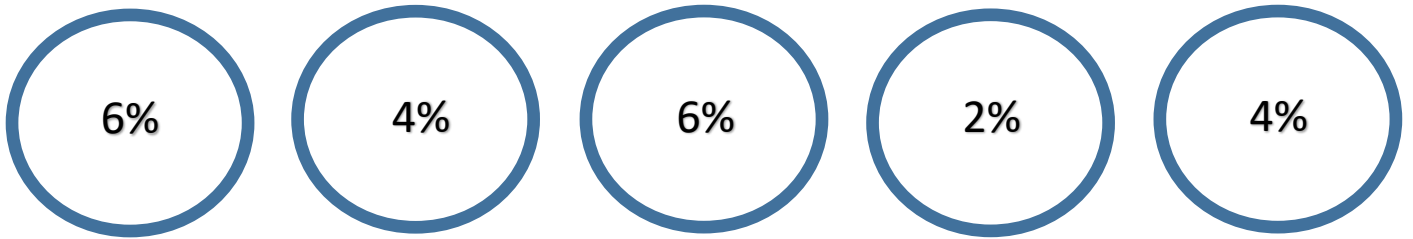


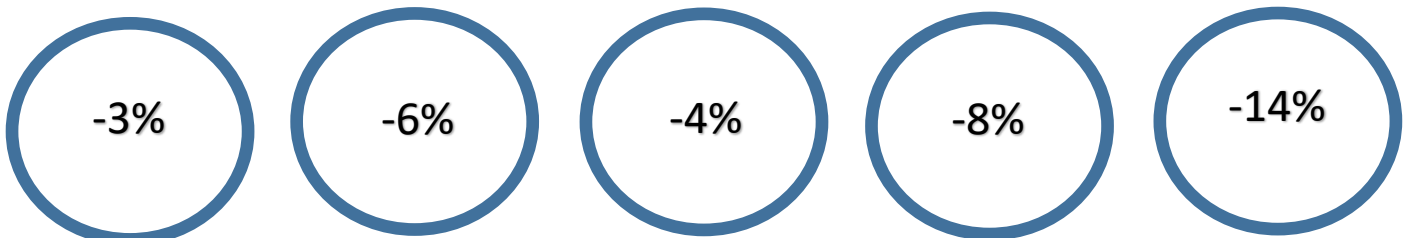
Holmen Iggesund Gender Pay Report 2023

Median Gender Pay Gap



2019	2020	2021	2022	2023
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Mean Gender Pay Gap



2019	2020	2021	2022	2023
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Employees by Pay Quartile

	Male	Female
Upper	87.10%	12.90%
Upper Middle	94.57%	5.43%
Lower Middle	87.10%	12.90%
Lower	91.40%	8.60%



Jonny Lowe, Head of Human Resources & Corporate Responsibility

In this latest annual summary, we see an increase in the median differential which is now 4% in favour of male 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.

Last year we commented that we believed the key to this ambition is the need to provide workplace flexibility and attract applications from all genders and throughout 2023 and we have seen improvements in this area by focussing on improving our employee benefits and the way in which we communicate these through business publicity and role advertisements.

This means we have seen an increase in applications from women and indeed this has led to employing more women in craft roles which is a huge step in the right direction and means the actions we are taking are working.

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 wherever possible
- Ongoing improvements to facilities onsite to ensure all genders are accommodated
- Continuing efforts to attract applicants from all genders in recruitment
- Providing Equity, Diversity, and Inclusion Training to existing and new leaders

With courage, responsibility and commitment across the mill we will continue to work enthusiastically towards these goals.