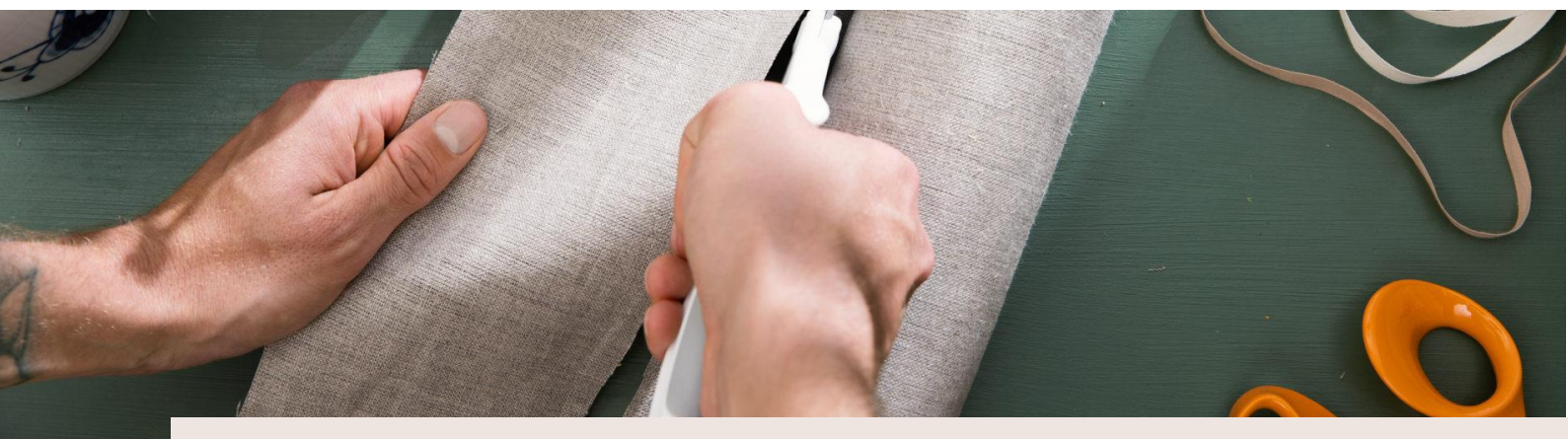


Fiskars Group

Sustainability-Linked Bond Framework

November 2023

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1 INTRODUCTION

1.1 About Fiskars Group

Fiskars Group (“Group”, “we”, “us”) 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.

Fiskars Group has a well-balanced portfolio of unique brands including Fiskars, Georg Jensen, Gerber, Iittala, Royal Copenhagen, Moomin by Arabia, Waterford, and Wedgwood, as well as several smaller brands. The Group’s brands are present in more than 100 countries in Asia-Pacific, Europe and the Americas. Fiskars has a strong market position especially in the Nordics and in the gardening segment in the U.S.

Fiskars Group serves wholesale customers and B2B customers as well as consumers directly in its own stores and ecommerce. Wholesale is Fiskars Group’s largest channel generating approximately 70% of the Group’s sales. Serving end consumers in the direct-to-consumer (DTC) channels is a strategic focus area for Fiskars Group. In 2022, the Group has approximately 350 own stores around the world, a majority of them in the Asia-Pacific region.

Fiskars Group had a diverse team of 6,595 employees based in 29 countries in 2022. We recognize the importance of our people in contributing to our success, and continuously invest in opportunities for employees to learn and grow. We promote employee engagement by creating an inclusive and inspiring working environment.

Fiskars Group combines own manufacturing operations with those of its carefully selected suppliers. In 2022, the Group had 11 own manufacturing units located in Europe, Asia and the U.S. Fiskars Group has approximately 130 finished goods suppliers and a wide network of suppliers for raw materials, components, and services. We have built a strong supplier network that meets our business needs, as well as our values and social and environmental expectations.

In 2022, the Group’s net sales were approximately EUR 1.2 billion. Fiskars Group shares are traded in the Large Cap segment of Nasdaq Helsinki.

1.2 Sustainability at Fiskars Group

Sustainability is an important part of Fiskars Group's strategy, and we are constantly working to further improve our performance in this area. Fiskars Group views sustainability as an opportunity to take action in solving global challenges and to create solutions that support consumers in their journey toward a more sustainable future. Fiskars Group designs products of timeless, purposeful, and functional beauty, driving innovation and sustainable growth, and has launched new product series which utilizes recycled materials. We continue to research and innovate with new and sustainable materials. We have also introduced new business models based on services (for example, the Vintage service and Fiskars pan care service) to extend the products lifespan for as long as possible. We have set ambitious science-based targets to reduce emissions, and we have invested in our operations to constantly improve efficiency and to create and sustain value through circularity.

During 2022, we reviewed and updated our sustainability strategy. The Group's ambitious approach and most of the commitments and targets remain the same, but the strategy was simplified to ensure focus on the areas in which Fiskars Group has the biggest impact.

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 sustainability strategy is more closely linked to our overall business strategy and sets clear targets for preventing and mitigating our negative impacts while promoting positive impacts.

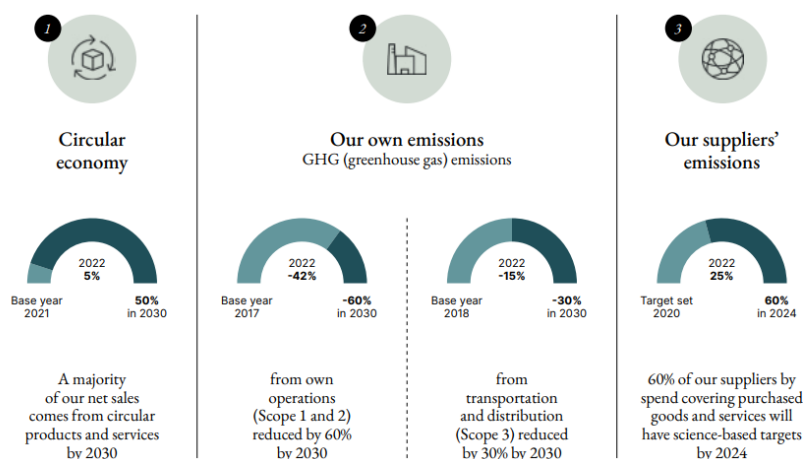
Our updated ESG strategy has two bold commitments that guide all our actions: Pioneering design against throwaway culture and Making the everyday extraordinary. Under these commitments, we have identified five key targets, which we monitor at all levels of the Group. These five key targets are also frequently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



1.2.1 Key targets and progress

Environmental

Pioneering design against throwaway culture



Social

Making the everyday extraordinary



Environmental

Our target: 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 recognize 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 going forward.

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

We have set 1.5°C degree aligned emission reduction targets approved by the Science Based targets initiative. Most of the emissions in our value chain are generated in the production of purchased goods and services.

- Fiskars Group commits to reduce greenhouse gas emissions from own operations (scope 1 and 2) 60% by 2030 from a 2017 base year.
- Fiskars Group commits to reduce greenhouse gas emissions from upstream transportation and distribution (scope 3) 30% by 2030 from a 2018 base year.
- Fiskars Group commits that 60% of its suppliers by spend covering purchased goods and services, will have science-based targets by 2024.

Compared to the 2017 base year, Group has achieved a Scope 1 & 2 reduction of 42% as a result of energy-saving actions and investments in renewable energy. Our transportation emissions have reduced by 15% from our 2018 target base year.

Fiskars Group encourages our suppliers to set science-based targets for at least their Scope 1 and 2 emissions. For example, we support our suppliers in their climate work by providing online training sessions and direct local support. Fiskars Group started actively engaging with its suppliers on this topic in 2021. By collaborating with suppliers, Fiskars Group has been able to make noticeable progress in its target: By the end of the year 2022, approximately 25% of the Group's suppliers by spend covering purchased goods and services have set science-based targets.

Social

Fiskars Group is committed to inspiring and empowering people to learn, develop as professionals, and to bring in new ideas, skills, and perspectives. We are building a globally collaborative culture and diverse team so that it can serve its stakeholders in the best possible way. Fiskars Group wants to attract, develop, and retain a diverse team of high-performing people from different backgrounds and cultures.

Our target: Zero harm with zero LTAF (Lost time accident frequency)

One of the key priorities in our operations is to ensure the safety and wellbeing of employees and people involved in the Group's value chain. We promote a culture of zero harm to increase safety and hazard awareness. A continuing focus on reducing accidents and near-misses and promoting the reporting of safety observations are vital in developing and retaining a team that is engaged and enabled to do its best.

Fiskars Group's Employment Policy aligns topics such as diversity and inclusion, employee wellbeing, freedom of association and employee contracts.

Fiskars Group's Health and Safety Policy promotes a culture of zero harm and supports safety priorities. Health and safety topics such as workplace safety, emergency preparedness, and management and communication on health and safety are also covered in Fiskars Group's Supplier Code of Conduct.

In 2022, Group's Lost Time Accident Frequency (LTAF) decreased to 4.8 (5.2), and the rate of recordable work-related injuries was 7.4 (8.7). We are committed to improve safety performance. Contractor LTAF was 0 (3.0). Our target for 2030 is Zero harm with a zero Lost Time Accident Frequency (LTAF).

Our target: Inclusion Experience within the top 10% of global high-performing companies¹

We are unified and driven by our common purpose: pioneering design to make the everyday extraordinary. We understand our responsibilities both as an employer and a member of the communities in which we operate. We are committed to building an inclusive, fair, and open working environment, where everyone is listened to and their uniqueness is celebrated.

We know that when our colleagues feel that they are included and have a sense of belonging, we can also drive innovation and grow as a Group. By measuring how our colleagues experience inclusion at Fiskars Group, we can make sure we are on the right track and take impactful actions.

Currently, the global benchmark score for Inclusion Experience is 80, and our baseline score for office employees is 72. The baseline was measured during our employee engagement survey in May 2023.

Fiskars Group is committed to full compliance with all applicable laws and regulations of relevant countries. All business is conducted according to the law and with integrity. We do not allow working conditions or treatment that contravene basic human rights. All our 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 does not allow working conditions or treatment that contravene basic human rights. We have zero tolerance for child labor, and safeguards vulnerable workers from abuse or exploitation, regardless of their employment contract or immigration status. Supplier sustainability audits help assess and control human rights topics in the Fiskars Group supply chain.

¹ Current benchmark: 80 (Q2/2023). The benchmark score is updated every 6 months with the latest data and might change depending on how the global benchmark develops.

1.2.2 EU Taxonomy

Fiskars Group discloses information according to Commission Delegated Regulation (EU) 2021/2178 of July 6, 2021, supplementing Regulation (EU) 2020/852 (“EU Taxonomy for sustainable activities”) of the European Parliament and of the Council.

Fiskars Group has reviewed the Minimum Social Safeguards set out in Regulation (EU) 2020/852 and the Final Report on Minimum Safeguards by the EU Platform on Sustainable Finance. The minimum safeguards cover minimum criteria on human rights, bribery and corruption, taxation, and fair competition. Fiskars Group has assessed its activities to be aligned with the established criteria. Fiskars Group has extensive policies in place for the aforementioned topics, extending requirements also to the Group’s business partners. We are committed to support the values, freedoms, and fundamental rights promoted in internationally recognized labor and human rights standards, as well as guidelines on taxation and preventing bribery and corruption.




Fiskars Group has taken a stringent approach to assessing Taxonomy-eligibility and alignment. The Group has assessed turnover, capital, and operational expenditure for its forestry, cultural, and real estate operations, as well as its operational activities and individual Taxonomy-eligible activities have been identified. In terms of Taxonomy-alignment, Fiskars Group has not identified any activities from the currently defined economic activities.

Fiskars Group expects the share of eligibility and alignment to increase in the future. At this stage, while the remaining environmental objectives have yet to be fully defined and reported, the share of turnover, capital (CapEx), and operational expenditure (OpEx) substantially contributing to the economic activities in the Climate Delegated Act for Fiskars Group remain low.

1.2.3 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, having both positive and negative impacts.

	<p>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.</p>
	<p>SDG 12, Responsible consumption and production. As a consumer goods Group, 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.</p> <p>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.</p>
	<p>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.</p>

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.

1.2.4 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.

In 2022, 94% (90%) of our manufacturing units were 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 key memberships in industrial organizations and in national or international advocacy organizations

- 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



In 2022, Fiskars Group was recognized for its leadership in corporate transparency and performance on climate change by the global environmental nonprofit CDP, securing a place on its annual Climate Change A List. Based on data reported through CDP's 2022 Climate Change questionnaire, Fiskars Group was one of less than 300 companies achieving the A rating out of nearly 15,000 companies scored. In addition, Fiskars Group achieved a Platinum level sustainability rating from EcoVadis. The Platinum EcoVadis Medal places Fiskars Group among the top 1% of companies assessed in our industry.



Fiskars Group achieved a Gold level sustainability rating from EcoVadis. We are proud of the award and will work relentlessly also in the future to continue to improve our sustainability performance.

2 SUSTAINABILITY-LINKED BOND FRAMEWORK

We have chosen to create a Sustainability-Linked Bond Framework (the “Framework”) in order to align our sustainability plan with our long-term financing strategy.

This Framework will also contribute to awareness around Fiskars Group sustainability targets, as well as offer an opportunity to communicate with investors and other market participants about our work within this area in a dedicated and frequent manner.

Fiskars Group can issue debt financing instruments with specific sustainability-related provisions (“Sustainability-Linked Bonds”) under this Framework.

This Framework has been established in accordance with the Sustainability-Linked Bond Principles (SLBP) 2023 as administered by ICMA².

The following five components form the basis of Fiskars Group’s Framework:

1. Selection of Key Performance Indicators (KPIs)
2. Calibration of Sustainability Performance Targets (SPTs)
3. Financial characteristics
4. Reporting
5. External Review



² International Capital Markets Association SLB 2023:


<https://www.icmagroup.org/assets/documents/Sustainable-finance/2023-updates/Sustainability-Linked-Bond-Principles-June-2023-220623.pdf>

2.1 Selection of Key Performance Indicators (KPIs)

Fiskars Group has selected the following KPIs, which are core, relevant, and material to its business to measure the sustainability improvements of Fiskars Group:

KPI 1	GHG (Scope 1 + 2) emissions reduction (t CO ₂)																			
Definition	Reduction of absolute Scope 1 and 2 carbon emissions (t CO ₂)																			
Scope	Market-based emissions are used for Scope 2 emissions. Scope and calculations follow GHG Protocol. This KPI covers 100% of Fiskars Group’s own operations. Scope 1 and 2 emissions accounted for approximately 24% of Fiskars Group’s total emissions in 2022.																			
Calculation methodology	Emissions are calculated in compliance with the GHG protocol. Scope 1 emissions reporting covers only CO ₂ . Scope 1 emissions are calculated by multiplying the quantity of MWh produced with certain fuels used in our manufacturing units by the CO ₂ conversion rate. Scope 2 emissions are primarily calculated from supplier-specific, local grid emission factors that are collected from all manufacturing units and distribution centers.																			
Rationale for choosing the KPI	Fiskars Group wants to show leadership in tackling climate change by setting ambitious and Science-Based climate targets. Setting a KPI to reduce greenhouse gas emissions in line with 1.5 degree scenario is a key part of our long-term commitment to become a carbon neutral business.																			
Historical performance	<table><thead><tr><th></th><th>2017*</th><th>2020</th><th>2021</th><th>2022</th></tr></thead><tbody><tr><td>Scope 1 and 2 GHG emissions, tonnes CO₂e</td><td>86 976</td><td>48 380</td><td>53 599</td><td>50 244</td></tr><tr><td></td><td>-</td><td>(-44%)</td><td>(-38%)</td><td>(-42%)</td></tr></tbody></table> <p><i>* base year for emission reduction targets according to the SBTi</i></p>						2017*	2020	2021	2022	Scope 1 and 2 GHG emissions, tonnes CO ₂ e	86 976	48 380	53 599	50 244		-	(-44%)	(-38%)	(-42%)
	2017*	2020	2021	2022																
Scope 1 and 2 GHG emissions, tonnes CO ₂ e	86 976	48 380	53 599	50 244																
	-	(-44%)	(-38%)	(-42%)																
Baseline year	2017																			
Contribution to SDG(s)	<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>																			

All instruments issued under this framework will use KPI 1 alongside KPI 2, if applicable.

KPI 2	Percentage of suppliers by spend with set science-based targets								
Definition	Increasing the share of suppliers, as measured based on expenditure, that have set Science-Based Targets for emissions reduction.								
Scope	Direct spending on suppliers covering purchased goods and services. Purchased goods and services accounted for approximately 60% of Fiskars Group’s total emissions in 2022.								
Calculation methodology	The calculation is done based on the annual spend on suppliers. Fiskars Group calculates the share of spending with suppliers that have set publicly Science-Based Targets, or an equivalent greenhouse gas emissions reduction commitment, as a proportion of total spend on suppliers during the financial year.								
Rationale for choosing the KPI	Scope 3 emissions constitute a significant proportion of our total emissions, where purchased goods and services are the largest category. In order to reduce these emissions, Fiskars Group must partner with the right suppliers who share the ambition to reduce emissions in line with the goals of the Paris Climate Agreement.								
Historical performance	<table><tr><td></td><td>2020*</td><td>2021</td><td>2022</td></tr><tr><td>Percentage of suppliers by spend with science-based targets, %</td><td>n/a</td><td>6%</td><td>25%</td></tr></table> <p>* target was set in 2020, with work initiated in 2021</p>		2020*	2021	2022	Percentage of suppliers by spend with science-based targets, %	n/a	6%	25%
	2020*	2021	2022						
Percentage of suppliers by spend with science-based targets, %	n/a	6%	25%						
Baseline year	Not applicable								
Contribution to SDG(s)									

All instruments issued under this framework will use KPI 2, if applicable, alongside KPI 1.



2.2 Calibration of Sustainability Performance Targets (SPTs)

Fiskars Group has set near-term Science-Based Targets in alignment with limiting global warming to 1.5°C. These targets will serve as a basis for the calibration of the SPTs.

SPT 1: Reduce Scope 1 and 2 GHG emissions by 60% by 2030, (2017 base year) (SBTi validated)

Historical performance and proposed target

Fiskars Group has a Science-Based Targets initiative approved emission reduction target of cutting scope 1 and 2 emissions by 60% by 2030. This target has been confirmed by SBTi to be consistent with the reductions required to limit the global mean temperature increase to 1.5 degrees Celsius, the most ambitious goal of the Paris Agreement.

Fiskars Group has been working hard to mitigate climate change by reducing its greenhouse gas emissions and is well on track to reducing emissions towards the 2030 target. Group's greenhouse gas emissions decreased by 6% in 2022 compared to the previous year. Compared to the 2017 base year, Fiskars Group has achieved a reduction of 42% as a result of energy-saving actions and investments in renewable energy. In 2022, 38 tons of CO₂ equivalents were saved through energy and emissions saving activities in manufacturing units and distribution centers.

For the purpose of this framework, we use the SBTi approved climate target that is in line with limiting global warming to 1.5°C and calculate the SPTs based on trajectory from 2022 level towards the 2030 target. This enables more up-to-date and ambitious target setting based on the most recently available performance.

SPT 1 trajectory for the reduction of Scope 1 and 2 emissions

SPT 1 TARGET TRAJECTORY				
2017 (BASELINE)	2025	2026	2027	2030
86,976 t CO ₂	-48%	-50%	-52%	-60%

Strategy to achieve the Sustainability Performance Target

To achieve the SPT target, we will continue investing in renewable energy by for example installing solar panels and enhancing energy efficiency by implementing energy saving activities.

In 2022, Fiskars Group announced an energy investment of approximately EUR 10 million³ in the Iittala glass factory in Hämeenlinna, Finland. The factory's existing natural gas powered furnaces are replaced with new energy efficient electricity powered furnaces and the glass factory will reduce its annual emissions by 74% by the end of 2026. In total, Fiskars Group's Scope 1 emissions will be reduced by 26% compared to 2021.

Challenges in achieving the target

Fiskars Group expects the volume of its business to grow between now and 2030. Also, the reductions are dependent on the supply of green energy where rapidly increasing demand could cause bottlenecks for its' availability. In this context achieving absolute targets by 2030 is an ambitious target.

³ 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 October 4, 2022. This energy investment aid to the Iittala glass factory amounts to EUR 2.871 million.

SPT 2: 60% of Fiskars Group's suppliers by spend covering purchased goods and services will have Science-Based Targets by 2024

Historical performance and proposed target

Fiskars Group has a Science-Based Targets initiative validated target of increasing the percentage of suppliers by spend covering purchased goods and services that will have science-based targets to 60% by 2024. The 2024 target was approved by the SBTi in 2020.

By the end of 2022, approximately 25% of the company's suppliers by spend covering purchased goods and services set science-based targets compared to approximately 6% in 2021.

SPT 2 trajectory for the percentage of Group's suppliers by spend covering purchased goods and services with set science-based targets

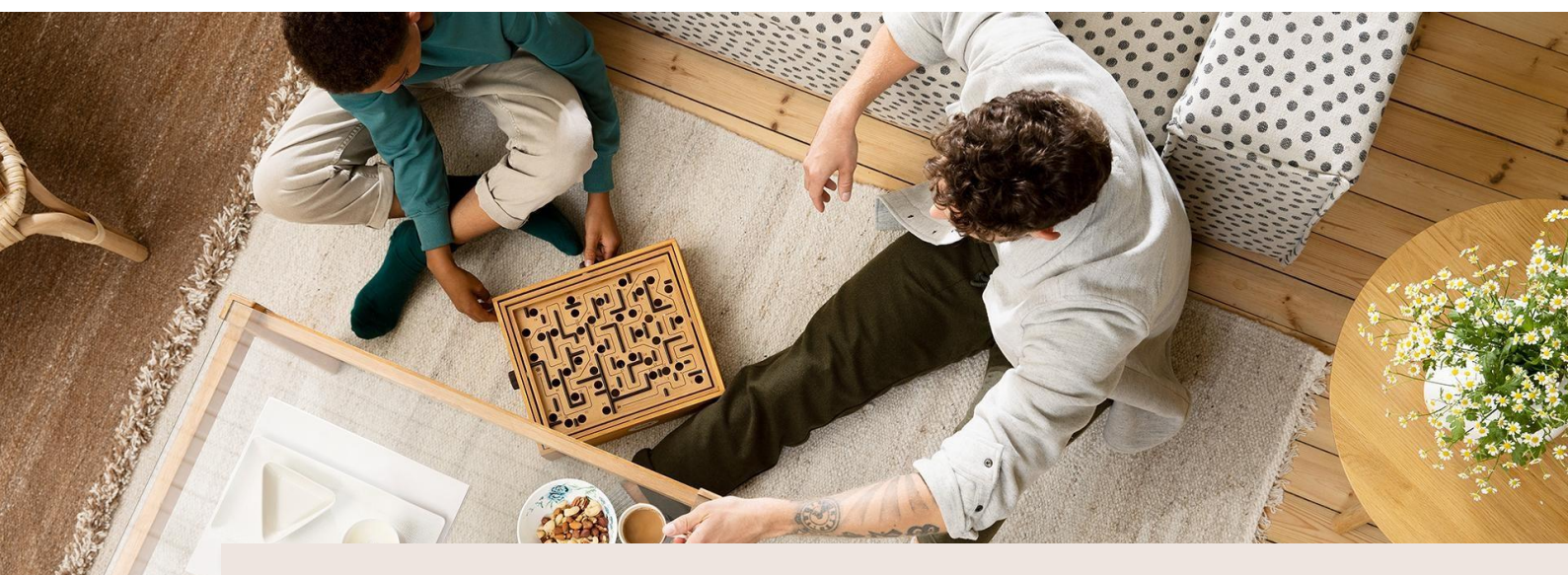
SPT 2 TARGET (%-ge of suppliers by spend with set science-based targets)	
2020	2024
n/a	60%

Strategy to achieve the Sustainability Performance Target

Achieving this target will require continuing the engagement with suppliers to sign-up and commit to Science-Based Targets, and eventually redirecting spend towards suppliers that have signed up. Fiskars Group will support their suppliers by providing training and direct support for their climate work. We conduct internal training sessions on the topic and increase transparency on the target setting status of our suppliers.

Challenges in achieving the target

Achieving this target will be challenging, as this is a metric that Fiskars Group can only partially control.



2.3 Financial characteristics

Bonds issued under this Framework will have a sustainability-linked feature embedded in the cost of debt that will result in either a coupon adjustment or a premium payment at maturity in the event that a Trigger Event occurs.

2.3.1 Trigger Events

The occurrence of any of the following events (“the Trigger Events”) will trigger a change to the financial characteristics of the relevant instrument as described in 2.3.2 below.

- The failure by Fiskars Group to satisfy the predetermined SPT(s) on the relevant Target Observation Date(s),
- Fiskars Group’s reporting does not meet the requirements set out in Section 2.4 (“Reporting”) of this Framework in all material respects, or
- the verification of the SPT in accordance with section 2.5 (“External Review”) of this Framework has not been provided and made public by the Reporting End Date (as defined below).

Target Observation Date is defined as any date when KPI’s performance is observed and, if applicable, measured against a relevant target or an SPT.

Reporting End Date for any given year shall be the date falling 120 days after the 31 December of that year.

Reference Year is defined as the twelve-month period up until and including the Target Observation Date for which the relevant KPI’s performance is observed.

2.3.2 Changes in financial characteristics

The occurrence of a Trigger Event will result in a coupon adjustment or increase in the redemption price.

The size of the step-up applicable to the coupon or the increase of the redemption price will be specified in the final terms for each respective instrument issued under this Framework.

For the avoidance of doubt, if in respect of any instruments issued under this Framework, the Group has achieved the relevant SPTs for the relevant Reference Years, and reporting and verification for the KPIs and SPTs have been provided and made public in accordance with the Reporting and External Review sections of this Framework, the financial characteristics of the relevant instrument issued by Fiskars Group under this Framework shall remain unchanged.

2.4 Reporting

Fiskars Group will report KPIs performance against the related SPTs at least annually in its Sustainability Report and until the maturity of any outstanding Sustainability-Linked Bond. The reporting shall be made available no later than 120 days after the end of the year being reported on.

If a change to the financial characteristics of the financial instrument is triggered due to a failure to report, the change will only occur after the Reporting End Date, relating to the relevant Reference Year, regardless of when a failure to provide the verification occurs.

The reporting will include:

- Up-to date information on the performance of each KPI including the calculation methodology and baselines where relevant;
- With reference to each KPI, outlining the performance against the SPT and the related impact and timing of such impact on the instrumental characteristics;
- Information about recalculations, if any, of baseline for the KPIs;
- A verification assurance report relative to the reporting including the above points.

Information may also include when reasonably feasible:

- Qualitative or quantitative explanations of the contribution of the main factors behind the performance of the KPIs on an annual basis (e.g. M&A activities and/or divestitures);
- Illustration of the positive sustainability impacts of performance improvement;
- Any re-assessments of KPIs and/or restatement of the SPT and/or pro-forma adjustments of baselines or KPI scope;
- Updates on new or proposed regulations from regulatory bodies relevant to the KPIs and the SPTs.

2.5 External Review

Annual verification

To ensure alignment with the sustainability-linked bond principles (SLBP), Fiskars Group will obtain an independent verification by a qualified external reviewer, as outlined in the Voluntary Guidelines for Green, Social, Sustainability and Sustainability-linked Bonds. Fiskars Group will ensure verification of its annual performance level against each SPT for each KPI. The verification shall be conducted at least with limited assurance by the external reviewer. Fiskars Group has the discretion to change the external reviewer subject to fulfilling the requirements set out herein. The ex-ante reviewer of the Sustainability-Linked Bond Framework shall differ from the ex-post reviewer.

The verification of the actual performance relative to the SPTs shall be made public together with Fiskars Group's Sustainability Report on the Group's webpage no later than the Reporting End Date in each year as set out in section 2.3 (Financial Characteristics) and specified in the instrument specific documentation for as long as any instruments issued under this Framework remain outstanding. The sustainability report at least with limited assurance will form the basis for evaluating any change in the financial characteristics of any instruments issued under this Framework as described in the section 2.3 (Financial Characteristics).

If a change to the financial characteristics of the financial instrument is triggered due to failure to

provide verification, the change will only occur after the Reporting End Date, relating to the relevant Reference Year, regardless of when a failure to provide the verification occurs.

Second Party Opinion

Fiskars Group has obtained a Second Party Opinion from Moody's. Amongst other things, it confirms the alignment of this Framework with Sustainability-Linked Bond Principles June 2023 (ICMA). The Second Party Opinion confirms that the chosen KPIs are relevant and core to Fiskars Group's business and sustainability strategy. The document with SPT-specific assessment can be found from Fiskars Group's website.

2.6 Recalculation policy

The baseline(s) set out in the Framework may be recalculated and applied to existing sustainability-linked instrument at the occurrence of significant change in:

- the methodology of calculation of any KPI or
- the data due to better data accessibility/accuracy or discovery of data errors or
- the structure of the Group as a result, for example, of acquisition, demerger, merger or divestiture.

Following the recommendation of SBTi, a threshold value for significant change constitutes an increase or decrease of 5% or more in the baseline level for KPI 1. Fiskars Group may also choose to recalculate the baseline(s) for changes of less than 5%.

In such event of a recalculation of the baseline(s), these changes shall be reviewed at least on a limited assurance basis by external reviewer and reported in the Sustainability Report.

2.7 Amendments to this Framework

Fiskars Group will review this Framework from time to time, including its alignment to updated versions of the relevant principles, with the aim of adhering to best practices in the market. Any future updated version of this Framework that may exist will either keep or improve the current levels of transparency and reporting disclosures, including the corresponding review by an external reviewer.