

Group Policy

Functional Policy Owner
Policy Holder

Policy last revised

Policy approved by Group Management

Electrolux Group Environmental Policy

Michelle Shi-Verdaasdonk, Chief Product Officer
Elena Breda, SVP Product Strategy, Innovation,
Sustainability

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Group Environmental Policy

1. Introduction

Electrolux Group has a long tradition of caring for the environment and people around us. This Environmental Group Policy forms an integral part of the Group's commitment to 'Protect the Environment', as set out in Group's Code of Conduct. This Policy provides an overall guidance to how the Group shall contribute to building a sustainable society with net zero carbon emissions. The key principles set out in this Group Policy are based on internationally recognized standards, treaties and agreements, such as UN Global Compact, UN Sustainable Development Goals, Science Based Target Initiative, and ISO standards for environmental management systems.

2. Group commitments and key principles

Electrolux Group is committed to:

- Designing solutions to reduce adverse environmental impact along the life cycle of the Group's products, considering relevant factors such as raw materials, production, transport, use phase and disposal.
- Reducing resource and energy consumption, waste, and pollution in the Group's operations.
- Transitioning to more circular practices and business models.
- Helping halt deforestation while promoting the responsible sourcing of virgin and recycled materials.
- Engaging with suppliers, subcontractors, retailers, recyclers of our products and other relevant stakeholders to seek and build partnerships to identify opportunities and improve environmental performance.
- Setting targets and objectives to achieve continuous improvement and sustainable development.
- Taking a proactive approach regarding environmental legislation that affects the Group's business around the world.
- Applying the principles of this environmental policy when making future planning and investment decisions.

3. Scope

This Policy applies to:

- AB Electrolux, as parent company, and all its subsidiaries around the world; and

- all employees, including temporary employees, and all other representatives acting for and behalf of an Electrolux Group subsidiary, such as officers, directors and board members of such subsidiary ("Employees"), in relation to the Group's business operations.

The Group shall direct its business partners to ensure that they also act in accordance with the same, or stricter, environmental principles set out in this Policy.

4. Expectations of employees and other representatives

The Policy Holder, together foremost with the Heads of the Business Areas, global Product Lines and the Global Functions are responsible for ensuring that this Group Policy, as well as any Group Directives and position papers are implemented throughout the Group.

Electrolux Group encourages participation and promotion of environmental considerations amongst all Employees and third parties through standards, education, training and coaching, supervision, and effective communication. The Group expects its leaders and all Employees to strive for continuous environmental improvement in their work.

5. Raise concerns and/or report Policy violations

Concerns relating to this Policy and/or violations of this Policy should primarily be reported to the relevant direct line manager (or, where appropriate, to that manager's superior). However, reports may also be made to any other appropriate manager or corporate body within the Group. If an Employee is unsure whom to report their concerns to, the Head of Compliance can always be notified.

Policy concerns and/or violations may also be reported via the [Electrolux Group SpeakUp Line](#). Anyone reporting a concern or a violation via the SpeakUp Line has the possibility to remain anonymous.

Electrolux Group has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any Employee who, in good faith, alerts management of possible violations of this Policy.

6. Potential consequences of Policy violations

Employees who violate this Policy may be subject to disciplinary actions, up to and including dismissal, depending on the facts and circumstances. Breaches of any environmental protection laws can have severe financial and reputational consequences for the Electrolux Group. Employees who are involved in or implicated in a breach of legislation may be subject to criminal liability, including imprisonment and/or fines.

Managers who have ignored warnings or failed to take action when informed of a suspected compliance breach may be subject to disciplinary actions, up to and including dismissal, depending on the facts and circumstances.

It should be noted that legal enforcement is often subject to a country-specific approach and, hence, legal consequences may apply to the relevant Electrolux Group local legal entities and/or Employees.

7. Further guidance and assistance

For questions regarding this Policy, please contact the Policy Holder.

Other key steering documents, in relation to environmental and sustainability issues, are:

- Electrolux Group Workplace Policy
- Electrolux Group Workplace Directive
- Electrolux Group Supplier Workplace Standard
- Electrolux Group Restricted Materials List
- Electrolux Group Directive on Matters requiring Legal Consultation

Other external reference documents are:

- The OECD Guidelines for Multinational Enterprises
- ISO14001
- ISO50001
- UN Global Compact
- UN Sustainable Development Goals
- Science Based Targets Initiative

Electrolux Group Policies and Group Directives can be found on [eGate](#).

Signatures

Functional Policy Owner:

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Michelle Shi-Verdaasdonk
Chief Product Officer
AB Electrolux

Elena Breda
SVP Product Strategy, Innovation,
Sustainability
AB Electrolux