

Remuneration Report 2025

Introduction

This report describes how the guidelines for executive remuneration of AB Electrolux, adopted by the Annual General Meeting 2024, were used in 2025. The report also provides information on remuneration to the President and CEO and the deputy CEO as well as a summary of AB Electrolux outstanding share-related incentive programs. The report has been prepared in accordance with the Swedish Companies Act and the Rules on Remuneration of the Board and Executive Management on Incentive Programs, issued by the Swedish Corporate Governance Board and administered by the Stock Market Self-Regulation Committee.

Further information on executive remuneration is available in Note 27 on pages 168-171 in the Annual Report 2025. Information on the work of the People Committee in 2025 is set out in the Corporate Governance Report available on pages 51-52 in the Annual Report 2025.

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 2025.

Remuneration for the President and CEO, and the Deputy CEO in 2025 ('000 SEK unless otherwise stated)¹⁾

	Fixed remuneration		Variable remuneration		Extraordinary items	Pension expense ⁵⁾	Total remuneration	Proportion of fixed and variable remuneration
	Base salary ²⁾	Other benefits ³⁾	One-year ⁴⁾	Multi-year ⁴⁾				
Yannick Fierling CEO	13,636	1,287	7,777	–	0	4,050	26,750	Variable: 29% Fixed: 71%
Anna Ohlsson-Leijon Deputy CEO	7,462	6	2,977	280	0	2,518	13,243	Variable: 25% Fixed: 75%

¹⁾ Except for variable remuneration, the table reports remuneration in 2025. Multi-year variable remuneration is reported if vested in 2025.

²⁾ Includes vacation salary.

³⁾ Includes other benefits such as travel and relocation allowances and health care benefit.

⁴⁾ Variable one year remuneration earned 2025 and paid in 2026.

⁵⁾ Pension is a defined contribution of 30% of annual base salary for the CEO and 35 % of annual base salary for the Deputy CEO.

⁶⁾ Calculated as number of shares in LTI 2023 that vested on December, 31, 2025 (CEO: 0 and Deputy CEO: 4,277 shares) multiplied by the share price of Electrolux B shares on December, 31, 2025 (SEK 65,4).

Key developments 2025

The President & CEO summarizes Electrolux Groups overall performance in his statement on pages 5-7 in the Annual Report 2025. A review of AB Electrolux remuneration guidelines was conducted during 2025 which resulted in the decision to leave them unchanged. Anna Ohlsson-Leijon left the position as Deputy CEO of Electrolux Group December 31, 2025.

AB Electrolux remuneration guidelines

Electrolux Group has a clear strategy to deliver profitable growth and create shareholder value. A prerequisite for the successful implementation of the Groups business strategy and safeguarding of its long-term interests, including sustainability, is that the Electrolux Group is able to recruit and retain qualified personnel. To this end, it is necessary that the Group 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 Group Management a competitive total remuneration. The remuneration terms shall emphasize 'pay for performance', and the remuneration shall 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 the following components: fixed compensation, variable compensation, pension benefits and other benefits.

The remuneration guidelines are found on pages 50-51 in the Annual Report 2025. During 2025, Electrolux Group has complied with the applicable remuneration guidelines adopted by the General Meeting and no deviations from the guidelines were made. The auditor's report regarding Electrolux Group compliance with the guidelines is available on electroluxgroup.com. No remuneration has been reclaimed. In addition to remuneration covered by the remuneration guidelines, the General Meetings of AB Electrolux have resolved to implement long-term share-related incentive programs.

Remuneration for the President and CEO, and the Deputy CEO in 2024 ('000 SEK unless otherwise stated)¹⁾

	Fixed remuneration		Variable remuneration		Extraordinary items	Pension expense ⁵⁾	Total remuneration	Proportion of fixed and variable remuneration
	Base salary ²⁾	Other benefits ³⁾	One-year ⁴⁾	Multi-year ⁴⁾				
Jonas Samuelson CEO	14,325	9	5,967	1,389	0	4,803	26,494	Variable: 28% Fixed: 72%
Anna Ohlsson-Leijon Deputy CEO	7,386	5	3,042	491	0	2,518	13,442	Variable: 26% Fixed: 74%

¹⁾ Except for variable remuneration, the table reports remuneration in 2024. Multi-year variable remuneration is reported if vested in 2024.

²⁾ Includes vacation salary and salary deductions for company car.

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

⁴⁾ Variable one year remuneration earned 2024 and paid in 2025.

⁵⁾ Pension is a defined contribution of 35% of annual base salary (excluding vacation salary).

⁶⁾ Calculated as number of shares in LTI 2022 that vested on December, 31, 2024 (CEO: 15,113 and Deputy CEO: 5,341 shares) multiplied by the share price of Electrolux B shares on December, 31, 2024 (SEK 91,9).

Share-based remuneration

Outstanding share-related incentive programs

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

AB Electrolux had during 2025 three ongoing LTI programs (2023, 2024 and 2025). The allocation of shares is determined by the position level and the outcome of two objectives; (1) cumulative earnings per share, (2) CO₂ reduction. Performance outcome of (1) and (2) will be determined by the Board after the expiry of the three year performance period for the 2023 and 2024 programs. For the 2025 program the performance outcome of (1) earnings per share and (2) CO₂ reduction will be determined by the Board after the expiry of the performance periods, for (1) one year performance period and (2) three year performance period.

For the LTI programs allocation is linear from minimum to maximum. There is no allocation of shares 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. For the CEO and other members of Group Management the shares will be multiplied by 0.75-1.25 depending on the outcome of a relative total shareholder return target (TSR). 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.

2023 and 2024 program covers 846 respectively 744 senior managers and key employees whilst the 2025 program covers 711 participants in almost 50 countries. Program participants comprise seven groups, i.e., the CEO, other members of Group Management, and five groups of other senior managers and key employees. All programs comprise Class B shares. Additional information about the outstanding LTI programs can be found in Note 27 in the Annual Report 2025.

Application of performance criteria

The performance criteria for the CEO's and the Deputy CEO's variable remuneration have been selected to deliver Electrolux Group strategy and to encourage behavior which is in the long-term interest of Electrolux Group. In the selection of performance measures, the strategic objectives and short- and long-term business priorities for 2025 have been taken into account. The non-financial performance measures further contribute to alignment with sustainability goals as well as Electrolux Group values.

Share award programs

The main conditions of share award programs					CEO					Deputy CEO								
					Opening balance	During the year			Closing balance		Opening balance	During the year			Closing balance			
Specification of plan	Performance period	Award date ¹⁾	Vesting Date	End of retention period	Shares held at the beginning of the year	Awarded	Vested	Forfeitures	Subject to a performance condition	Awarded and unvested at year end	Subject to a retention period	Shares held at the beginning of the year	Awarded	Vested	Forfeitures	Subject to a performance condition	Awarded and unvested at year end	Subject to a retention period
LTI 2023 ²⁾	2023-2025	23-05-16	25-12-31	25-12-31					0			64,014	4,277	59,737		0		
LTI 2024 ³⁾	2024-2026	24-05-17	26-12-31	26-12-31					0			93,130		93,130 ⁴⁾				
LTI 2025 ³⁾	2025-2027	25-04-2	27-12-31	27-12-31		274,480 ⁵⁾	66,577		116,099	91,804			131,668	131,668 ⁵⁾				
Total						274,480	66,577		116,099	91,804		157,144	131,668	4,277	284,535			

¹⁾ Refers to the date when the share awards were awarded to the participant.

²⁾ The maximum number of shares that could be awarded under LTI 2023 was 0 for the CEO and 64,014 for the Deputy CEO, the outcome resulted in 0 shares for the CEO and 4,277 for the Deputy CEO.

³⁾ Performance outcome will be determined by the Board after the expiry of the three-year performance period for LTI 2023 and LTI 2024 program. For LTI 2025 program the performance period is one year for earnings per share and three years for TSR and CO₂ reduction.

⁴⁾ Value at Award Date: CEO; 0 and Deputy CEO; 8,940 thousand SEK, calculated as the market price per share multiplied by the number of awarded shares. All awarded shares to the Deputy CEO forfeits as per the terms and conditions of the LTI program rules.

⁵⁾ Value at Award Date: CEO; 16,853 and Deputy CEO; 8,084 thousand SEK, calculated as the market price per share multiplied by the number of awarded shares. All awarded share to the Deputy CEO forfeits as per the terms and conditions of the LTI program rules.

Performance of the President and CEO and Deputy CEO in the reported financial year: share-based incentives¹⁾

Name of program	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance b) CEO actual award/remuneration outcome ('000 SEK) c) Deputy CEO actual award/remuneration outcome ('000 SEK)
LTI 2023	Cumulative Earnings Per Share Income for the period attributable to equity holders of the Parent Company divided by the weighted average number of basic shares (i.e. non-diluted) outstanding during the period. Will be calculated on a cumulative basis during the entire performance period.	80%	a) -8.8 b) 0 c) 0
	CO₂ Reduction Greenhouse gas reductions within the following three areas: (i) operations (ii) energy for product use and (iii) transportation	20%	a) 11.1 % b) 0 ²⁾ c) 280 ³⁾
LTI 2024	Cumulative Earnings Per Share Income for the period attributable to equity holders of the Parent Company divided by the weighted average number of basic shares (i.e. non-diluted) outstanding during the period. Will be calculated on a cumulative basis during the entire performance period	80%	a) To be determined at year end 2026 b) To be determined at year end 2026 c) To be determined at year end 2026
	CO₂ Reduction Greenhouse gas reductions within the following three areas: (i) operations (ii) energy for product use and (iii) transportation	20%	a) To be determined at year end 2026 b) To be determined at year end 2026 c) To be determined at year end 2026

Name of program	Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance b) CEO actual award/remuneration outcome ('000 SEK) c) Deputy CEO actual award/remuneration outcome ('000 SEK)
LTI 2025	Earnings Per Share Income for the 2025 period attributable to equity holders of the Parent Company divided by the weighted average number of basic shares (i.e. non-diluted) outstanding during the period.	80%	a) 3,25 b) 6004 c) 0
	CO₂ Reduction Greenhouse gas reductions within the following two areas: (i) operations (ii) energy from product use	20%	a) To be determined at year end 2027 b) To be determined at year end 2027 c) 0

¹⁾ The criteria evaluated during 2025 is the 2023-2025 EPS and CO₂ and targets in LTI 2023 program. The measured outcome on the relative TSR targets resulted in that the outcome was multiplied with a factor of 0.75.

²⁾ Yannick Fierling is not participating in the LTI 2023 program.

³⁾ Based on market price per share of December 31, 2025 (SEK 65.4) multiplied by number of shares (4,277).

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

Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	Relative performance	
		a) Measured performance outcome ('000 SEK)	b) CEO actual award/remuneration outcome ('000 SEK)
		a) CEO	c) Deputy CEO actual award/remuneration outcome ('000 SEK)
		b) Deputy CEO	
Group EBIT (SEK billion)			a) 3,66
Yearly absolute EBIT in SEK bn, excluding non-recurring items	a) 50%		
	b) 0%		b) 5,339
			c) 2,319
Group Net Operating Working Capital (%)			a) 7,99%
NOWC divided by External Net Sales (12 months rolling)	a) 25%		
	b) 0%		b) 0
			c) 0
BA Europe, Asia-Pacific, Middle East and Africa (SEK billion)			a) 2,25
Yearly absolute EBIT in SEK bn, excluding non-recurring items	a) 0%		
	b) 50%		b) 2,437
			c) 658
BA Europe, Asia-Pacific, Middle East and Africa Net Operating Working Capital (%)			a) 4,07%
NOWC divided by External Net Sales (12 months rolling)	a) 0%		
	b) 25%		b) 2,437
			c) 0
Group Net Sales Growth (%)			a) 3,90 %
Year over Year growth (%) in absolute Net Sales for Group, excluding non recurring items	a) 25%		
	b) 0%		b) 2,437
			c) 658
BA Europe, Asia-Pacific, Middle East and Africa Net Sales Growth (%)			a) 1,61 %
Year over Year growth (%) in absolute Net Sales excluding non recurring items	a) 0%		
	b) 25%		b) 2,437
			c) 658

**Comparative information on the change of remuneration and company performance
Remuneration and company performance ('000 SEK unless otherwise stated)¹⁾**

Annual change	2021 vs. 2020	2022 vs. 2021	2023 vs 2022	2024 vs 2023	2025 vs2024	2025
President and CEO ²⁾	+3,380 (+13.0%)	-612 (-2.1%)	-1,785 (-6.6%)	-583 (-2.2%)	256 (1.0%)	26,750
Deputy CEO ⁵⁾					-199 (-1,5%)	13,243
Group Operating Income (EBIT) margin (%) ³⁾	+1.0 percentage points	-5.4 percentage points	-0.3 percentage points	+0.9 percentage points	+1.6 percentage points	2,8%
Average remuneration on a full time equivalent basis of employees ⁴⁾ of AB Electrolux	+116 (+9.9%)	-189 (-14.8%)	49 (4.5%)	41 (3.6%)	14 (1,2%)	1,198

¹⁾ Remuneration earned in the respective years. Jonas Samuelson held the position until end of 2024 and Yannick Fierling as of 2025.

²⁾ Remuneration for President and CEO was 1.0% (256 thousand SEK) in 2025 compared with 2024.

³⁾ The Group Operating Income margin (excluding non-recurring items) was 2.8% in 2025 vs 1.2 % in 2024.

⁴⁾ Excluding members of Group Management.

⁵⁾ Anna Ohlsson-Leijon was appointed Deputy CEO November,1 2023.

