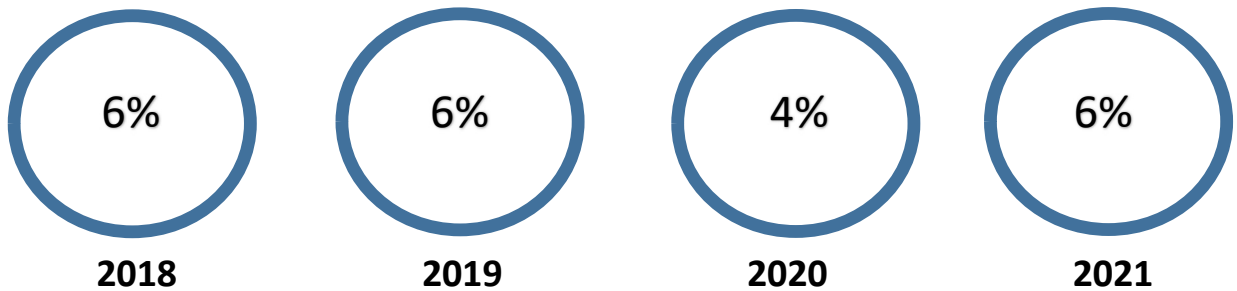
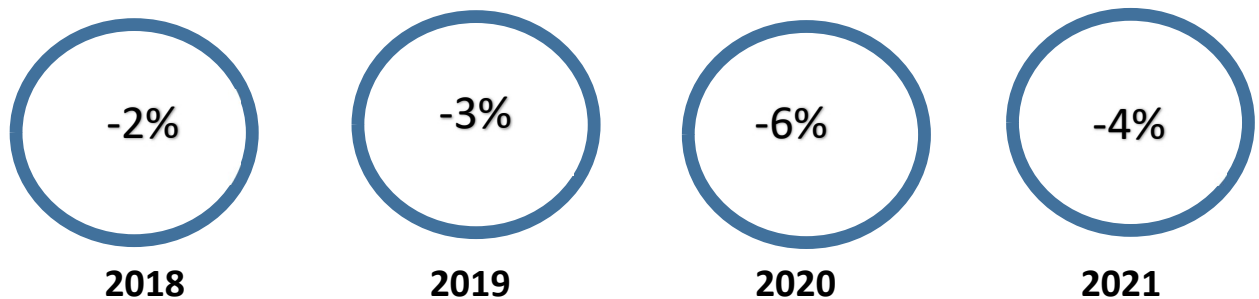


## Holmen Iggesund Gender Pay Report 2021

### Median Gender Pay Gap



### Mean Gender Pay Gap



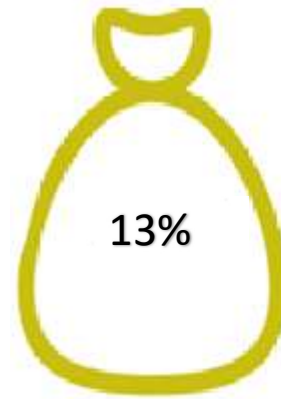
### Employees by Pay Quartile

	Male	Female
<b>Upper</b>	91.76 %	8.24 %
<b>Upper Middle</b>	91.76 %	8.24 %
<b>Lower Middle</b>	83.53 %	16.47 %
<b>Lower</b>	91.76 %	8.24 %

## Bonus Median Pay Gap



## Bonus Mean Pay Gap



### **Jonny Lowe, Head of Human Resources & Corporate Responsibility**

In this latest annual summary, we see an increase in the median differential which is now 6% in favour of male pay rates. The mean average tracks this trend showing 4% in favour of female pay rates.

The Company continues to work towards equal gender representation in our Mill, particularly amongst shift teams where we are most out of balance. We believe key to this ambition is the need to provide workplace flexibility and attract applications from all genders equally represented.

Our aspiration is to create a diverse and balanced workforce reflecting the demographic of the customers we serve and our local community. Our ongoing actions to close the gender balance gap include:

- Providing Flexible Working solutions
- Improving facilities onsite to ensure all genders are accommodated
- Ensuring efforts to attract all gender applicants in recruitment
- Providing Equality and Diversity Training to existing and new leaders

With responsibility and commitment across the mill we will work enthusiastically towards these goals.