

Non-official translation

The Nomination Committee's report, explanatory statement, and proposals for the Annual General Meeting 2026 of AB Electrolux

The composition of the Nominating Committee and report on its work

The Nomination Committee of AB Electrolux for the Annual General Meeting ("AGM") 2026 has been constituted in accordance with the instructions for the Nomination Committee applicable since the AGM 2024.

The Chair of the Nomination Committee is Christian Cederholm, Investor AB. The other members are Erik Durhan, Lannebo Kapitalförvaltning, Alexandra Frenander, Folksam, and Pia Gisgård, Swedbank Robur Fonder. The Nomination Committee also includes Torbjörn Lööf, Chair of the Board of AB Electrolux.

Ahead of the AGM 2026, the Nomination Committee has held three minutes-recorded meetings. In between, the members of the Nomination Committee have had an ongoing discussion. In its work, the Nomination Committee has evaluated the result of the Board and Chair evaluations, respectively. The Nomination Committee has also been provided with information by the President and CEO as well as by the Chair of the Board regarding the Company's position and strategy, and which competencies and experiences are considered important for the continued development of the Company and Electrolux Group. Members of the Nomination Committee have also had individual meetings with existing Directors of the Board. The Nomination Committee evaluated the Company's Board fees and the Audit Committee's recommendation regarding the Company's auditor.

Shareholders have been able to submit proposals to the Nomination Committee. No such proposals have been received.

Proposal and explanatory statement for election of Board of Directors and fees to the Board

The Nomination Committee considers that the work of the Board functions well, that the Directors have a high meeting attendance and are well prepared for the Board meetings. Considering that David Porter has declined re-election at the AGM 2026 and the competencies deemed important for the Company, the Nomination Committee has after a careful consideration decided to propose two new Directors.

The Nomination Committee proposes re-election of Directors Torbjörn Lööf, Yannick Fierling, Geert Follens, Petra Hedengran, Ulla Litzén, Daniel Nodhäll, Karin Overbeck, and Michael Rauterkus, and new election of Anko van der Werff and Lena Glader as Directors, until the end of the AGM 2027. The Nomination Committee proposes that Torbjörn Lööf is re-elected as the Chair of the Board until the end of the AGM 2027.

The Nomination Committee's proposal entails that the number of Directors of the Board elected by the General Meeting should be ten without Deputies.

Anko van der Werff has extensive international experience and expertise in leading complex operations in a competitive industry undergoing change. The Nomination Committee assesses that he will contribute important perspectives to the Board's work going forward, thanks to his strategic competence and transformation experience. Anko van der Werff is currently the President and CEO of SAS AB. Anko van der Werff has been assessed as independent in relation to the Company and its management as well as in relation to the Company's major shareholders.

Lena Glader has substantial expertise in the financial field and a strong understanding of the capital market. The Nomination Committee assesses that she will be a valuable addition to the Board with her financial competence and analytical capabilities. Lena Glader is currently CFO at Storskogen Group AB and board member in Tagehus Holding AB. Lena Glader has been assessed as independent in relation to the Company and its management as well as in relation to the Company's major shareholders.

During the nomination work, the Nomination Committee has assessed the composition and size of the current Board of Directors as well as the Company's strategy and Electrolux Group's operations. Particular emphasis has been placed on striving for a well-balanced composition characterized by competence, broad experience and diversity. The Nomination Committee further assesses that the composition and the size of the proposed Board of Directors is appropriate and that the Directors collectively possess the competences and experience which are important in light of the Electrolux Group's size and operations, as well as to be able to meet the demands and goals, including within sustainability, that the Company's strategic direction is expected to place on the Board of Directors.

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 diversity is represented among the proposed Directors of the Board, which is reflected in among other things age, nationality, educational background, gender, experience, competencies, and the term of office. Of the Directors proposed to be elected by the AGM 2026, six nationalities are represented and four out of nine¹ (approximately 44 per cent) Directors are women. The Nomination Committee considers that it is important that coming Nomination Committees continue to work actively to achieve diversity and gender balance in the Board of Directors.

The Nomination Committee assesses that the proposed Board of Directors complies with the applicable requirements for independence.

A more detailed presentation of all proposed Directors of the Board is available on Electrolux Group's website: www.electroluxgroup.com/agm2026.

The Nomination Committee has made an overall assessment of the level and structure of the Board fees ahead of the AGM. A basic principle in this work has been that the Board fees should be set at a market-based and competitive level and be designed to enable to recruit and retain individuals with the best possible competence and experience. Electrolux operates a global business across multiple geographic markets, which places significant demands on the Board's composition and competence. The Board assignment requires a deep understanding of international business operations, strategic work in a complex environment, and the ability to navigate challenging market and operating conditions. In its assessment, the Nomination Committee has made a comparison with board fees in other European companies of equal size, complexity and with international presence. Against this background, the Nomination Committee considers a structural increase of the Board fees for the Chair and the Directors of the Board to be reasonable and well justified.

The Nomination Committee proposes fees to Directors of the Board not employed by Electrolux Group as follows:

- SEK 2,920,000 to the Chair of the Board of Directors and SEK 850,000 to each of the other Directors elected by the AGM; and
- for committee work, to the members who are appointed by the Board of Directors: SEK 410,000 to the Chair of the Audit Committee and SEK 260,000 to each of the other members of the Audit Committee, SEK 220,000 to the Chair of the People Committee and

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



SEK 150,000 to each of the other members of the People Committee, and SEK 375,000 to the Chair of the Strategic Planning Committee and SEK 212,000 to each of the other members of the Strategic Planning Committee.

In addition to the above fees, the Nomination Committee also proposes that the following unchanged meeting fees will be paid to each Director, for each Board meeting in Sweden such Director attends in-person:

- For a Director domiciled in the Nordics: 0
- For a Director domiciled in Europe outside the Nordics: EUR 1,500
- For a Director domiciled outside Europe: USD 3,000

The Nomination Committee further believes that it is beneficial for the Company and its shareholders that the Directors own shares in the Company, in order to strengthen the alignment of interests between the Directors and the shareholders. The Nomination Committee has therefore decided to adopt a recommendation regarding the acquisition and holding of shares (or corresponding exposure) by Directors in AB Electrolux also this year. In order to facilitate the build-up of such shareholding or exposure, the Nomination Committee proposes that the Directors shall be entitled to elect to receive 50 per cent of the proposed fees before taxes, excluding compensation for committee work and meeting fees, in the form of synthetic shares and 50 per cent in cash, instead of receiving 100 per cent of the compensation in cash. By a synthetic share is understood a right to receive a future payment of an amount which corresponds to the market value of a share of series B in the Company at the time of the payment. The full terms and conditions for synthetic shares are set out in the appendix "Terms and Conditions for Compensation of Directors through Allocation of synthetic shares/variable cash compensation 2026".

The Nomination Committee's other proposals for the AGM

Chair of the AGM

Eva Hägg, member of the Swedish Bar Association, is proposed as Chair of the AGM.

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 Öhrlings PricewaterhouseCoopers AB as the auditor for the period until the end of the AGM 2027 and proposes that the Auditor's fees be paid as incurred, for the Auditor's term of office, on approved account.

Stockholm, February 2026
AB Electrolux Nomination Committee