

Group People Policy

1. Purpose

Electrolux is on a journey to shape living for the better through acting sustainably, creating better experiences and always striving to improve. This journey can only be accomplished through the company's greatest assets: its people.

The purpose of this People Policy is to provide employees with an overview of the Electrolux commitment to them and to outline the expectations of individual behavior towards the company and fellow employees.

2. Electrolux Group Commitment

Electrolux is dedicated to being a responsible employer for its entire workforce. To do this, we utilize the following guiding principles:

- We will treat each other with dignity and respect, which includes valuing diversity and inclusivity and excludes discrimination and harassment;
- We will provide our people with a sustainable working environment, which includes safe and healthy workplaces;
- We will aim to have the right people in the right jobs, which includes recruiting the right talent and developing capabilities for the future;
- We will attract, retain and motivate employees, which includes providing market competitive rewards;
- We will operate in an open and fair manner, which includes how we create, develop and implement our people-related processes; and
- We will provide our people with a challenging and engaging work experience, which includes opportunities to learn and grow.

These principles are consistent with the specific statements below. In situations not otherwise covered by specific statements, these guiding principles should be followed.

We believe that adherence to the guiding principles above will create a culture where our people are free to collaborate, fulfil our purpose and contribute to the success of the company.

3. Scope of application and implementation of this Policy

This policy applies to all Electrolux employees.

The Policy Holder is responsible for ensuring that this Group Policy is implemented and monitored on the Group level.

Sector or functional leadership teams are responsible for the implementation and safeguarding of this policy in their organizations, including ensuring that there are regional/local procedures in place to support compliance.

4. Legal framework

This Policy is guided by international and local laws and regulations.

5. Definitions

The term “employees” includes employed workers as well as on-site temporary, contracted workers; interns and trainees; and workers on trial or probation.

6. Expectations of employees

Electrolux expects its employees to engage in their work with energy and agility, having an open mind set and striving for growth. We also want our employees to work together as a team using Teamship, working efficiently through aligned goals, collaboration, transparency and engagement. This is the way Electrolux will become a high performing learning organization.

All employees shall comply with and uphold the People Policy and Directives, and conduct themselves in accordance with their terms and conditions of employment and the Electrolux Code of Conduct.

Electrolux and all employees shall respect internationally recognized laws and standards for human rights and strive to ensure that the Company does not abuse any human rights principles. This applies to employees inside the workplace and when representing Electrolux outside of the workplace.

6.1. Policy framework

6.1.1. Equal Employment Opportunities

Electrolux is committed to ensuring equal employment opportunity to all employees and applicants.

It is the Electrolux policy to select, develop, and promote employees based on the individual’s ability and job performance. Electrolux shall provide equal employment opportunity to all people in all aspects of the employment relationship as defined by applicable law.

This applies to employment-related decisions, for example, an employee’s compensation and benefits; terms and conditions of employment; opportunities for promotion, training, and development; transfer; and other privileges of employment.

6.1.2. Harassment

As part of our commitment to having a diverse and inclusive workplace, we have no tolerance towards harassment and bullying. Victimization at work, such as recurring negative actions directed against individual employees, is not permitted. All employees shall treat one another with respect, dignity and common courtesy.

Electrolux is committed to providing a work environment that is free of harassment.

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her sex, race, color, religion, gender, national origin, age, disability, veteran status or that of his/her relatives, friends or associates and that:

- Has the purpose or effect of creating an intimidating, hostile, or offensive work environment;
- Has the purpose or effect of unreasonably interfering with an individual's work performance; or
- Otherwise adversely affects an individual's employment opportunities.

Harassing conduct includes, but is not limited to the following:

- Epithets, slurs, negative stereotyping or threatening, intimidating or hostile acts;
- Possessing or displaying written or graphic material that denigrates or shows hostility or aversion toward an individual or group and that is placed on walls, bulletin boards or elsewhere on the employer's premises or is circulated in the workplace.

In addition, our organization strives to provide a working environment in which employees are free from discomfort or pressure resulting from jokes, ridicule, slurs, and harassment either relating to such distinctions or simply resulting from a lack of consideration for a fellow human being.

6.1.3. Sexual harassment

In addition to the above types of harassment, sexual harassment is an offensive type of conduct that will not be tolerated in the workplace. Sexual harassment includes, but is not limited to, any sexually inappropriate behavior, which has the effect of creating a hostile, intimidating, or otherwise unpleasant work environment. The following, in no particular order, are some of the more obvious types of sexually harassing behavior that Electrolux considers highly inappropriate in the workplace:

- Displays of sexually explicit pictures or objects;
- Demands or requests for sexual favors;
- Sexually oriented banter, jokes, or commentary;
- Repeated unwanted social invitations;
- Compliments of a sexual or suggestive nature.

6.1.4. Workplace wellbeing

Knowing that our employees are the single most important factor to achieving long-term success, Electrolux commits to continuously developing a work environment that enables sustainable performance where all employees can deliver at their best. Our commitment goes beyond ensuring compliance with rules and legislation. Our ambition is to create an

environment of wellbeing where we can grow, be innovative and contribute to the overall success of the company.

6.1.5. Global Recruitment Directive

Electrolux is committed to creating an environment where our people can grow their careers within the Group in an effective way.

The purpose of this directive is to provide a transparent overview of our internal and external recruitment process at Electrolux and set the behaviors that are expected from all our employees across the Company, from vacancy opening until an agreement is signed and the candidate on boarded. See full directive for more details.

6.1.6. International Assignments Directive

As a global company, Electrolux needs to grow international leaders and have the possibility to relocate specialists when needed to execute our growth strategy.

The purpose of this directive is to secure fair and equal treatment of the assignee population and also explain adherence to legal requirements such as taxation and immigration in the countries involved. See full directive for more details.

6.1.7. Compensation Directive

Electrolux aims to attract, retain and motivate employees by providing market competitive rewards based on personal development (competence) and individual contributions (performance).

This purpose of this directive is to provide a transparent overview of annual base salary and short-term incentives, as well as give guidance on loans, pre-payment, sales incentives and other variable pay (OVP). See full directive for more details.

6.1.8. Pension and Other Benefits Directive

Pension and other employee benefits may be part of a competitive remuneration package aimed at recruiting, motivating and retaining employees.

The purpose of this directive is to provide a clear governance structure that safeguards the interest of employees as well as the Electrolux Group when governing pension and other benefits offered, as these represent a significant cost to the business. See full directive for more details.

6.1.9. Grandparent Principle Directive

Electrolux is committed to treating its people in a fair and open manner, and this extends to how decisions affecting people are made.

The purpose of this directive is to clarify expectations when it comes to what decisions must be referred by the decision-making manager to his/her immediate superior (grandparent) for endorsement, modification or veto. See full directive for more details.

6.1.10. Global Travel Directive

The Electrolux commitment to treat people with dignity and respect and to provide its people with a healthy work environment is also applicable during business travel.

The purpose of this directive is to set forth the requirements for employees on business trips with the purpose of ensuring their safety and the reputation of the company. See full directive for more details.

6.1.11. Data Protection

The Electrolux commitment to treat people with dignity and respect and to operate in a fair and just manner extends to the handling of employee personal data.

The purpose of this policy is to state that we take appropriate actions to protect personal data and that we comply with applicable data privacy rules for storing, collecting and using personal data. See Group Data Protection Policy.

7. Violations of this Policy

Employees who violate a Group Policy may be subject to disciplinary action, up to and including dismissal, depending on the facts and circumstances.

7.1. How to report violations

Violations of this Group Policy may be reported to the Policy Holder, Group Management or the Board, either directly or via a manager, HR, an internal auditor, the Audit Committee or any other appropriate corporate body. Anyone reporting a violation shall, to the extent legally permissible, have the option to remain anonymous.

Violations may also be reported via the [Electrolux Ethics Helpline](#) where any employee can submit reports confidentially and anonymously.

Electrolux 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.

8. Further guidance and assistance

This policy is the fundamental policy document. It sets the frame for Electrolux Group's compliance with its policies and directives, both global and local. Each employee is

responsible for knowing which policies, directives and related documents apply to them. For questions regarding this policy, please contact the Policy Holder.

Related documents:

- Group Global Recruitment Directive
- Group International Assignments Directive
- Group Compensation Directive
- Group Pension and Other Benefits Directive
- Group Grandparent Principle Directive
- Group Conflict of Interest Directive
- Group Travel Directive
- Group Data Protection Policy

Signatures

Functional Policy Owner:

Policy Holder:

Lars Worsøe Petersen
SVP HR & OD
AB Electrolux

Monica Leinstedt
VP Global Industrial Relations
AB Electrolux