number of complaints received from outside parties were in total 22. Most of the identified cases were minor leaks (concerning personal data of one customer) which took place due to human error (e.g. a parcel was delivered to the wrong recipient).

All of the cases were handled internally and with related third parties (service providers) in accordance with Fiskars Group policies and processes. Necessary mitigating measures were carried out. In accordance with the Fiskars Group's dedication to act with transparency and integrity in all areas related to data security and privacy, all of the customers whose personal data was compromised in any way were informed of the incidents, even when such communication was not required under the data protection legislation.



External initiatives and memberships

We stand by universal human rights and equal opportunities in everything we do. We have, for example, joined the UN Global Compact in 2016. The UNGC is the world's largest corporate sustainability initiative.

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, 94% (90%) of our manufacturing units are ISO 9001, ISO 14001, and ISO 45001 certified. The certifications also cover most of our distribution centers, and we are working to further expand certifications in the future.

Fiskars Group's main memberships in industrial organizations and in national or international advocacy organizations during 2022

- UN Global Compact
- Global Compact Finland Network
- The Association of Finnish Work
- FSC Finland
- Climate Leadership Coalition
- Science-Based Targets initiative
- International Chamber of Commerce (ICC)
- Finland Chamber of Commerce
- Federation of Finnish Technology Industries
- The Chemical Industry Federation of Finland
- The Finnish Risk Management Association
- FIBS - Corporate Responsibility Network
- Taxpayers Association of Finland
- Finnish Quality Association
- IPR University Center Association
- International Transport organization
- Finnish Packaging Association
- Federation of European Risk Management Associations

External recognitions in 2022



Fiskars Group was recognized for leadership in corporate transparency and performance on climate change by global environmental non-profit CDP, securing a place on its annual 'A List'. Based on data reported through CDP's 2022 Climate Change questionnaire, Fiskars Group is one of a small number of companies that achieved an 'A' out of more than 15,000 companies scored.



Fiskars Group achieved a Platinum level sustainability rating from EcoVadis. The Platinum EcoVadis Medal places Fiskars Group among the top 1 percent of the companies assessed in our industry.

Responsible supplier management

Supplier management is the cornerstone of ensuring responsible sourcing.

We source finished goods, raw materials, components, and services to create our extraordinary products and bring them to consumers. We have built a strong supplier network that meets our business needs, as well as our values and social and environmental expectations.

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 2022, we audited 42% (2021: 38%) of our spending on active finished goods suppliers. The number of audits among finished goods suppliers temporarily decreased due to the COVID-19 pandemic. In 2022, we implemented new approaches to assess the supplier performance as well as increased the amount of new approach assessments, thus increasing the number of audited suppliers compared to 2021.





Fiskars Group policies related to sustainable sourcing

The Fiskars Group Supplier Code of Conduct outlines the non-negotiable minimum standards we require all of our suppliers to comply with when doing business with us, illustrating the values and principles that are core to us. The Supplier Code of Conduct covers labor and human rights, health and safety, environment, due diligence, business ethics and integrity, management system and commitment, and whistleblowing channels.

In addition to our Supplier Code of Conduct, our sourcing is also guided by our Sourcing and Purchasing policy. It acts as an important guideline for all employees in managing 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.

Supplier code of conduct assessment program

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

All of our finished goods suppliers in risk countries are assessed on-site, and we have 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 assessments when needed. The assessment consists of document review, factory tour, and worker interviews. The questions are divided into four levels of significance (zero tolerance, critical, general, and advanced), and the results are expressed as a percentage score. We identify the non-compliance issues of our suppliers through these assessments, and based on the significance of the questions, we take appropriate action.

In 2022, we conducted a total of 88 supplier code of conduct assessments for our suppliers covering both the environmental and social impacts of our suppliers. This included assessments 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	2022	2021
	100%	100%

Fiskars Group had nine new finished goods suppliers in 2022. We conducted sustainability assessment based on Supplier Code of Conduct to all of them.

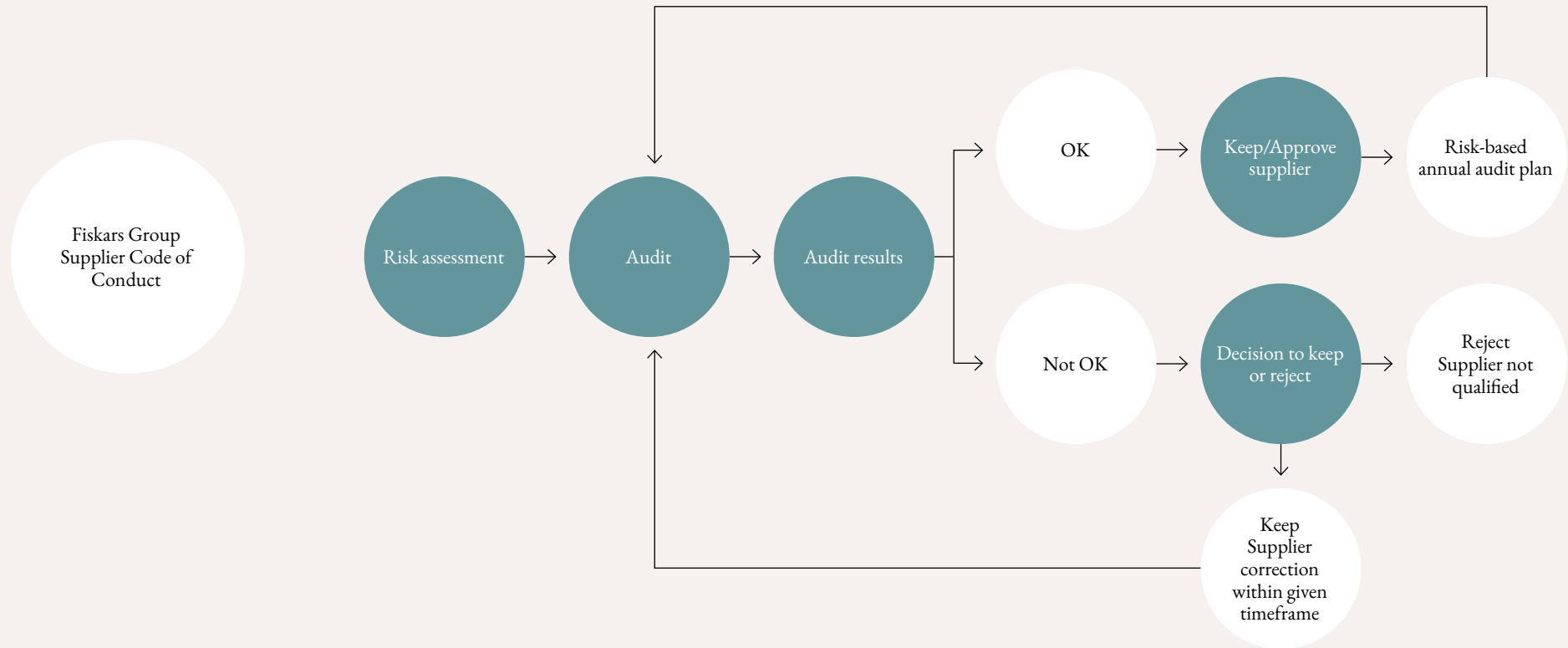
GRI 308-1 New suppliers that were screened using environmental criteria

Supplier environmental assessment	2022	2021
	100%	100%

Fiskars Group had nine new finished goods suppliers in 2022. We conducted sustainability assessment based on Supplier Code of Conduct to all of them.



Responsible supplier management



Collaboration

Trainings

Workshops

Sustainability development program

Supplier days



GRI Content Index

Statement of use – Fiskars Group has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 31 2022.

GRI 1 used – GRI 1 Foundation 2021

GRI 2: General Disclosures 2021

1. The organization and its reporting practices

General Disclosures		Location / additional information	Omissions	Assured	UNGC Cross-Reference
2-1	Organizational details	Fiskars Group, i.e. Fiskars Corporation is a public company and its shares are listed in Nasdaq Helsinki. Location of head quarters is Espoo, Finland. Countries of operation listed here: https://fiskarsgroup.com/contact-us/			
2-2	Entities included in the organization's sustainability reporting	The reporting covers Fiskars Group and all its group companies. Additional information available in Financial Statements 2022 https://fiskarsgroup.com/investors/reports-and-presentations/annual-and-interim-reports/			
2-3	Reporting period, frequency and contact point	The reporting period for both sustainability and financial reporting is 1 January 2022 to 31 December 31 2022. Any other division of the data reported is noted separately. Fiskars Group publishes a Sustainability Report annually as part of the Fiskars Group Annual Report. The Annual Report 2022 consists of the Board of Director's report, 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. The 2022 Sustainability report is published in February 2023. Contact point for questions about the report: sustainability@fiskars.com			
2-4	Restatements of information	No restatements			
2-5	External assurance	An independent third party, PwC, has provided assurance on the sustainability information reported in this report. p. 100-101			



2. Activities and workers

General Disclosures	Location / additional information	Omissions	Assured	UNGC Cross-Reference
2-6	Activities, value chain and other business relationships	p. 8-12, 20-22		
2-7	Employees	p. 68-69		
2-8	Workers who are not employees			

Fiskars Group has no significant seasonal variations in the employee data. Data has been collected through global HR system.

Information unavailable. Fiskars does not collect information about workers not categorized as employees in global HR reporting. The amount of workers not categorized as employees is considered non-significant.

3. Governance

General Disclosures	Location / additional information	Omissions	Assured	UNGC Cross-Reference
2-9	Governance structure and composition	www.fiskarsgroup.com/investors/corporate-governance/board-directors		
2-10	Nomination and selection of the highest governance body	Fiskars Group Corporate Governance Statement 2022 https://fiskarsgroup.com/investors/reports-and-presentations/annual-and-interim-reports/		
2-11	Chair of the highest governance body	www.fiskarsgroup.com/investors/corporate-governance/board-directors		
2-12	Role of the highest governance body in overseeing the management of impacts	Fiskars Group Corporate Governance Statement 2022 https://fiskarsgroup.com/investors/reports-and-presentations/annual-and-interim-reports/		
2-13	Delegation of responsibility for managing impacts	p. 77 Fiskars Group Corporate Governance Statement 2022 https://fiskarsgroup.com/investors/reports-and-presentations/annual-and-interim-reports/		
2-14	Role of the highest governance body in sustainability reporting	p. 14-16		
2-15	Conflicts of interest	Fiskars Group Corporate Governance Statement 2022 https://fiskarsgroup.com/investors/reports-and-presentations/annual-and-interim-reports/		
2-16	Communication of critical concerns	p. 60-61		



General Disclosures		Location / additional information	Omissions	Assured	UNGC Cross-Reference
2-17	Collective knowledge of the highest governance body	p. 77 Fiskars Group Corporate Governance Statement 2022 https://fiskarsgroup.com/investors/reports-and-presentations/annual-and-interim-reports/			
2-18	Evaluation of the performance of the highest governance body	Fiskars Group Corporate Governance Statement 2022 https://fiskarsgroup.com/investors/reports-and-presentations/annual-and-interim-reports/			
2-19	Remuneration policies	Remuneration Policy of the Governing Bodies of Fiskars Corporation: https://fiskarsgroup.com/wp-content/uploads/2022/02/Fiskars_Remuneration_Policy_2022.pdf			
2-20	Process to determine remuneration	Remuneration Policy of the Governing Bodies of Fiskars Corporation: https://fiskarsgroup.com/wp-content/uploads/2022/02/Fiskars_Remuneration_Policy_2022.pdf General Meeting archive, including voting results of stakeholders on remuneration policies and proposals: https://fiskarsgroup.com/general-meeting-archive/			
2-21	Annual total compensation ratio	Fiskars Group publishes information on how the development of the fees of the Board of Directors and the remuneration of the CEO compares to the development of the average remuneration of employees (three employee groups). Fiskars Group Remuneration Report 2022 https://fiskarsgroup.com/investors/reports-and-presentations/annual-and-interim-reports/			

4. Strategy, policies and practices

General Disclosures		Location / additional information	Omissions	Assured	UNGC Cross-Reference
2-22	Statement on sustainable development strategy	p. 3-5			
2-23	Policy commitments	p. 59-60, 84 Fiskars Group Code of Conduct https://fiskarsgroup.com/wp-content/uploads/2022/05/Fiskars-Group-Code-of-Conduct-2022-in-English.pdf Human rights statement https://fiskarsgroup.com/wp-content/uploads/2023/01/Fiskars-Group-Humen-Rights-Statement.pdf Fiskars Group Supplier Code of Conduct and other policies: https://fiskarsgroup.com/sustainability/			Principles 1, 2



General Disclosures		Location / additional information	Omissions	Assured	UNGC Cross-Reference
2-24	Embedding policy commitments	p. 60-61, 84, 88-90 Fiskars Group Code of Conduct https://fiskarsgroup.com/wp-content/uploads/2022/05/Fiskars-Group-Code-of-Conduct-2022-in-English.pdf Human rights statement https://fiskarsgroup.com/wp-content/uploads/2023/01/Fiskars-Group-Humen-Rights-Statement.pdf			Principles 1, 2
2-25	Processes to remediate negative impacts	p. 50-51, 60-61			
2-26	Mechanisms for seeking advice and raising concerns	p. 61			
2-27	Compliance with laws and regulations	p. 60-61, 84			Principle 10
2-28	Membership associations	p. 87			

5. Stakeholder engagement

General Disclosures		Location / additional information	Omissions	Assured	UNGC Cross-Reference
2-29	Approach to stakeholder engagement	p. 14-15, 78-80			
2-30	Collective bargaining agreements	p. 68		x	Principle 3

Material topics

GRI 3: Materials Topics 2021

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-1	Process to determine material topics	p. 14-16		x	
3-2	List of material topics	p. 16 GHG emissions and other emissions to air, land and water (GRI 303, 305 and 306) Product design and lifecycle management (GRI 306) Energy Efficiency (GRI 302) Employee health and safety (GRI 403) Work community and wellbeing; Human rights and labor practices (GRI 401, 404 and 405) Product quality and safety (GRI 416) Responsible selling practices and product labelling (GRI 417) A transparent and responsible supply chain (GRI 308 and 414) Data security and privacy (GRI 418)		x	



GRI 3: Materials Topics 2021

GRI 3: Energy 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 33-35		x	
302-1	Energy consumption within the organization	p. 34-35		x	Principle 7
302-3	Energy intensity	p. 35		x	Principle 9
302-4	Reduction of energy consumption	p. 35		x	Principle 7

Gri 303: Water and effluents 2018

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 42		x	
303-1	Interactions with water as a shared resource	p. 42		x	
303-2	Management of water discharge-related impacts	p. 42		x	
303-3	Water withdrawal	p. 42		x	Principle 8
303-4	Water discharge		Information unavailable. Fiskars Group does not collect this information systematically. The company will start data collection and reporting in 2023.		

Gri 305: Emissions 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 33-34, 36-37		x	
305-1	Direct (Scope 1) GHG emissions	p. 37		x	Principle 7, 8, 9
305-2	Energy indirect (Scope 2) GHG emissions	p. 37		x	Principle 7, 8, 9
305-3	Other indirect (Scope 3) GHG emissions	p. 38	Information incomplete. Fiskars Group only reports business travel, and upstream and downstream emissions. We are continuously developing our greenhouse gas inventory with the aim to report more scope 3 emission categories in the future.	x	Principle 7, 8, 9



Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
305-4	GHG emissions intensity	p. 37		x	Principle 7, 8, 9
305-5	Reduction of GHG emissions	p. 37		x	Principle 7, 8, 9

Gri 306: Waste 2020

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 31		x	
306-1	Waste generation and significant waste-related impacts	p. 31		x	
306-2	Management of significant waste-related impacts	p. 31		x	
306-3	Waste generated	p. 32		x	
306-4	Waste diverted from disposal	p. 32		x	Principle 8
306-5	Waste directed to disposal	p. 32		x	

Gri 308: Supplier environmental assessment 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 88-90		x	
308-1	New suppliers that were screened using environmental criteria	p. 89		x	Principle 7
308-2	Negative environmental impacts in the supply chain and actions taken		Information unavailable. Fiskars Group does not collect this information systematically. The company will start data collection and reporting in 2023.		

Gri 401: Employment 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 68		x	
401-1	New employee hires and employee turnover	p. 69		x	Principle 6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Information unavailable. Fiskars Group does not collect this information globally. The company will start data collection and reporting in 2023.		



Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
401-3	Parental leave	Case example p. 56	Information unavailable. Fiskars Group does not collect this information systematically but is looking to improve reporting on the matter. The company has provided qualitative information on parental leave developments in the US.		

Gri 403: Occupational health and safety 2018

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 50-53		x	
403-1	Occupational health and safety management system	p. 51		x	
403-2	Hazard identification, risk assessment, and incident investigation	p. 50-51		x	
403-3	Occupational health services	p. 51		x	
403-4	Worker participation, consultation, and communication on occupational health and safety	p. 51		x	
403-5	Worker training on occupational health and safety	p. 50		x	
403-6	Promotion of worker health	p. 51		x	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 50-51		x	
403-8	Workers covered by an occupational health and safety management system	p. 51			
403-9	Work-related injuries	p. 52		x	Principle 6
403-10	Work-related ill health		Legal prohibitions. Data regarding work-related ill health is not reported due to GDPR constraints.		

Gri 404: Training and education 2016

General Disclosures		Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 70-74		x	
404-1	Average hours of training per year per employee		Information unavailable. Fiskars Group does not collect this information systematically, but is looking to improve reporting for 2023.		



General Disclosures		Location / additional information	Omissions	Assured	UNGC Cross-Reference
404-2	Programs for upgrading employee skills and transition assistance programs	p. 72		x	Principle 6
404-3	Percentage of employees receiving regular performance and career development reviews	p. 74		x	Principle 6

Gri 405: diversity and equal opportunity 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 54-56		x	
405-1	Diversity of governance bodies and employees	p. 57		x	Principle 6
405-2	Ratio of basic salary and remuneration of women to men	p. 58			Principle 6

Gri 414: supplier social assessment 2016

General Disclosures		Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 88-90		x	
414-1	New suppliers that were screened using social criteria	p. 89		x	Principles 2, 4, 5
414-2	Negative social impacts in the supply chain and actions taken		Information unavailable. Fiskars Group does not collect this information systematically. The company will start data collection and reporting in 2023.		

Gri 416: customer health and safety 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 43-44		x	
416-1	Assessment of the health and safety impacts of product and service categories	p. 44			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p. 44		x	



Gri 417: Marketing and labeling 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 43-44		x	
417-1	Requirements for product and service information and labeling	p. 44			
417-2	Incidents of non-compliance concerning product and service information and labeling	p. 44		x	
417-3	Incidents of non-compliance concerning marketing communications		Information unavailable. Fiskars Group does not collect this information systematically. The company will start data collection and reporting on year 2023.		

GRI 418: Customer Privacy 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
3-3	Management of material topics	p. 85-86		x	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 86			

Topics reported in addition to material topics

GRI 201: Economic: 2016

Disclosure	Disclosure description	Location / additional information	Omissions	Assured	UNGC Cross-Reference
201-1	Direct economic value generated and distributed	p. 82-83		x	

Independent practitioner's limited assurance report

To the Management of Fiskars Group

We have been engaged by the Management of Fiskars Group (hereinafter also the "Company") to perform a limited assurance engagement on selected sustainability information for the reporting period 1 January 2022 to 31 December 2022, disclosed in Fiskars Group Sustainability Report 2022 (hereinafter the Selected sustainability information).

Selected sustainability information

The selected sustainability information within the scope of assurance covers the economic, social and environmental sustainability indicators as identified in the GRI content index included in the Fiskars Group Sustainability Report 2022.

Management's responsibility

The Management of Fiskars Group is responsible for preparing the Selected sustainability information in accordance with the Reporting criteria as set out in Fiskars Group reporting instructions (described in Fiskars Group Sustainability Report 2022) and the GRI Standards of the Global Reporting Initiative.

The Management of Fiskars Group is also responsible for such internal control as the management determines is necessary to enable the preparation of the Selected sustainability information that is free from material misstatement, whether due to fraud or error.

Practitioner's independence, other ethical requirements and quality control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

PricewaterhouseCoopers Oy applies International Standard on Quality Control (ISQC) 1 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.

Practitioner's responsibility

Our responsibility is to express a limited assurance conclusion on the Selected sustainability information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information". This Standard requires that we plan and perform the engagement to obtain limited assurance about whether the Selected sustainability information is free from material misstatement.

In a limited assurance engagement, the evidence-gathering procedures are more limited than for a reasonable assurance engagement, and therefore less assurance is obtained than in a reasonable assurance engagement. An assurance engagement involves performing procedures to obtain evidence about the amounts and other information in the Selected sustainability information. The procedures selected depend on the practitioner's judgment, including an assessment of the risks of material misstatement of the Selected sustainability information.



Our work consisted of, amongst others, the following procedures:

- Interviewing senior management of the Company.
- Conducting remote site visits to Royal Copenhagen site in Denmark, Slupsk site in Poland and DC Wall site in US.
- Interviewing employees responsible for collecting and reporting the selected information on sustainability indicators at the Group level.
- Assessing how Group employees apply the reporting instructions and procedures of the Company.
- Testing the accuracy and completeness of the information from original documents and systems on a sample basis.
- Testing the consolidation of information and performing recalculations on a sample basis.
- Considering the disclosure and presentation of the Selected sustainability information.

Our assurance report has been prepared in accordance with the terms of our engagement. We do not accept, or assume responsibility to anyone else, except to Fiskars Group for our work, for this report, or for the conclusions that we have reached.

Helsinki, 17 February 2023
PricewaterhouseCoopers Oy

Mikael Niskala
Partner
ESG Reporting & Assurance

Tiina Puukkoniemi
Partner, Authorised Public Accountant
ESG Reporting & Assurance

Limited assurance conclusion

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 Fiskars Group's Selected sustainability information for the reporting period 1 January 2022 to 31 December 2022 is not properly prepared, in all material respects, in accordance with the Reporting criteria.

When reading our limited assurance report, the inherent limitations to the accuracy and completeness of sustainability information should be taken into consideration.



*Pioneering design to make the
everyday extraordinary.*

Fiskars Group (FSKRS, Nasdaq Helsinki) is the global home of design-driven brands for indoor and outdoor living.

Our brands include Fiskars, Gerber, Iittala, Royal Copenhagen, Moomin by Arabia, Waterford, and Wedgwood.

Our brands are present in more than 100 countries and we have approximately 350 own stores.

We have close to 7,000 employees and our global net sales in 2022 were EUR 1.2 billion.

We are driven by our common purpose: Pioneering design to make the everyday extraordinary. Since 1649, we have designed products of timeless, purposeful, and functional beauty, while driving innovation and sustainable growth.

Please visit us at www.fiskarsgroup.com for more information and follow us on Twitter @fiskarsgroup.