

# Remuneration Report

## Introduction

This report describes how the guidelines for executive remuneration of AB Electrolux, adopted by the Annual General Meeting 2020, were implemented in 2021. The report also provides information on remuneration to the President and CEO and a summary of the company's outstanding share-related incentive plans. The report has been prepared in accordance with the Swedish Companies Act and the Rules on Remuneration of the Board and Executive management and on Incentive Programmes issued by the Swedish Corporate Governance Board.

Further information on executive remuneration is available in Note 27 on pages 70–72 in the Annual Report 2021. Information on the work of the People Committee in 2021 is set out in the Corporate Governance Report available on pages 102–120 in the Annual Report 2021.

Remuneration of the Board of Directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and disclosed in Note 27 and in the Corporate Governance Report in the Annual Report 2021.

### Key developments 2021

The CEO summarizes the company's overall performance in his statement on pages 4–12 in the Annual Report 2021.

During 2021, an extensive review of Electrolux executive reward programs was conducted. A similar review took place in 2012 and 2016. The purpose of the review is to improve the pay for performance alignment, fair pay and talent retention among Electrolux senior management positions. The outcome of the review contributed to adjustments in the long-term incentive program proposed for the AGM 2022.

### Electrolux remuneration guidelines

Electrolux has a clear strategy to deliver profitable growth and create shareholder value. A prerequisite for the successful implementation of the company's business strategy and safeguard-

ing of its long-term interests, including its sustainability, is that the company is able to recruit and retain qualified personnel. To this end, it is necessary that the company offers competitive remuneration in relation to the country or region of employment of each Group Management member. The remuneration guidelines enable the company to offer the Group Management a competitive total remuneration. More information on the company's strategy can be found on the company's website.

The remuneration terms shall emphasize 'pay for performance', and vary with the performance of the individual and the Group. The total remuneration for the Group Management shall be in line with market practice and may comprise of the following components: fixed compensation, variable compensation, pension benefits and other benefits.

The guidelines are found on page 32 in the Annual Report 2021. During 2021, the company has complied with the applicable remuneration guidelines adopted by the General Meeting. No deviations from the guidelines have been decided and no derogations from the procedure for implementation of the guidelines have been made. The auditor's report regarding the company's compliance with the guidelines is available on [www.electroluxgroup.com](http://www.electroluxgroup.com). No remuneration has been reclaimed. In addition to remuneration covered by the remuneration guidelines, the General Meetings of the company have resolved to implement long-term share-related incentive plans.

### Remuneration for the President and CEO, Jonas Samuelson in 2021 ('000 SEK unless otherwise stated)<sup>1)</sup>

Fixed remuneration		Variable remuneration		Extraordinary items	Pension expense <sup>5)</sup>	Total remuneration	Proportion of fixed and variable remuneration
Base salary <sup>2)</sup>	Other benefits <sup>3)</sup>	One-year variable <sup>4)</sup>	Multi-year variable				
12,719	8	12,400	0	0	4,340	29,467	Variable: 42% Fixed: 58%

<sup>1)</sup> Except for multi-year variable remuneration, the table reports remuneration earned in 2021. Multi-year variable remuneration is reported if vested in 2021.

<sup>2)</sup> Includes vacation salary and salary deductions for company car.

<sup>3)</sup> Includes other benefits such as travel allowance, health care benefit and mileage compensation.

<sup>4)</sup> Variable salary earned 2021 and paid in 2022.

<sup>5)</sup> Pension is a defined contribution of 35% of annual base salary (excluding vacation salary and salary deductions for company car).

### Remuneration for the President and CEO, Jonas Samuelson in 2020 ('000 SEK unless otherwise stated)<sup>1)</sup>

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Base salary <sup>2)</sup>	Other benefits <sup>3)</sup>	One-year variable <sup>4)</sup>	Multi-year variable <sup>5)</sup>				
11,553	9	10,378	154	0	3,993	26,087	Variable: 40% Fixed: 60%

<sup>1)</sup> Except for multi-year variable remuneration, the table reports remuneration earned in 2020. Multi-year variable remuneration is reported if vested in 2020.

<sup>2)</sup> Includes vacation salary and salary deductions for company car.

<sup>3)</sup> Includes other benefits such as travel allowance, health care benefit and mileage compensation.

<sup>4)</sup> Variable salary earned 2020 and paid in 2021.

<sup>5)</sup> Calculated as number of shares in LTI 2018 that vested on December, 31, 2020 (804 shares) multiplied by the share price of Electrolux B shares on December 31, 2020 (SEK 191.35).

<sup>6)</sup> Pension is a defined contribution of 35% of annual base salary (excluding vacation salary and salary deductions for company car).

## Share-based remuneration

### Outstanding share-related incentive plans

Over the years, Electrolux has implemented several long-term incentive programs (LTI) for senior managers. These programs are intended to attract, motivate, and retain the participating managers by providing long-term incentives through benefits linked to the company's share price. They have been designed to align management incentives with shareholder interests.

The company had during 2021 three ongoing performance-share programs (2019, 2020 and 2021). The allocation of shares in the 2019 program is determined by the position level and the outcome of three financial objectives; (1) earnings per share, (2) return on net assets and (3) organic sales growth. Performance outcome of the three financial objectives has been determined by the Board after the expiry of the one-year performance period for this program. The allocation of shares in the 2020 and 2021 programs is determined by the position level and the outcome of three objectives; (1) earnings per share, (2) return on net assets and (3) CO<sub>2</sub> reduction. Performance outcome of (1) and (2) will be determined by the Board after the expiry of the one-year performance period and (3) after the expiry of the respective three-year performance period for these programs.

For the share programs allocation is linear from minimum to maximum. There is no allocation if the minimum level is not reached. If the maximum is reached, 100% of shares will be allocated. Should the achievement of the objectives be below the maximum but above the minimum, a proportionate allocation will be made. The shares will be allocated after the three-year period free of charge.

If a participant's employment is terminated during the three-year program period, the participant will be excluded from the program and will not receive any shares or other benefits under the program. However, in certain circumstances, including for example a participant's death, disability, retirement or the divestiture of the participant's employing company, a participant could be entitled to reduced benefits under the program.

Each of the 2019, 2020 and 2021 program covers 253 to 282 senior managers and key employees in almost 30 countries. Participants in the programs comprise six groups, i.e., the President, other members of Group Management, and four groups of other senior managers. All programs comprise Class B shares. Additional information about the outstanding LTI programs can be found in Note 27 in the Annual Report 2021.

### Share award plans (for the President and CEO)

The main conditions of share award plans					Information regarding the reported financial year <sup>1)</sup>					
					Opening balance	During the year		Closing balance		
Specification of plan	Performance period	Award date <sup>2)</sup>	Vesting Date	End of retention period	Share awards held at the beginning of the year	Awarded	Vested	Subject to a performance condition	Awarded and unvested at year end	Subject to a retention period
LTI 2019 <sup>3)</sup>	2019	19-05-28	21-12-31	21-12-31	0	0	0	0	0	0
LTI 2020 <sup>4)</sup>	2020-2022	20-11-11	22-12-31	22-12-31	0	6,375 <sup>5)</sup>	0	13,928 <sup>6)</sup>	55,709 <sup>7)</sup>	0
LTI 2021 <sup>8)</sup>	2021-2023	21-04-06	23-12-31	23-12-31	0	59,702 <sup>9)</sup>	0	11,941 <sup>10)</sup>	47,761 <sup>11)</sup>	0
<b>TOTAL</b>					<b>0</b>	<b>66,077</b>	<b>0</b>	<b>25,869</b>	<b>103,470</b>	<b>0</b>

<sup>1)</sup> In 2021, no shares vested since outcome of LTI 2019 was 0.

<sup>2)</sup> Refers to the date when the share awards were awarded to the participant.

<sup>3)</sup> The maximum number of shares that could be awarded under LTI 2019 for the CEO was 53,543 shares, the outcome of LTI 2019 resulted in 0 shares for the CEO.

<sup>4)</sup> The maximum number of shares that could be awarded under LTI 2020 for the CEO is 69,637 shares.

<sup>5)</sup> Shares awarded as adjustment due to the cash distribution in October 2021. Value at Award Date: 1,313 thousand SEK, calculated as the market price per share multiplied by the number of awarded shares.

<sup>6)</sup> Shares subject to CO<sub>2</sub> reduction performance target in LTI 2020.

<sup>7)</sup> Value at Award Date: 11,470 thousand SEK calculated as the market price per share multiplied by the number of awarded shares.

<sup>8)</sup> The maximum number of shares that may be awarded under LTI 2021 is 59,702 for the CEO, the outcome with respect to the financial performance targets resulted in 47,761 shares for the CEO. The outcome of the CO<sub>2</sub>-reduction target will be determined after the expiry of the three year performance period. The number of shares was adjusted due to the cash distribution in October 2021.

<sup>9)</sup> Value at Award Date: 14,717 thousand SEK, calculated as the market price per share multiplied by the number of awarded shares.

<sup>10)</sup> Shares subject to CO<sub>2</sub> reduction performance target in LTI 2021.

<sup>11)</sup> Value at Award Date: 11,773 thousand SEK, calculated as the market price per share multiplied by the number of awarded shares.

### Application of performance criteria

The performance measures for the CEO's variable remuneration have been selected to deliver the company's strategy and to encourage behavior which is in the long-term interest of the company. In the selection of performance measures, the

strategic objectives and short- and long-term business priorities for 2021 have been taken into account. The non-financial performance measures further contribute to alignment with sustainability as well as the company values.

### Performance of the President and CEO in the reported financial year: variable cash remuneration

Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance and b) actual award/ remuneration outcome ('000 SEK)
<b>Group EBIT Margin (%)</b> Absolute operating income divided by External Net Sales	40%	a) 6.0% <sup>1)</sup> b) 4,960
<b>Group Net Operating Working Capital (%)</b> NOWC divided by External Net Sales (12 months rolling)	15%	a) 4.1% <sup>1)</sup> b) 1,860
<b>Group Contribution to Fixed Growth (%)</b> Year over year growth (%) in absolute CTF (External Net Sales with Variable Costs deducted).	30%	a) +10.6% <sup>1)</sup> b) 3,720
<b>Group Consumer star rating</b> The average rating of Electrolux products in consumer reviews on around 300 web sites, considering reviews written in the last 6 months of the calendar year, on a 0-5 scale.	15%	a) 4.65 b) 1,860

<sup>1)</sup> Including adjustments for one-off items, acquisitions and divestments.

### Performance of the President and CEO in the reported financial year: share-based incentives

Name of plan	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance and b) actual award/ remuneration outcome ('000 SEK)
LTI 2021	<b>Earnings Per Share</b> Income for the period attributable to equity holders of the Parent Company divided by the average number of shares excluding shares held by Electrolux.	60%	a) 18.4 <sup>1)</sup> b) 7,862 <sup>2)</sup>
	<b>Return On Net Assets</b> Operating income (annualized) expressed as a percentage of average net assets	20%	a) 31.6% <sup>1)</sup> b) 2,621 <sup>3)</sup>
	<b>CO<sub>2</sub> Reduction</b> Greenhouse gas reductions within the following three areas: (i) manufacturing, (ii) energy for product use, and (iii) use of hydrofluorocarbons (HFCs), measured on selected predefined product categories and regions.	20%	a) To be determined at year end 2023 b) To be determined at year end 2023

<sup>1)</sup> Including adjustments for one-off items, acquisitions and divestments.

<sup>2)</sup> Based on market price per share at December 31, 2021 (SEK 219.5) multiplied by the number of shares (35,820). The shares will be released during the first half of 2024.

<sup>3)</sup> Based on market price per share at December 31, 2021 (SEK 219.5) multiplied by the number of shares (11,941). The shares will be released during the first half of 2024.

### Comparative information on the change of remuneration and company performance

#### Remuneration and company performance ('000 SEK unless otherwise stated)<sup>1)</sup>

Annual change	2020 vs. 2019	2021 vs. 2020	2021
Jonas Samuelson, President and CEO	-3,100 (-10.6%) <sup>2)</sup>	+3,380 (+13.0%)	29,467
Group Operating Income (EBIT) margin (%) <sup>3)</sup>	+2.3 percentage points	+1.0 percentage points	6.0%
Average remuneration on a full time equivalent basis of employees <sup>4)</sup> of AB Electrolux	-13 (-1.1%)	+116 (+9.9%)	1,284

<sup>1)</sup> Remuneration earned in the respective years.

<sup>2)</sup> Remuneration for President and CEO was 10.6% (3,100 thousand SEK) lower in 2020 compared with 2019.

<sup>3)</sup> The Group Operating Income margin (excluding non-recurring items) was 2.7% in 2019 vs 5.0% in 2020.

<sup>4)</sup> Excluding members of group management.