

AB Electrolux Nomination Committee's explanatory statement regarding its proposals to the Annual General Meeting 2021, including an account of how the Nomination Committee has conducted its work

Electrolux Nomination Committee for the Annual General Meeting (AGM) 2021 was composed on the basis of the ownership status of the company as of August 31, 2020.

The Chairman of the Nomination Committee is Johan Forssell, Investor AB. The other owner representatives are Carina Silberg, Alecta, Tomas Risbecker, AMF – Försäkring och Fonder, and Marianne Nilsson, Swedbank Robur funds. The Nomination Committee also includes Staffan Bohman and Fredrik Persson, Chairman and Director, respectively, of the Board of Electrolux.

Shareholders have been able to submit proposals to the Nomination Committee via e-mail.

Proposal and explanatory statement regarding election of Board of Directors and proposal on fees

Kai Wörn has informed the Nomination Committee that he declines re-election. The Nomination Committee proposes re-election of Staffan Bohman, Petra Hedengran, Henrik Henriksson, Ulla Litzén, Karin Overbeck, Fredrik Persson, David Porter and Jonas Samuelson.

The Nomination Committee further proposes that Staffan Bohman is re-elected Chairman of the Board for the coming year.

The Nomination Committee's proposal is thus that the following Directors are elected to the Board of Electrolux for a term of office until the next AGM:

- Staffan Bohman, Chairman
- Petra Hedengran
- Henrik Henriksson
- Ulla Litzén
- Karin Overbeck
- Fredrik Persson
- David Porter
- Jonas Samuelson, President and CEO

In the nomination work for this year's AGM, the Nomination Committee has made an assessment of the composition and size of the current Board as well as the Electrolux Group's operations. Areas of particular interest have been Electrolux strategies and goals and the demands on the Board that are expected from the Group's positioning for the future. A good understanding of Electrolux business and strategy is important for the members of the Nomination Committee. The Nomination Committee has therefore taken into account the information provided by the President and CEO as well as the Chairman regarding the company's position and strategy including its high ambitions within sustainability, and which competences and experiences are considered important for Electrolux. As a part of its evaluation, the Nomination Committee has studied the result of the board and chairman evaluations respectively and been informed about how the board work functions. The Nomination Committee has noted that the Directors have a high

Board meeting attendance and that they are well prepared at the meetings. Three out of seven¹ of the proposed Directors of the Board to be elected at the shareholders' meeting are women. The Nomination Committee has before the AGM 2021 held three meetings. In between, the committee members have also had ongoing discussions.

After a thorough evaluation, the Nomination Committee has found that the board work functions well. Those different fields of competence and experience considered important to Electrolux are well represented on the Board even without replacing the board member that has declined re-election. The Nomination Committee considers that the composition and the size of the proposed Board is appropriate to meet Electrolux needs. The Nomination Committee has also assessed that the proposed Board members will be able to devote the necessary time required to fulfil their tasks as Board members in Electrolux.

The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as diversity policy in its nomination work. The Nomination Committee considers that a breadth and versatility as regards age, nationality, educational background, gender, experience, competences and the term of office is represented among the proposed Directors of the Board. The Nomination Committee believes that diversity is vital and that it is important that coming Nomination Committees continue to work actively to achieve a gender balance in the Board.

It is noted that the Nomination Committee has found that the proposed Board is considered to be in compliance with relevant requirements for independence.

The Nomination Committee has discussed the level and structure of the Board compensation. A basic principle when assessing Board fees is that these shall be competitive and make it possible to recruit and retain individuals with the best possible competence. When assessing the level of fees, a comparison has been made in relation to Board fees in companies of equal size and complexity, it has also been taken into account that the proposal to increase the fees ahead of the 2020 Annual General Meeting was withdrawn with the result that the fees in 2020 remained unchanged compared with the previous year. Against this background, the Nomination Committee has concluded that the proposed increase is reasonable and well justified.

The Nomination Committee has reviewed the current instructions for the Nomination Committee, which were resolved by the Annual General Meeting 2011, and has decided that no changes will be proposed. The Nomination Committee has also resolved to adopt a recommendation for Board Members' acquisitions and holdings of Electrolux shares with the same wording as last year.

Proposal for election of auditor and fees to the auditor

The Nomination Committee proposes, in accordance with the recommendation by the Audit Committee, re-election of the audit firm Deloitte AB as the company's auditor for the period until the end of the 2022 Annual General Meeting and that the Auditor's fees be paid as incurred, for the Auditor's term of office, on approved account.

Stockholm, February 2021
AB Electrolux Nomination Committee

¹ In this calculation, the President and CEO has not been included in the total number of Directors of the Board.