

Complementary Information - Sustainability Report 2021



Workforce Breakdown: Gender

Diversity Indicator	2021
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	28%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	31%
Share of women in top management positions, (as % of total top management positions) <i>(based on sub band 5a and above)</i>	20%
Share of women in management positions in revenue-generating functions (as % of all such managers) <i>(based on 3 functional areas: Sales, Consumer Care/ Customer Care and Product Line which we have identified as revenue generating functions)</i>	40%



Workforce Breakdown: Nationality

Nationality	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Brazilian	19%	13%
Italian	15%	14%
Polish	14%	8%
Egyptian	6%	8%
Thai	5%	4%
Hungarian	4%	2%

Please note North America excluded in the breakdown



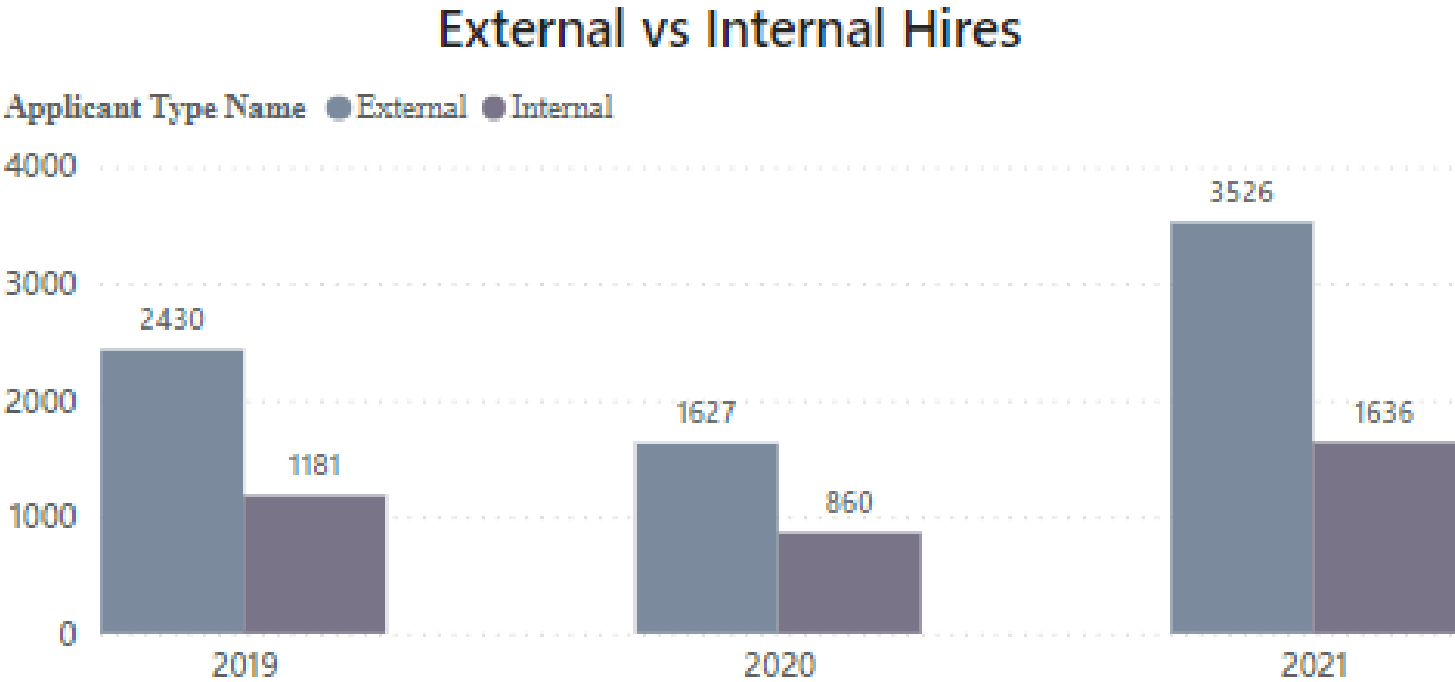
Workforce Breakdown: Age

Age group	% of FTE's
<30 years old	15%
30-50 years old	63%
>50 years old	22%

Please note North America excluded in the breakdown



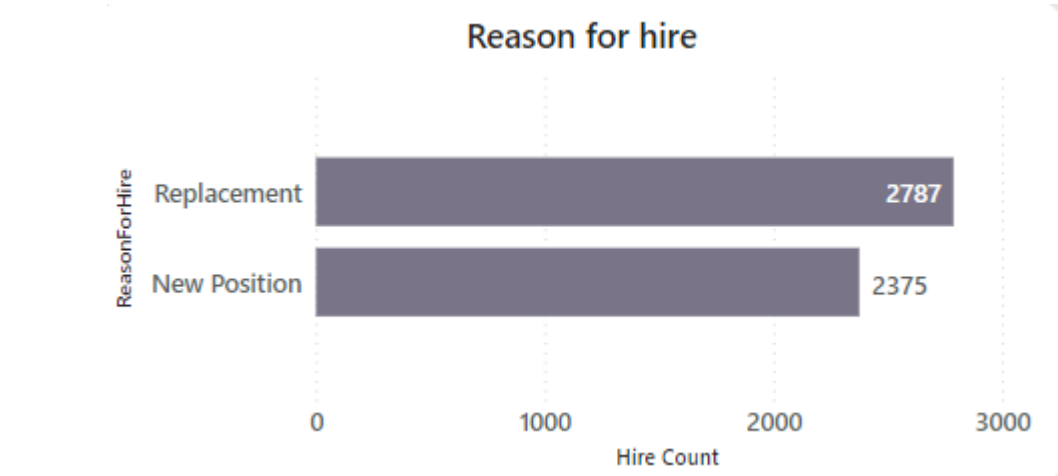
New Hires





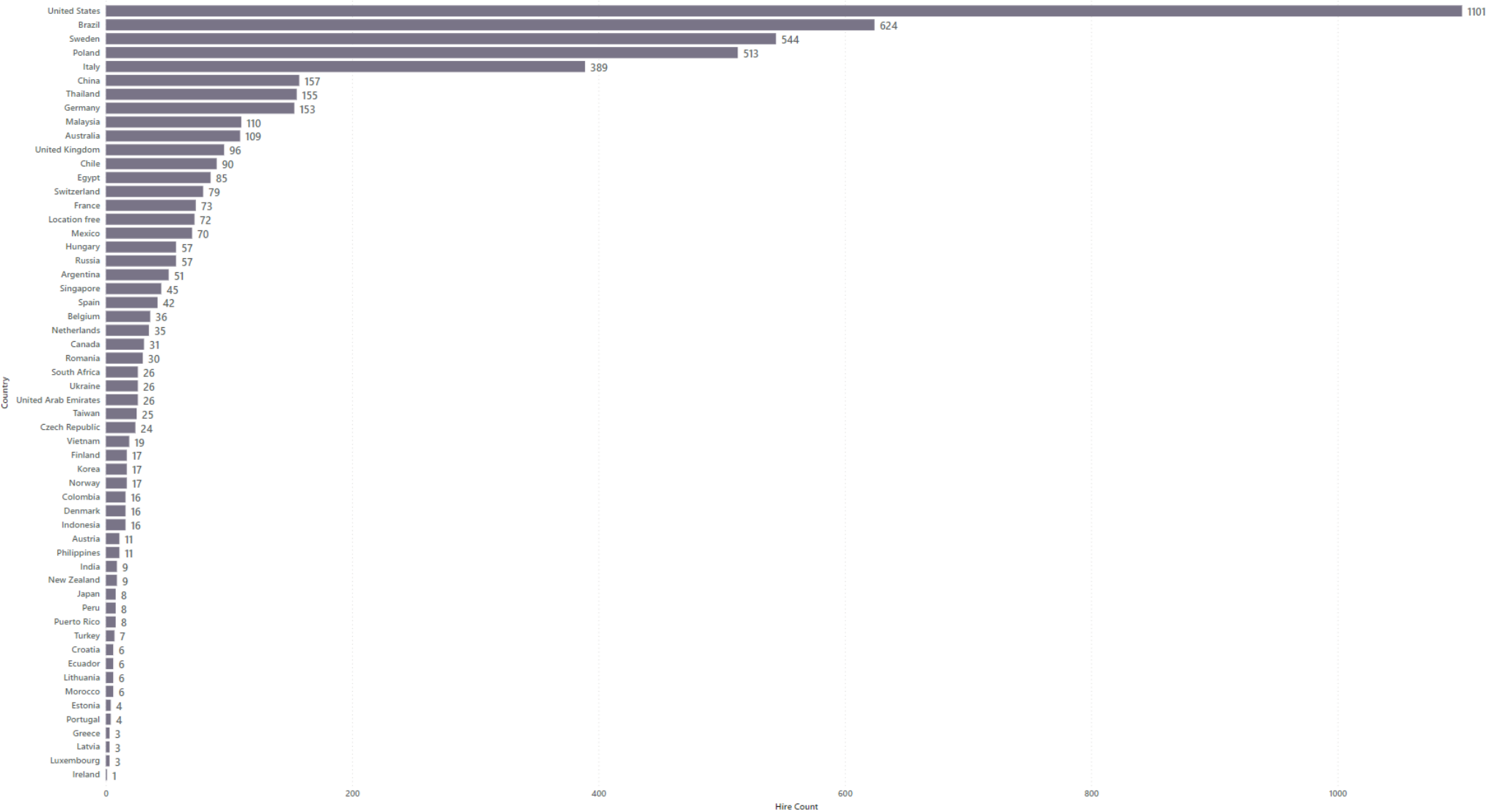
New Hires

Age group	2019	2020	2021
Number of new hires	3830	2537	5165
Percentage of open positions filled by internal candidates (internal hires)	33	35	32



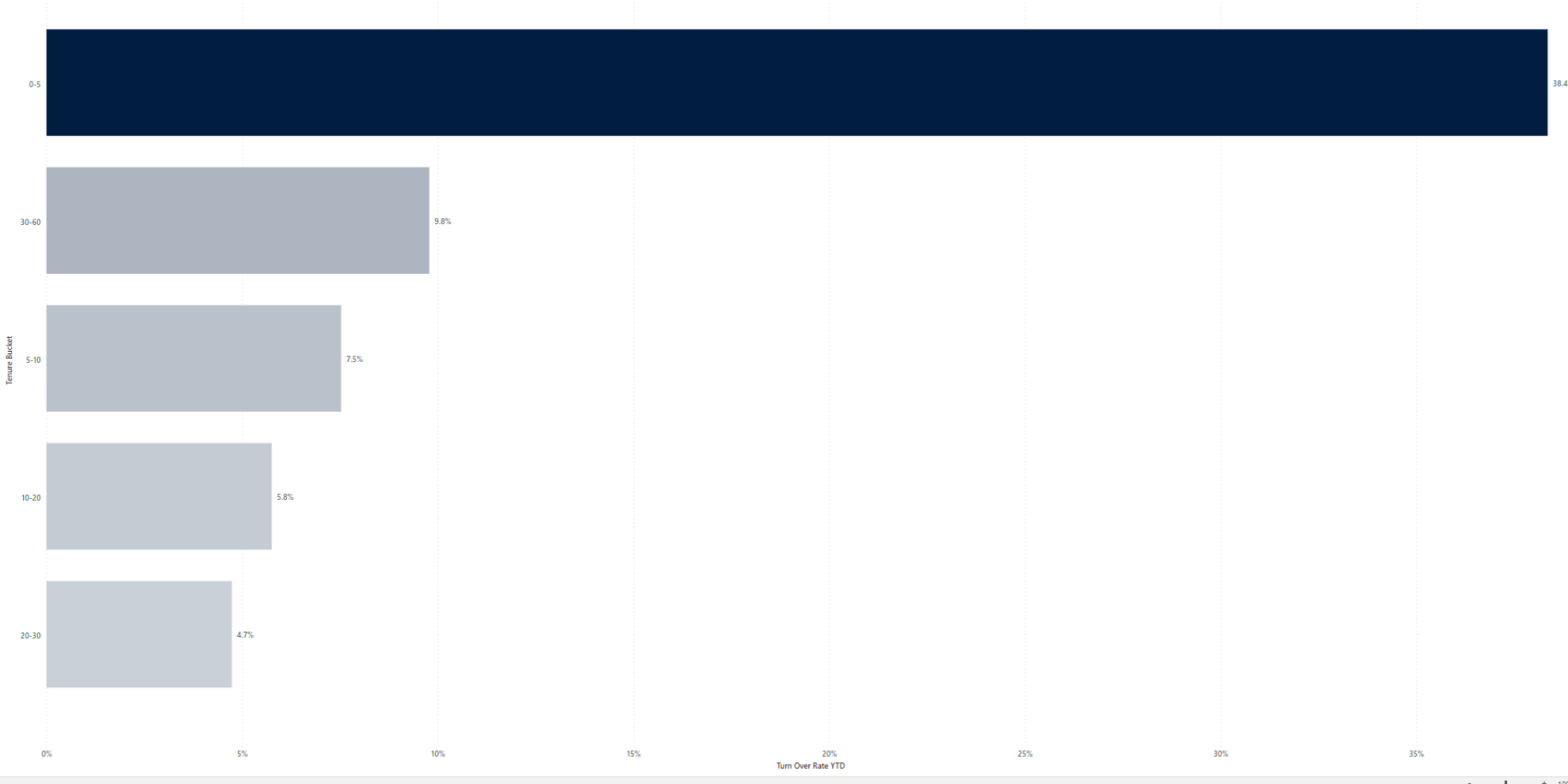


New Hires by Country



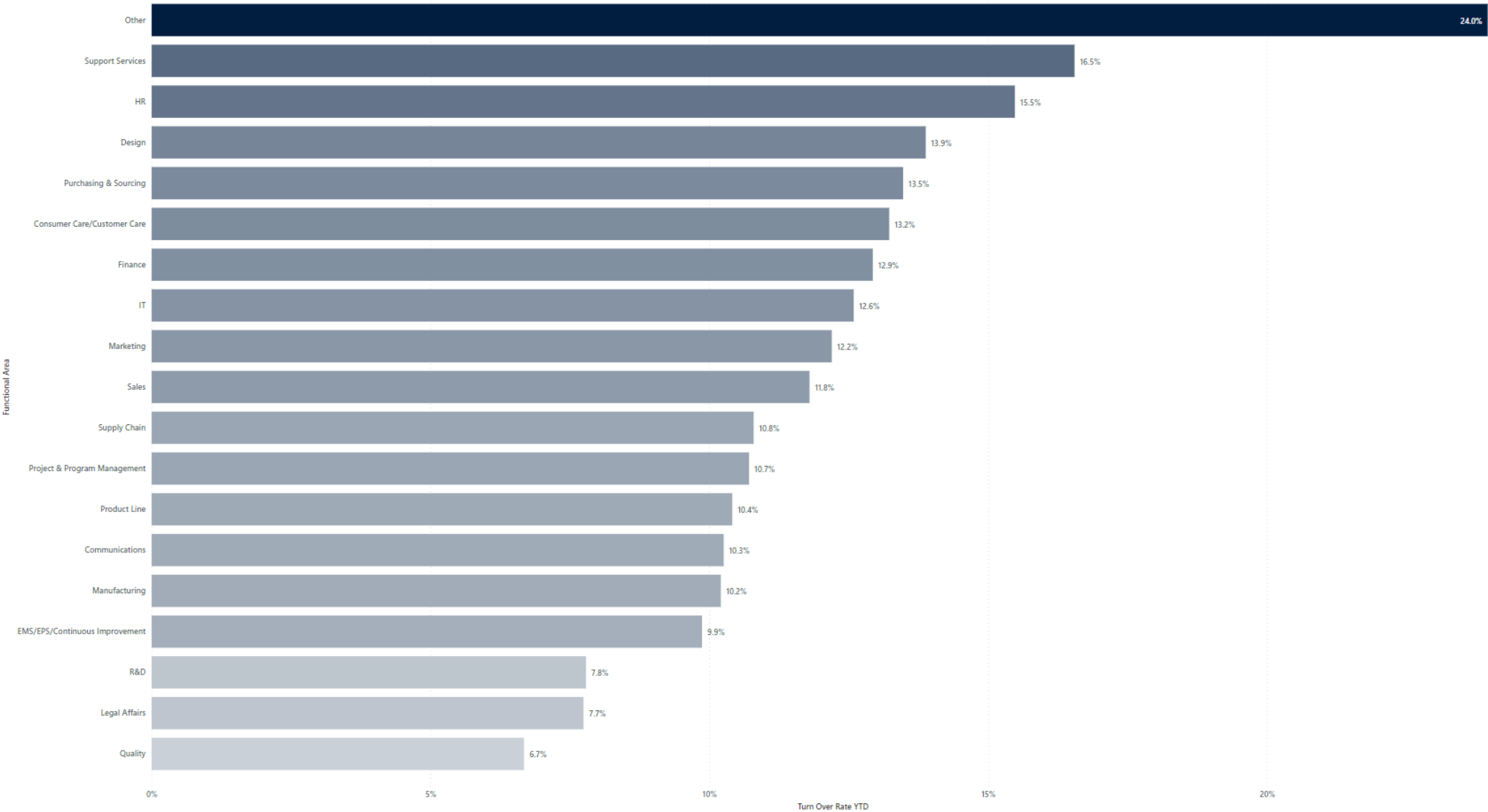


Employee Turnover breakdown- by tenure





Employee Turnover breakdown- by Functional Area





Employee engagement





Electrolux