

◆ Fiskars UK
Limited Gender
Pay Gap 2025



MARCH 2026

◆ Agenda

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2025 Fiskars Group Statement

Fiskars Group

Fiskars Group is the global home of design-driven brands for indoor and outdoor living. Since 1649, we have designed products of timeless, purposeful, and functional beauty, while driving innovation and sustainable growth. In 2025, Fiskars Group's global net sales were EUR 1.1 billion, and we had approximately 6,600 employees. We have two Business Areas (BA), Vita and Fiskars.

BA Vita offers products in the high-end homeware segment as well as fine branded jewellery. Its desirable brands include Georg Jensen, Royal Copenhagen, Wedgwood, Moomin Arabia, Iittala and Waterford. In 2025, BA Vita's reported net sales were EUR 613 million, and it had approximately 5,000 employees.

BA Fiskars offers functional innovations in the gardening and outdoor categories, in addition to the scissors and creating, as well as cooking categories. The brands include Fiskars and Gerber. In 2025, BA Fiskars' net sales were EUR 522 million, and it had approximately 1,300 employees.

Fiskars Group's policies are built on a strong commitment to internationally recognized human rights, for the Company's own workforce and workers in the value chain. Fundamental labor rights, including freedom of association and collective bargaining, must be upheld in all operations. The Company is committed to eliminating all forms of discrimination, including discrimination in employment and occupation, and forced labor. Fiskars Group has zero tolerance for child labor and forced labor, and ensures vulnerable workers are safeguarded from abuse and exploitation, regardless of employment contract or immigration status. These rights are addressed in the Fiskars Group Code of Conduct as the foundation of how to conduct business and are further elaborated in the Employment Policy.

The Company does not allow working conditions or treatment that contravene basic human rights or put workers at safety risk.

Wellbeing

At Fiskars Group, the health, safety, and wellbeing of employees are key priorities. The Company offers learning and development opportunities for employees, is committed to actively listening to its people through regular employee surveys, and acknowledges that everyone is unique and has different needs. Hybrid working has become part of Fiskars Group's everyday work practices, and the Company aims to improve the physical, social, and emotional wellbeing of its people and promote a healthy work-life balance.

Sustainability

Pioneering design embraces sustainability – from ideation to sourcing, manufacturing, and business development. We want to offer inspiring and disruptive alternatives for throwaway culture. 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.

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.

Code of Conduct

The Fiskars Group Code of Conduct defines the principles that guide the Company's business practices, demonstrating its commitment to conducting business ethically and responsibly. The code applies to all individuals within Fiskars Group, including employees, managers, directors, officers, board members, consultants, and any other personnel working under Fiskars Group worldwide. Procedures to ensure that discrimination is prevented and mitigated, as well as acted on once detected, are outlined in the policy. All employees must take obligatory training in the Code of Conduct and confirm their understanding of and adherence to the principles and behavioural standards set out in the Code. This process ensures that all staff are aware of the procedures in place to prevent, identify, and address discrimination, and to actively foster an inclusive workplace culture.



Fiskars Gender Pay Gap

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually.

The reports show the difference between the average earnings of men and women, expressed relative to men's earnings.

Our gender pay information has been collected and produced in accordance with the requirements of the Equality Act 2010 and the Gender Pay Gap Information Regulations 2017.

The gender pay gap data was collected on the snapshot date of 5 April 2025. At this time there were 310 people within our UK workforce: 176 women (57%) and 134 men (43%).

Gender



■ Female ■ Male



Gender Pay Gap Mean and Median

Gender Pay Gap Mean

26.56% 14.49%

2024 2025

Gender Pay Gap Median

21.88% 15.16%

2024 2025

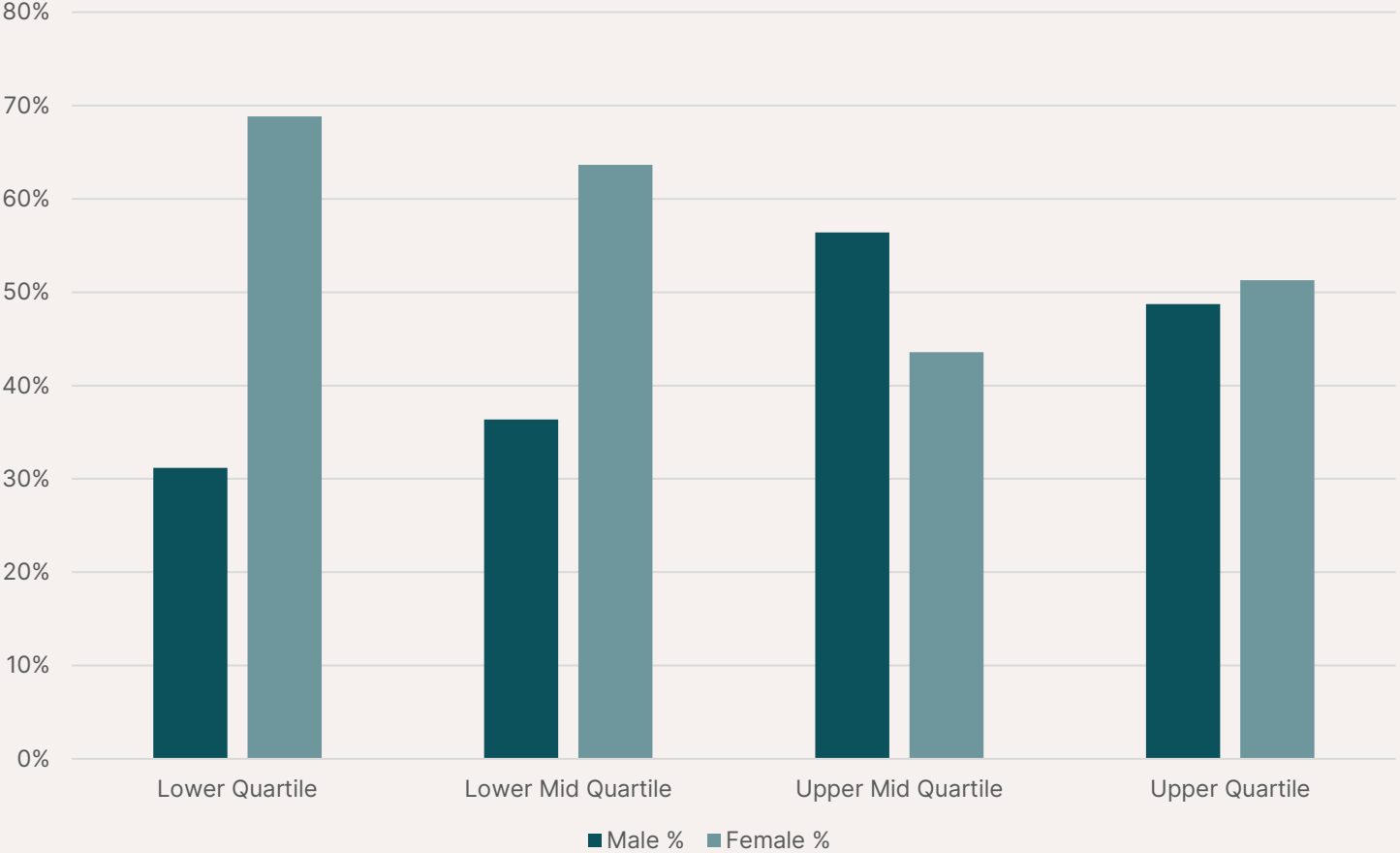
Our report for 2025 shows that our mean gender pay gap has decreased, indicating that the difference between male and female hourly pay has narrowed.

This year the average pay for women was **15.16%** less per hour than the average pay for men.

The median gap has decreased, indicating that the difference in pay between men and women has narrowed.



Proportion of men and women in each quartile pay band



A higher proportion of women are represented in the lower and lower middle pay quartiles, largely reflecting part-time roles within our retail, food, and beverage operations. This has contributed to a notable difference in the proportion of men and women within these bands. The upper middle quartile shows a higher proportion of men, which is primarily influenced by a greater number of male colleagues in full-time and more senior operational or specialist roles that fall within this pay band. Encouragingly, the upper pay quartile now includes a slightly higher proportion of women compared to previous years.



Bonus Pay Gap

Bonus Pay Gap Mean

27%	25%
2024	2025

Bonus Pay Gap Median

27.33%	7.24%
2024	2025

Number of Males receiving a bonus

20%	16%
2024	2025

Number of Females receiving a bonus

35%	14%
2024	2025

To acknowledge and reward our employees for their work we continue to operate annual bonus plans linked to the successful achievement of business-related goals and financial performance. Our 2025 report shows a decrease in bonuses paid across all employees.

Our mean and median average have decreased from 2023. The mean bonus gap shows males on average received 25% higher bonuses than females.

The proportion of men and women receiving bonuses is evenly distributed, reflecting equitable access to bonus-eligible roles and consistent application of bonus policies across all genders



How do we calculate the gender pay and bonus gap

What is the gender pay gap? The gender pay gap measures the difference between men and women's average pay within an organisation, regardless of their role or work level. This is different to equal pay, which compares the pay of men and women who perform the same role or roles. There are two ways that we calculate the gender pay gap, as a mean percentage and a median percentage.

Median: The median is the figure that falls in the middle of a range when all hourly rates are lined up lowest to highest. The median gender gap is the difference between the middle figure for all women and the middle figure for all men's hourly pay.

Mean: The mean is the average figure when you consider the hourly pay for all men and all women in the organisation. The mean gender pay gap is the difference between the average hourly pay for all men and the average hourly pay for all women.



How do we calculate the gender pay and bonus gap

Pay quartiles: The pay quartiles measures the percentage of men and women in each quarter of the business when the hourly rate is listed lowest to highest and split into 4 equal quartiles.

Gender bonus gap: The gender bonus gap measures the difference in total bonus payments between all men and women in the business. This is measured in two ways, as a median percentage and a mean percentage.

Proportion of staff who receive a bonus payment: The proportion of women receiving a bonus is the number women receiving a bonus measured against all women in the business. The proportion of men receiving a bonus is the number of men receiving a bonus measured against all men in the business.



Fiskars Group’s vision is to create a positive, lasting impact on our quality of life.

Our brands are present in people’s everyday lives – at home, in the garden, and outdoors. This gives us an opportunity to make the everyday extraordinary today, and for future generations.

Please visit us at www.fiskarsgroup.com for more information and follow us on Twitter, @fiskarsgroup
The data detailed in this report has been prepared by Fiskars UK Limited (the “Company”) in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 and is based on data as of 5 April 2024.

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Pioneering design to make the everyday extraordinary

