

ORGANIZATIONAL DOCUMENT OF FISKARS CORPORATION'S ANNUAL GENERAL MEETING 2025

This document includes the information and proposals concerning the formal organizational matters in agenda items 1 to 5 of the Annual General Meeting of Fiskars Corporation to be held on March 12, 2025.

This document constitutes a part of the notice to the Annual General Meeting and has been published on Fiskars' website at fiskarsgroup.com/agm2025 on February 6, 2025. The document is supplemented in the Annual General Meeting as needed with such information that has not been available before the Annual General Meeting. Shareholders present at the Annual General Meeting are entitled to speak on the items during the respective agenda item.

1 Opening of the meeting

The Chair of the Board of Directors, Paul Ehrnrooth, will open the Annual General Meeting. Should Paul Ehrnrooth be prevented due to a weighty reason from opening the meeting, another member of the company's Board of Directors will open the meeting.

2 Calling the meeting to order

Chair and secretary of the meeting

Attorney-at-law Riikka Rannikko, will act as Chair of the meeting. Should Riikka Rannikko be prevented due to a weighty reason from acting as Chair, the person opening the meeting will propose the person deemed most suitable to act as Chair of the meeting.

Päivi Timonen, Chief Legal Officer of Fiskars will act as the secretary of the meeting. Should Päivi Timonen be prevented due to a weighty reason from acting as secretary of the meeting, the Chair of the meeting will select the person deemed most suitable to act as secretary of the meeting.

Procedural matters

Language of the meeting and interpretation

The meeting is held mainly in Finnish and simultaneous translation to English will be provided. Questions may be presented in Finnish, English and Swedish.

Right to speak

Shareholders and their representatives exercising their right to speak are asked to state their name, and the name of the shareholder they may represent, or alternatively only state their voting ticket number. Persons exercising their right to speak are requested to use the microphone provided by the meeting assistants.

Following the meeting and presenting questions via webcast

Shareholders registered for the Annual General Meeting may follow the meeting via a live webcast. Shareholders are requested to note that following the meeting via webcast does not constitute participation in the meeting within the meaning of the Finnish Companies Act, nor does it enable the exercise of shareholders rights at the meeting. It is, however, possible to submit questions to the management through the webcast during the review by the President and CEO, but such questions do not constitute questions referred to in Chapter 5, Section 25 in the Finnish Companies Act.

Mobile phone; video recording and photography

Participants are requested to keep their mobile phones silenced throughout the meeting and refrain from videorecording, photography and any other recording. The webcast of the meeting will be recorded, and the company may take photographs at the meeting venue. The company will use the recording and photographs for its own purposes and copies will not be shared with third parties.

Meeting venue and exiting

The meeting venue is Meeting Hall A of Finlandia Hall, Congress Wing, 3rd floor. Shareholders leaving the meeting venue after the opening of the meeting are requested to return their voting tickets to the meeting personnel at the door or outside the meeting venue.

Agenda and access to documentation

The agenda of the items to be considered at the meeting is included in the notice of the Annual General Meeting, which has been available on the company's website and is available at the meeting venue. Unless otherwise announced by the Chair of the meeting, the items will be addressed in the order set out in the agenda.

The shareholders' register of the company is available for inspection at the meeting.

The proposals to the Annual General Meeting, the financial statements and all other documents and information required by the Finnish Companies Act and the Finnish Securities Markets Act have been available to shareholders on the company's website for the period required by the Finnish Companies Act prior to the Annual General Meeting. These documents are also available for inspection at the meeting.

3 Election of persons to scrutinise the minutes and to supervise the counting of votes

One person to scrutinize the minutes and two persons to supervise the counting of votes will be elected at the meeting.

It is proposed to the meeting that Jens Söderholm be elected to scrutinize the minutes, and Tiina Kärkkäinen and Martin Tallberg to supervise the counting of votes. If any of the aforementioned persons are unavailable, the Chair of the meeting will propose another person to replace them.

The minutes of the Annual General Meeting will be available on the company's website as of March 26, 2025 at the latest.

4 Recording the legality of the meeting

According to the Finnish Companies Act, the notice convening a General Meeting of Shareholders shall be delivered to the shareholders no more than three months and no less than three weeks before the meeting, however, at least nine days before the record date of the General Meeting of Shareholders. According to Article 7 of the Articles of Association, notices to Shareholders' Meetings shall be published on the company's website and in another manner possibly decided by the Board of Directors.

The notice to the Annual General Meeting has been published on the company's website and as a stock exchange release on February 6, 2024.

The notice to the meeting is available on the company's website at fiskarsgroup.com/agm2025, and a printed copy of the notice is available for inspection at the meeting.

It is noted that the meeting has been convened in accordance with the Articles of Association and in compliance with the provisions of the Finnish Companies Act, and that it has therefore been duly convened and constitutes a quorum.

5 Recording the attendance at the meeting and adopting the list of votes

Information on the list of votes

A list of all shareholders, their possible assistants and proxy representatives will be comprised at the meeting, including information on the number of shares and votes said persons hold (list of votes). At the beginning of the meeting, the Chair of the meeting will state the number of shareholders present or represented at the meeting and the respective number of shares and votes represented at the meeting. Additionally, the Chair of the meeting will state information on the presence of the members of the Board of Directors, the President and CEO, and the auditor of the company at the meeting.

A summary of the list of votes is available with the Chair of the meeting and will be appended to the minutes of the meeting. The list of votes will be adopted to correspond the situation at the beginning of each possible vote.

Information on the advance voting and voting instructions provided by nominee-registered shareholders

A shareholder whose shares in the company are registered in their personal Finnish book-entry account can vote in advance on items 7 to 19 on the agenda of the Annual General Meeting from February 6, 2025 at 9.00 a.m. to March 7, 2025 at 4.00 p.m. An agenda item subject to advance voting is considered to have been presented unchanged to the Annual General Meeting in accordance with the Finnish Companies Act. Typically, the company also receives voting instructions from nominee-registered shareholders in advance of the meeting. The company and the Chair of the meeting will have a list of the results of the advance votes and voting instructions provided by nominee-registered shareholders, a summary of which will be appended to the minutes of the meeting.

To the extent opposing votes have been cast without presenting a counterproposal in items which cannot be effectively opposed without a counterproposal, such votes will not technically be considered as opposing votes in a vote. This typically applies to e.g. director elections.

Fiskars Corporation

Board of Directors

February 6, 2025