Sustainability statement

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General information

Strategy and business model

SBM-1 Strategy, business model and value chain

The Group's vision, purpose and business model

In 2025, Electrolux Group had total revenues of SEKm 131,282 and generated an operating earnings margin of 2.8%. During 2025, a thorough strategic review was conducted, resulting in a new vision providing a clear direction for the Group:
Our vision is to be the home appliances industry leader in consumer satisfaction - delivering outstanding lifetime experiences with solutions that always get better.

The Group's purpose is to Shape living for the better, with the mission to reinvent lifetime taste, care and wellbeing experiences for more enjoyable and sustainable living around the world. The Group's products are an essential part of daily life for hundreds of millions of consumers around the globe. Electrolux Group sells its products for example through retailers, contract channels and directly to consumers.

The Electrolux Group is organized in three Business areas and three Product Lines. See page 3 for organization changes 2026. Within the three product lines, Taste, Care and Wellbeing, the Group innovates and develops more resource-efficient products that can be brought to market at scale. Resource-efficient products are the Group's greatest contribution to tackling climate change, and the associated environmental impacts, as approximately 85% of the Group climate impact occurs during appliances use phase. Besides making products more resource-efficient, the Group works to inspire conscious behavior by designing products that intuitively help consumers to use them in ways that can help reduce environmental impact. Focusing on the Group's most resource-efficient products is also aligned with our efforts to achieve sustainable and profitable growth, as these products typically have higher gross profit. The Group's most resource-efficient products accounted for 26% of total units sold and 36% of gross profit in 2025. Electrolux Group's most resource efficient products include a selection of products in the top-tier of the highest energy ratings - depending on product category and when a label is present[1]. For categories not falling under energy labelling regulations, the appliances included in the definition of Electrolux Group's most resource-efficient products have specifically designed characteristics and features for improved resource-efficiency (e.g., features that can help save energy or water during use phase, use of recycled materials).

Sustainability has long been a cornerstone of the Group's strategy and is a strategic enabler of the Group's overall purpose. It is integrated into all key building blocks of the strategy and is laid out more in detail in the Electrolux Group's sustainability framework — For the Better.

For the Better Framework

For the Better consists of three pillars — Better Company, Better Solutions, Better Living — and the Climate Goals. The framework was launched a decade ago and sets a clear direction for the Group's sustainability leadership, business value and communication. Better Company is about working continuously to achieve resource-efficient operations while driving a safe, diverse and ethical company — both internally and throughout the value chain. This includes reducing the environmental footprint by shifting to renewable energy and optimizing the use of energy and other resources throughout operations. It also includes working to ensure the health, safety and wellbeing of employees as well as working with suppliers so they can live up to the Group's high expectations, no matter where they are located, and supporting them in their transition to more sustainable practices. Better Solutions is about meeting the growing global market for household appliances without increasing environmental impact. This involves optimizing product performance, business models and the use of resources. For the Group, this means improving the energy and water performance of its appliances and integrating recycled materials, promoting recyclability, using more sustainable packaging solutions, and developing circular business solutions. It also includes safe and effective chemical management and continuing to replace chemicals that cause concern. Better Living is about shaping better and more sustainable living around the world by promoting better eating, better garment care and better home environments together with consumers and partners. This includes promoting healthy and more sustainable eating by helping consumers to reduce food waste, adopt more plant-based eating and reduce nutrition loss in cooking. It also entails helping consumers to make clothes last longer and reduce the environmental impact of doing the laundry while caring for all fabrics. Furthermore, the Group is contributing to promote healthier homes by enabling more people to benefit from more comfortable indoor environments with cleaner air, water and surfaces.

The Group's For the Better framework and the three pillars, include nine aggregated sustainability goals and the Electrolux Group Climate Goals. For the Better is based on the Group's most critical sustainability topics, identified through materiality analysis and shaped by ongoing stakeholder dialogue. The goals address all topics identified as material in the Group's Double Materiality Assessment in 2025 as described in SBM-3 on page 64.

For the Better is also mapped and aligned with a variety of sustainability frameworks, including the UN Sustainable Development Goals (SDGs), science-based climate targets (approved by the Science Based Targets initiative (SBTi) in 2023), and to the United Nations Global Compact Business ambition for 1.5°C.

To ensure continued relevance, For the Better is revised at least every five years. In 2025, new insights were drawn from the updated Double Materiality Assessment (DMA), desktop research, benchmark studies, external stakeholder engagement as well as an internal dialogue. This, combined with a changing market environment, led to the For the Better framework currently undergoing revision.

[1] E.g., EU Energy label (EU Regulation 2017/1369), Energy Star (USA), ENCE (Brazil), AS/NZS 2007.2:2021 (APAC)

Sustainability targets

Progress on the Group's For the Better 2030 Goals are measured and monitored with several metrics and targets. These metrics and targets are global in scope and encompass all the Group's businesses, customers and product categories, and are integrated into its strategy and operations. The Group's sustainability targets and metrics are summarized and reported on in detail in the topical ESRS sections on pages 85-129, together with other disclosures.

ESRS standard	Metric	Target ambition level	Base year	Target year	2025 Status	SDGs[1]
Environment						
E1	Greenhouse gas emissions in the value chain	Net-zero	2021	2050	●	7, 9, 12, 13, 17
	Scope 1 and 2 emissions	85% reduction in absolute scope 1 and 2 emissions	2021	2030	●	
	Scope 3 emissions	42% reduction in absolute scope 3 emissions	2021	2030	●	
E3	Water efficiency at manufacturing sites	25% improvement in potential water risk areas	2020	2025	●	6, 12, 17
		5% improvement in all other areas	2020	2025	●	
E5	Share of manufacturing sites certified as Zero Waste to Landfill	100% manufacturing sites certified as Zero Waste to Landfill	2018	2025	●	8, 9, 12, 17
	Share of recycled content in core materials	35% recycled content in purchased plastics[2] and steel	2024	2030	●	
Social						
S1	Total Case Incident Rate (TCIR)	0.30 TCIR	2015	2030	●	3, 5, 8, 12
	Share of manufacturing sites according to ISO 45001 certified	100% manufacturing sites ISO 45001 certified	2020	2025	●	
	Share of female People Leaders[3]	40% share of female people leaders	2020	2030		
S2	Supplier evaluation	95% of strategic suppliers evaluated as "approved" or "accepted low risk"	2021	2030	●	3, 8, 12

Long-term targets	2025 targets
● On track	Achieved
● Additional effort required	Less than 5% deviation compared to target
● Off track	More than 5% deviation compared to target

[1] United Nations Sustainability Development Goals established
[2] Plastics refers to PP, PS, ABS, please see 106.
[3] This is an aspirational target that applies in countries where it is legally permissible, and countries such as the US are excluded. People related decisions are always based on skills and competence.

The Group's value chain

As a global leader in the household appliance market, the Group's value chain is extensive. It encompasses everything from direct partnerships with raw material producers to the services the Group delivers to consumers. The Group is active in more than 120 markets all around the world. Significant markets, defined as accounting for more than 10% of the Group's turnover, includes countries such as the United States, Canada, Brazil, Sweden, Germany and Australia. Globally, significant customer groups comprise of for example electronic retailers and kitchen retailers. The Group does not retail to or deal with certain jurisdictions due to economic sanction regimes or similar legislation or rules (or based on the Group's own assessments). Electrolux Group is required to meet local and regional regulatory standards; therefore, all products cannot be sold in every market. *> For information on headcount of employees by geographical areas, refer to S1-6 on page 112. For list of the Group's stakeholders, refer to SBM-2 on page 63*

The Group holistic approach in mapping and analyzing the value chain, helps in identifying opportunities and manage or mitigating impacts. A simplified illustration of the Group's value chain is shown below.

	Upstream		Own operations		Downstream			
	Raw material extraction	Materials processing and manufacturing	Product development	Manufacturing	Logistics	Sales	Consumer use	End-of-life
Activities	Key raw materials for Electrolux Group's products include steel, aluminium, a variety of other metals and minerals, silicon, natural rubber and crude oil and gas derivatives.	Electrolux Group relies on thousands of suppliers, including direct,- indirect-, raw material-suppliers and service providers. Ensuring availability and quality of input while safeguarding the Group's standards and governance principles by developing supplier capacity and improve performance is in focus	Close collaboration between Design, Marketing and R&D enables new products to offer better consumer experiences and more sustainable products.	Electrolux Group has 32 manufacturing sites. The Group focuses on reducing its environmental footprint, maintaining high ethical standards and working conditions, and promoting positive impact in local communities.	The Group uses various logistics providers to transport its goods and products around the world.	Electrolux Group sells products in around 120 markets every year, primarily through retailers.	As the main environmental impacts of the Group's products occur when they are used by consumers. Product energy and water efficiency are top priorities.	On average, materials account for approximately 10% of a product's lifecycle climate impact, and Electrolux Group research highlights that it is a top consumer priority. The Group ensures alignment emerging appliance recycling regulations across more regions.
Key Stakeholders	Suppliers/ Workers/ Civil society organizations/ Local communities	Suppliers/ Workers/ Civil society organizations/ Local communities	Customers/ Consumers	Employees / non-employees/ local communities	Civil society organizations/ Workers	Customers	Consumers	Local communities / Civil society organizations
	Shareholders and Credit Providers							
Relevant material topics	E1, E2, E3, E4, E5, S2, G1	E1, E2, E3, E4, E5, S2, G1	E1, E2, E3, E4, E5, S1, S2, S4	E1, E2, E3, E4, E5, S1, G1	E1, E2, E3, E5, S2, S4, G1	E1, E2, E3, E5, S2, S4, G1	E1, E2, E3, E5, S2, S4	E1, E2, E3, E4, E5, S2, S4

SBM-2 Interests and views of stakeholders

Electrolux Group recognizes that to deliver on its sustainability framework and targets, stakeholder engagement is of high importance. Therefore the Group focuses on cross-collaboration and establishing partnerships. The input and context key stakeholders provide is essential for understanding the expectations on the Group as a responsible company and employer, and to improve evaluation of impacts, risks and opportunities in own operations and the wider value chain.

As an integral part of the Group's stakeholder due diligence process, interviews are conducted with employees, employee representatives and experts on human rights, labor rights and corruption, including advocacy groups, local representatives of international organizations and academia.

Insights derived from all stakeholder engagements are integrated into the Group's Double Materiality Assessment and contribute to the current development of the Group's strategy and sustainability framework.

> See also SBM-1 on page 61 for more information on the Group's sustainability framework.

The Group Management and the Board of Directors are informed of the output from stakeholder engagements as part of the Double Materiality Assessment process and, if relevant, in relation to particular sustainability matters.

The Stakeholder engagement table provides an overview of stakeholder groups and used methods. The table also includes how stakeholder input is considered when developing the Group's strategy and business model. *> See also S1-4 on page 109 for more information on stakeholder engagement as a part the assessment of salient human rights issues.*

Stakeholder Engagement: How Electrolux Group engages with stakeholder groups

	Relevant topics for engagement								
Stakeholder groups	**Climate change**	**Pollution**	**Water**	**Circular economy**	**Own workforce**	**Workers in the value chain**	**Consumers and end-users**	**Form of engagement**	**How input is considered**
Consumers	•	•	•	•	•	•	•	*Surveys and specific campaigns*	Input supports the development of solutions and services.
Customers	•	•	•	•	•	•	•	*Dialogue*	Input supports collaboration on chemical handling, recycling, supply chain monitoring, energy efficiency and recyclability.
Investors	•	•	•	•	•	•	•	*Dialogue and interviews*	Input addressed in the Sustainability Statement, CDP disclosures, Task Force on Climate-Related Financial Disclosures (TCFD), EU Taxonomy and Green Financing Framework.
Employees					•			*Surveys, Speakup Line and dialogue*	Input informs action plans, audits and follow up.
Suppliers and suppliers' employees	•	•		•		•		*Dialogue and interviews*	Input informs audits and follow up as well as workshops and training.
Industry peers	•	•	•	•	•	•	•	*Dialogue and best practice sharing*	Input supports the development of best practice in respective areas.
Non-governmental organizations (NGOs), academia, governmental organizations[1)]	•	•	•	•	•	•	•	*Dialogue*	Input from experts and civil society supports local impact assessments, serving as proxies for affected communities. Input supports the development of policies, products, technologies, recycling and labeling procedures.

[1)] Business areas are responsible for engaging with their respective policy makers. Public policy initiatives are primarily conducted through industry organizations, such as the European Appliance Industry Association (APPLiA) and the Association of Home Appliance Manufacturers in the United States and Canada (AHAM), the Australian Consumer Electronics Association and the Associação Nacional de Fabricantes de Produtos Eletroeletrônicos (Eletros) in Brazil.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

In 2023, Electrolux Group conducted its first Double Materiality Assessment (DMA) in accordance with ESRS 1 guidelines, to identify material sustainability matters for the Group.

> *Read more about the Double Materiality Assessment process in IRO-1 on page 74.*

This year's analysis reconfirmed the outcomes of the previous year's assessment and, in recognition of emerging sustainability priorities, led to the inclusion of E4 Biodiversity and Ecosystems as a material topic.

> *Read more about the assessment of Biodiversity in E4-1 on page 100.*

The latest assessment has also influenced the introduction of new metrics as well as the development of updated reporting procedures. The outcome of the assessment formed an important input variable to the ongoing update of the Group's strategy and sustainability framework, ensuring both a continued alignment with evolving stakeholder expectations and a proper response to the effects of material impacts, risks and opportunity.

> *Read more about the Group's sustainability framework in SBM-1 on page 61.*

All material impacts are assessed to either originate from or be connected to the Group's strategy and business model.

In summary, the 2025 DMA concluded that nine out of ten ESRS topics are material to the Group and its value chain, as presented in the table to the right. Each material topic is addressed in this Sustainability statement. Further information on the characterization of and rationales for material impacts, risks and opportunities are described on the following pages.

In the annual ERM-process, the Group examines short-, medium- and long-term resilience of the business model in relation to primarily climate scenarios and perspective is incorporated into strategic updates.

> *Read more under BP-1 on page 77.*

The Group has assessed that there is no significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the Group's financial statements due to material risks and opportunities.

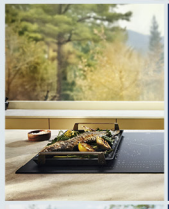
Outcome of the 2025 Double Materiality Assessment

Environment

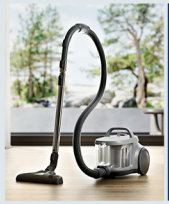
E1 Climate change
- Climate change adaptation
- Climate change mitigation (green-house gas emissions)
- Energy

E2 Pollution
- Pollution of air, water & soil
- Substances of concern & of very high concern

E3 Water & marine resources
- Water (withdrawals & discharges)



E4 Biodiversity & ecosystems
- Direct impact drivers of biodiversity loss (climate change, pollution & others)
- Impacts on the extent and condition of ecosystems
- Impacts and dependencies on ecosystem services



E5 Circular economy
- Resource inflows and outflows
- Waste

Social

S1 Own workforce
- Working conditions
- Equal treatment & opportunities

S2 Workers in the value chain
- Working conditions
- Equal treatment & opportunities
- Other work-related rights (Child & forced labor)

S4 Consumers and end users
- Personal safety of consumers and/or end-users

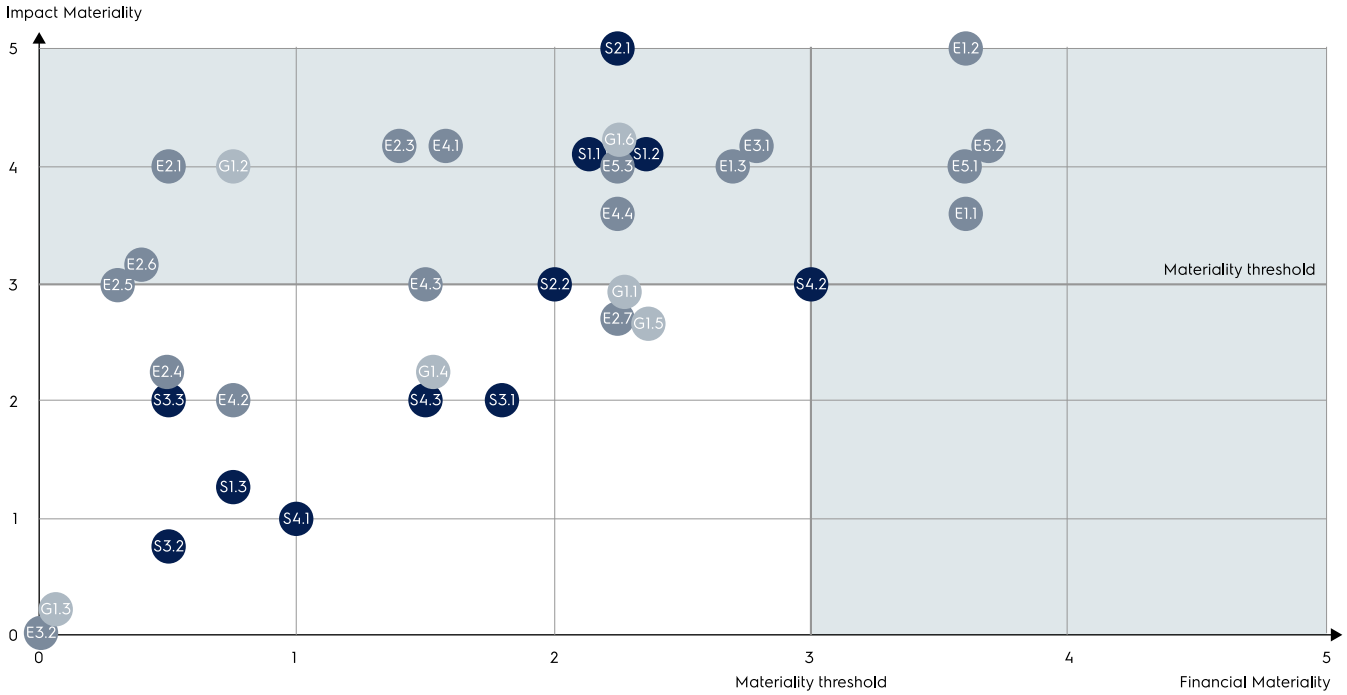
Governance

G1 Business conduct
- Corporate culture
- Protection of whistle-blowers
- Corruption and bribery

- Material in own operations only or own operations and value chain
- Material in the value chain only

Materiality Matrix

The Materiality Matrix presents the high-level result of the Materiality assessment for 2025, based on sub-topic. Topics are plotted according to their score along the horizontal axis for financial materiality and the vertical axis for impact materiality. For example, a topic that got an Impact score of 4 and a Financial score of 3 would be displayed at the (4,3) in the plot. Sub-topic with a score of 3 or higher are considered material.



Environment

- E1.1 Climate change adaptation
- E1.2 Climate change mitigation
- E1.3 Energy
- E2.1 Pollution of air
- E2.2 Pollution of water
- E2.3 Pollution of soil
- E2.4 Pollution of living organisms and food resources
- E2.5 Substances of concern
- E2.6 Substances of very high concern
- E2.7 Microplastics
- E3.1 Water
- E3.2 Marine resources
- E4.1 Direct impact drivers of biodiversity loss
- E4.2 Impacts on the state of species
- E4.3 Impacts on the extent and condition of ecosystems
- E4.4 Impacts and dependencies on ecosystem services
- E5.1 Resource inflows, including resource use
- E5.2 Resource outflows related to products and services
- E5.3 Waste

Social

- S1.1 Working conditions
- S1.2 Equal treatment and opportunities for all
- S1.3 Other work-related rights
- S2.1 Working conditions
- S2.2 Equal treatment and opportunities for all
- S2.3 Other work-related rights
- S3.1 Communities' economic, social and cultural rights
- S3.2 Communities' civil and political rights
- S3.3 Rights of indigenous people
- S4.1 Information-related impacts for consumers and/or endusers
- S4.2 Personal safety of consumers and/or end-users
- S4.3 Social inclusion of consumers and/or end-users

Governance

- G1.1 Corporate culture
- G1.2 Protection of whistle-blowers
- G1.3 Animal welfare
- G1.4 Political engagement
- G1.5 Management of relationships with suppliers including payment practices
- G1.6 Corruption and bribery

Overview of material impacts, risks, and opportunities (IROs)

ESRS standard	Sub-sub-topic	IRO	Description	Material in upstream operations	Material in own operations	Material in downstream operations	Time horizon
Environmental							
E1: Climate change	Climate change adaptation	–	Climate change results in negative environmental conditions in parts of Electrolux Group's supply chain and in own operations located in climate-sensitive areas. These conditions create increased pressure on operating environments and require adaptation.	•	•	•	Medium to long-term
	Climate change adaptation	R	Climate-related risks increase uncertainty for Electrolux Group's business operations and value chain resilience. Disruptions affecting suppliers, manufacturing sites, or markets may impact business continuity and require ongoing adaptation of operations and products.	•	•	•	Medium-term
	Climate change mitigation (Scope 1 and 2)	–	Electrolux Group's own operations generate greenhouse gas emissions from energy use and fuel combustion, negatively impacting the climate through contributing to climate change.		•		Short to long-term
	Climate change mitigation (Scope 1 and 2)	O	Reducing Scope 1 and 2 emissions supports more resilient and future-ready manufacturing operations. Progress in operational decarbonization strengthens alignment with regulatory and stakeholder expectations and supports the competitiveness of Electrolux Group's manufacturing footprint.		•		Medium-term to long-term
	Climate change mitigation (Scope 3)	–	Electrolux Group's value chain generates significant greenhouse gas emissions across upstream and downstream activities, including raw material production, logistics, and product use. These Scope 3 emissions represent an actual negative environmental impact.	•		•	Short to long-term
	Climate change mitigation (Scope 3)	O	Reducing Scope 3 emissions supports Electrolux Group's long-term competitiveness. Improved supplier alignment and more energy-efficient products enhance market access and support the transition of the value chain toward a low-carbon economy.			•	Short to medium-term
	Climate change mitigation (Scope 3)	R	Electrolux Group is exposed to financial risks related to Scope 3 emissions across its value chain. Limited progress in supplier and product decarbonization may increase exposure to regulatory, market, and reputational risks.	•		•	Short to medium-term
	Energy	–	Electrolux Group's manufacturing operations require significant energy use, which contributes to greenhouse gas emissions and climate-related environmental impacts depending on the energy mix.		•		Short-term
E2: Pollution	Pollution of air	–	Electrolux Group impacts air quality through emissions of air pollutants, primarily upstream during resource extraction and raw material processing, and the transportation of goods.	•			Short-term
	Pollution of water	–	Electrolux Group impacts water quality through water pollutants associated with direct material suppliers as well as mineral extraction and smelting in the upstream value chain, and through use of detergents in some appliances in the downstream value chain.	•		•	Short-term
	Pollution of soil	–	Electrolux Group's value chain activities contribute to impacts on soil quality, primarily upstream through resource extraction and raw material processing, which are associated with soil disturbance and potential contamination from industrial activities. Potential downstream impacts may also arise from the use of detergent during product use and end-of-life.	•		•	Short-term
	Substances of concern and substances of very high concern	–	Electrolux Group impacts the environment through the use of substances of concern—such as certain chemicals—that are often necessary to enhance product sustainability by supporting circularity, durability, and safety. If products are not recovered or recycled, these outflows contribute to increased waste generation and loss of material value, representing an actual negative environmental impact.	•		•	Short-term
E3: Water and marine resources	Water withdrawals and discharges	–	Electrolux Group impacts water resources through water withdrawals and discharges across its value chain. Water use occurs upstream in the production of materials and components, in own operations at a limited number of sites located in water-stressed areas, and downstream through the use of appliances such as washing machines and dishwashers.	•	•	•	Short to medium-term
	Water withdrawals and discharges	+	Electrolux Group has a positive impact on water use in the downstream value chain, as more water-efficient appliances reduce water consumption.. Improved product water efficiency contributes to reduced water use during the use phase.			•	Short to medium-term
E4: Biodiversity and ecosystems	Climate change, Pollution and Others	–	Electrolux impacts biodiversity through pollutants released into air, water, and soil—including greenhouse gas emissions—primarily within the upstream value chain. Additional impacts occur at operational sites located near biodiversity-sensitive areas, and through downstream risks associated with product use and disposal.	•	•	•	Short-term
	Impacts on the extent and condition of ecosystems and impacts and dependencies on ecosystem services	–	Electrolux impacts biodiversity as a result of pollution and land-use-change impact drivers primarily in the upstream value chain, and due to electricity, water and detergent use in the downstream product use-phase.	•		•	Short-term

Overview of material impacts, risks, and opportunities (IROs)

ESRS standard	Sub-sub-topic	IRO	Description	Material in upstream operations	Material in own operations	Material in downstream operations	Time horizon
E5: Resource use and circular economy	Resource inflows, including resource use	–	Electrolux Group's operations and value chain require the use of significant volumes of materials, which contributes to environmental impacts associated with resource extraction and processing.	•	•		Short-term
	Resource inflows, including resource use	R	Electrolux faces potential risks from dependency on often high and volatile commodity prices, in particular for critical raw materials; compliance costs associated with traceability requirements; and access to sufficient quantities of recycled materials.	•	•		Medium to long-term
	Resource inflows, including resource use	O	Electrolux has an opportunity to benefit from increased use of recycled materials and more resource efficient operations.	•	•		Medium to long-term
	Resource outflows related to products and services	–	Electrolux Group's products generate resource outflows at the end of their use phase, including waste and materials requiring treatment, recycling, or disposal. If not fully recovered or recycled, these outflows contribute to increased waste generation and loss of material value, representing an actual negative environmental impact		•	•	Medium to long-term
	Resource outflows related to products and services	R	Electrolux faces potential compliance costs associated with introduction of digital product passports and other risks arising from dependency on recycling industry to enable greater use of recycled materials and closed loop value chains.		•	•	Medium-term
	Resource outflows related to products and services	O	Electrolux Group can benefit from creating value from refurbishing, upgrading, remanufacturing, parts harvesting, and recycling of products placed on the market. Doing this the Group has an opportunity to benefit from meeting customer expectations for more durable, repairable and recyclable products.		•	•	Medium-term
	Waste	–	Electrolux Group impacts the environment through waste generated across the value chain, including upstream activities, own operations, and the end-of-life phase of products. Waste generation contributes to increased pressure on waste management systems, loss of material value, and environmental impacts from treatment and disposal.	•	•	•	Short-term
Social							
S1: Own workforce	Secure employment	–	Temporary employment contracts in manufacturing leads to limited social protection. In some countries of employment, the access to social protection is limited.		•		Short-term
	Working time	–	Employees in some production locations are in periods working overtime above the limits set by the Workplace Policy.		•		Short-term
	Adequate wages	–	In a few high risk markets, high inflation or sudden increases of cost of meeting basic needs, puts employees at risk of not being able to gain an adequate wage.		•		Short-term
	Social dialogue, freedom of association and collective bargaining	–	Freedom of association is constrained in a few markets of operations.		•		Short-term
	Work-life balance	–	Work-life balance is impacted for employees that work overtime in some markets.		•		Short-term
	Work-life balance	+	The global parental leave policy goes beyond statutory requirements, with a positive impact on people in markets where parental leave is limited.		•		Short-term
	Health and Safety	–	Even if the incident rate is low in the Group's operations, accidents and ill-health occur.		•		Short to medium-term
	Gender equality and equal pay for work of equal value	–	The gender representation in management positions is unequal and there is an unadjusted gender pay gap in the global workforce.		•		Short-term
	Measures against violence and harassment in the workplace	–	Some employees report incidents of harassment through the SpeakUp Line, and some are substantiated.		•		Short-term
	Diversity	–	In some regions, employees are impacted by a lack of diversity in management positions.		•		Medium-term
	Diversity	+	Employees are impacted positively as a result of a high level of gender balance in some regions and extensive diversity, equity and inclusion initiatives that go above and beyond regulatory requirements.		•		Medium-term

Overview of material impacts, risks, and opportunities (IROs)

ESRS standard	Sub-sub-topic	IRO	Description	Material in upstream operations	Material in own operations	Material in downstream operations	Time horizon
S2: Workers in the value chain	Secure employment	–	There are cases of insecure employment among employees of suppliers and retail store workers.	•		•	Short-term
	Working time	–	There are findings of employees in the supply chain working excessive overtime in breach of the Electrolux' Group Supplier Workplace Standard.	•			Short-term
	Adequate wages	–	There is a potential negative impact on employees in the value chain if they are being paid inadequate wages, particularly in high-risk countries and industries.	•		•	Short to medium-term
	Social dialogue, freedom of association and collective bargaining.	–	Employees in supply chain and in retail stores, may lack rights to social dialogue, freedom of association and collective bargaining due to regulation and practices in high risk countries.	•		•	Short-term
	Health and Safety	–	Employees in the upstream value chain, especially those working in mining, smelters and steel production, are subject to health and safety risks due to hazardous work environments.	•			Short-term
	Gender equality and equal pay for work of equal value	–	There are cases of discrimination in the hiring process of suppliers, for example related to requests for pregnancy testing.	•			Short-term
	Diversity	–	Isolated incidents of discrimination of employees in the supply chain have been identified, for example connected to migrant workers in some countries.	•			Short-term
	Child labour, forced labour	–	In the supply chain, Electrolux has identified isolated cases of child labor and malpractice such as retention of passports or restrictions to leave the site during break time.	•			Short-term
S4: Consumers and end-users	Personal safety of consumers and/or end-user	–	Electrolux may impact consumers and end-users if inadequate product safety provisions result in severe injuries.			•	Short-term
	Personal safety of consumers and/or end-user	R	Electrolux would face risks if product safety provisions are not adequately maintained, including product recalls, legal liabilities arising from injuries and damages, potential lawsuits, and reputational costs.			•	Short to long-term
Governance							
G1: Business conduct	Corporate culture	+	Electrolux impacts own employees by having a strong corporate culture based on ethics, integrity and respect.		•		Short-term
	Protection of whistle-blowers	+	Electrolux impacts own employees by having a trusted whistle-blowing system; indicated by it scoring high on trust in the Employee Voice Survey and an increased use in recent years.		•		Short to medium-term
	Corruption and bribery	–	Electrolux may impact people and society as a result of operating in high-risk regions and markets in terms of corruption and bribery.		•		Short-term

\+ Positive impact
\- Negative impact
R Risk
O Opportunity

Consideration of workers in the Double Materiality Assessment process

The Group's Double Materiality Assessment includes all workers who could be impacted by its operations, or by the operations of other entities in its value chain. Workers considered as 'non-employees' but still part of the Group's own workforce include consultants, contractors, self-employed and temporary/seasonal workers on third party payroll.

The largest number of workers who could be impacted are located upstream in the supply chain. Material risks among direct suppliers are identified, assessed and managed through the Group's Responsible Sourcing Program, while the Group has limited visibility and a lower leverage beyond its direct suppliers.

Through its Group-level human rights impact assessments and audits, Electrolux Group has identified vulnerable groups of employees and value chain workers, including migrant workers, women, and workers from employment agencies, as well as on-site contractors and service providers.

Most identified material negative impacts related to working conditions are systemic or widespread in the respective countries with operations. This includes challenges in the areas such as working hours, wages, equal opportunities, health and safety, restricted freedom of association and social protection. The groups most at risk are production employees in Brazil, Mexico, Egypt, China, Thailand.

In audits of own operations as well as at suppliers, the most common findings relate to health and safety. Deviations related to working hours and compensation are fewer, but present in the sector. In the supply chain, there are rare findings relating to restrictions for employees in leaving the site during breaks, or the withholding of identity documents, Similarly, there are findings relating to not fulfilling the special working conditions required for authorized minors. These findings are are labelled as indicators of forced labor and child labor, and are addressed immediately by the suppliers.

Positive material impacts relate to the training and development of employees, and equal opportunities driven by internal diversity and inclusion initiatives. This can potentially affect all Group employees worldwide.

As a result of the Responsible Sourcing Program, positive material impacts include supplier capacity building and the continuous improvement of working conditions, potentially affecting the employees of all direct suppliers. As the Group's suppliers are required to cascade its standards to their suppliers, the positive impacts are expected to go beyond tier 1 suppliers.

The Group recognizes the importance of ensuring that the climate transition is a just one, that considers the impact its actions have on workers, suppliers, nature, and communities globally. Electrolux Group offers employee trainings as a part of ISO 50001 and Green Spirit programs to ensure employees are equipped with the skills and knowledge necessary to operate new electrified equipment in the manufacturing process and to identify opportunities for innovation. The Group is currently in the initial stage of evaluating the impacts on workers in the value chain and on communities as a result of climate transition.

Consideration of consumers and end-users in the Double Materiality Assessment process

As the Group operates globally and its products are an essential part of daily life for millions of people around the globe, the actual or potential impacts on its consumers and end-users are of vital importance to the Group's strategy and business model. A key part of the Group's business strategy for profitable growth is also to drive sustainable consumer experience innovation.

Based on the outcomes of the Double Materiality Assessment, the material risks for consumers and end-users relate to their personal safety when using the Group's products. Material sustainability risks for consumers and end-users are therefore deemed to be connected to product use, which is why the Group's management of product safety is important. The Group's work on product safety encompasses all its consumers and end-users worldwide.

The Group's products, household appliances, are deemed to not be inherently harmful to people and/or increase the risk of certain diseases. Furthermore, no particular categories of the Group's general consumer and end-user groups have been identified as being more vulnerable to negative health impacts from its products, or sales and marketing activities. The Group provides detailed manuals on how to use its products as some household appliances must be used correctly to avoid unnecessary risks. Overall, the Group's products are not seen as materially unsafe for specific categories of consumers and end-users, or impacting their right to privacy.

The Group has processes and quality systems in place to mitigate such risks but if a systematic error or failure does occur, the potential recall of products in several markets can have a financial impact on the company.

For the above reasons, the Group takes a holistic view on how to understand and mitigate the potential impacts on its consumers and end-users and does not drive its product safety processes and actions based on the particular characteristics of its consumers and end-uses, such as age group. Instead, the Group's approach to product safety is global, covering all its product categories across consumer groups and end-users. The Group develops, manufactures, sells and services household appliances around the world and millions of families use the Group's products and services every day. Although the Group may sell different products under various brands to different groups of consumers and end-users, its product features are generally the same to most of its consumers and end-users.

The product safety issues that the Group encounters tend to be in relation to individual incidents but naturally, for a company that manufactures and provides products to a mass-market, there is always a risk of systematic errors that can impact several products and thus, consumers and end-users.

Governance

GOV-1 The role of the administrative, management and supervisory bodies

The Board of Directors (Board) is ultimately responsible for the company's organization and administration as well as approving sustainability targets, reporting and monitor progress.

The Board has established committees with advisory and preparatory roles, but may delegate decision-making powers on specific issues to the committees. The Board and its committees are the Group's administrative, management and supervisory bodies for sustainability topics.

> *For more information, see the Corporate Governance Report on page 33.*

The committees that are focused on sustainability-related matters are the:

- Audit Committee — which assists the Board in, among other things, overseeing the financial and sustainability reporting processes, to ensure the quality of such processes and reporting.
- People Committee — which assists the Board in, among other things, overseeing matters in relation to the Group's own workforce as well as reports in relation to the Group's whistleblower mechanism — the Speakup Line and the related processes. The People Committee also oversees the design of the long-term incentive program, including sustainability related targets.

In total, the Board comprise 12 members, 11 of which are non-executive members. Nine members were elected by the Annual General Meeting, in addition to three employee representatives appointed in accordance with Swedish labor regulations. The current gender diversity ratio is three female and six male elected Board members. Six of the elected non-executive Board members are considered independent of the company and its major shareholders. The percentage of independent Board members is calculated based on the requirements in the Swedish Code of Corporate Governance, stating that a Board member's independence is to be determined by a general assessment of all factors that may give cause to question the individual's independence and integrity with regard to the company or its executive management as well as the extent of the Board member's direct and indirect relationships with major shareholders is to be taken into consideration.

The Board collectively brings extensive experience in international business, corporate governance, and executive leadership across key sectors such as consumer appliances, manufacturing, retail, and technology. The Board regularly assesses whether it possesses the appropriate skills and expertise to effectively oversee sustainability matters, and ensures that any identified gaps are addressed through targeted training or access to experts. The Board receives regular updates on sustainability topics and regulations.

The Board, through the Audit Committee, is responsible for overseeing the management of sustainability-related impacts, risks, and opportunities. The Audit Committee's mandate includes, reviewing the effectiveness of disclosure controls and procedures and the adequacy and effectiveness of the internal controls and internal audit, including management of risks, in relation to sustainability reporting. To support its oversight responsibilities, particularly in relation to sustainability-related impacts, risks, and opportunities, the Board has access to both internal and external stakeholders, as well as subject matter experts with competences including circular economy, biodiversity, greenhouse gas emissions, social sustainability, and business conduct ensuring the appropriate skills and expertise relating to the Company's material impacts, risks and opportunities, including climate change, pollution, water and marine resources, biodiversity and ecosystems, resource use and circular economy, own workforce, workers in the value chain, consumers and end-users, and business conduct. Relevant skills and expertise ensures informed decision-making and effective monitoring of the company's sustainability strategy, targets and performance, and the Board continually considers whether additional skills and expertise needs to be developed.

The Board appoints, and provides instructions and guidelines to the President and CEO, who is responsible for the ongoing management of the Group and the operational administration and management of sustainability topics, with support from Group Management.

Group Management and operational management of sustainability

The President and CEO appoints the members of the Group Management. The Group Management Team comprises 10 executive members, including the President and CEO, as well as leaders of business areas and corporate functions, tasked with managing day-to-day operations and implementing the company's strategy. The current gender diversity ratio in the Group Management Team is 40% female and 60% male. The Group Management Team has broad international competence, with deep expertise in sustainability, digital transformation, supply chain management and global operations.

The global function — Technology, Digital and Sustainability (TDS), which is headed by the Chief Technology and Sustainability Officer (CTSO) is reporting to the President and CEO. The CTSO is accountable for developing and operationalizing the sustainability framework within the Group.

Corporate body	Responsibilities	Reporting Line	Skills and Expertise	Frequency
Board of Directors and Committees: ● Audit committee ● People Committee ● Strategic Planning Committee	Ultimate oversight of sustainability matters Approves strategy and targets Approves DMA outcome	Updates from Group Management Team and committees	Corporate governance and executive leadership across key sectors such as consumer appliances, manufacturing, retail, and technology	Quarterly and annually
Group Management Team - Sustainability Board and other forums	Implements and monitor approved strategies and targets from the Board Establishes sustainability targets and execution	Led by Chief Executive Officer, reports to the Board	Strategy implementation and oversight	Monthly and Quarterly
CTSO	Driving the sustainability agenda operationally	Reports to CEO	Sustainability strategy and performance	Ongoing
Head of Internal Audit	Manages internal controls framework and executes internal audits to validate conformity	Reports to the CEO, CFO and Audit Committee	Risk and materiality assessments	Quarterly
Product Lines and Business Areas	Operational work on For the Better 2030 and ensuring sustainability targets are achieved	Reports to functional heads	Implementation of sustainability framework	Ongoing

Sustainability Board and other internal bodies

In 2019, the Group established the Sustainability Board, to oversee and provide direction for its sustainability framework. This is the key forum for sustainability governance within the Group. The Sustainability Board is chaired by the President and CEO and convened quarterly by the CTSO. Other members include the Group Management and the General Counsel.

In addition to the Sustainability Board, there are other functions and bodies within the Group that coordinate and oversee various aspects of the sustainability framework. These include:

- The Ethics & Human Rights Steering Group — responsible for approving and ensuring the effectiveness of the Group's Ethics Program, approach to Human Rights and other relevant compliance programs related to business conduct.
- The Enterprise Risk Management Board — responsible for overseeing the Group's Enterprise Risk Management process.
- Global category or business area sourcing boards — responsible for assessing current and prospective suppliers, including the implementation of sustainability-related procurement strategies.

Global product lines and business areas

The Group's overall governance and compliance strategy establishes that the heads of the product lines and business areas are ultimately operationally responsible for the implementation of the Group's sustainability framework, within their respective organization and with support from global functions. The overall progress of the Group's sustainability work is supervised by the Sustainability Board, which also approves the plans and strategic direction.

Group policies and steering documents

Electrolux Group has a Code of Conduct, which sets out the framework for how the Group shall conduct its operations in a legally correct, ethical and sustainable way. The Code of Conduct serves as an introduction to the Group policies and directives, and its purpose is to provide clarity on what the company's principles mean for employees. The Group also has a Supplier Workplace Standard, which sets out the expectations on suppliers in key areas such as labor standards, human rights, health and safety, and environmental management. These standards are the same for suppliers as for the Group's own operations.

The Board approves the Code of Conduct while the Group Management approves the Group-wide policies, including the Supplier Workplace Standard. For each Group policy, a senior manager is appointed as the policy owner, with the accountability to oversee the implementation and provide guidance and related steering documents. All policies are available on the Group's intranet.

The policies are reviewed every two years. The policy owner considers stakeholders' interest by reviewing e.g., internal reports, trends, regulatory updates, and outcomes from dialogues with employee representatives.

Additional and relevant ESG-related Group policies are listed in the table below. The main elements of the Code of Conduct, the Supplier Workplace Standard and other policies that relate to topical impacts, risks and opportunities are further described in the ESRS specific sections in this report.

Overview of Group policies and steering documents[1), 2)]

Policy	Accountable	ESRS Connection
Code of Conduct	CEO	S1, S2, S4, G1
Environmental Policy	CTSO	E1, E2, E3, E5
Restricted Materials Directive	CTSO	E2
People Policy	CHRO & Communications	S1, G1
Workplace Policy	CTSO	S1, G1
Human Rights Directive	Ethics & Human Rights Steering Group/CTSO	S1, S2
Risk Directive	CFO	S4
Quality Policy	CTSO	S4
Product Safety Directive	CTSO	S4
Anti-Corruption Policy	General Counsel	G1
Supplier Workplace Standard – The same requirements as the Work-place Policy, applying to suppliers		

[1)] Publicly available policies can be found on the Group's website at electroluxgroup.com
[2)] directive is also referred to policy in ESRS definition

GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The President and CEO, CFO and CTSO report regularly on different sustainability-related matters to the Audit Committee and the Board, and the preparatory work is mainly conducted by the Sustainability Board and Ethics & Human Rights Steering Group.

The Audit Committee receives quarterly reporting by the CTSO on material sustainability impacts, risks, and opportunities, including the For the Better framework. The reporting includes progress against targets, key performance indicators, risks and the outcomes of the Double Materiality Assessment. The Audit Committee oversees the outcome and effectiveness of the relevant sustainability targets, metrics and implemented policies, and further informs the Board about the status of the Group's overall sustainability framework and the related results. The outcome of the due diligence process described in GOV-5 on page 73 is included in the Double Materiality Assessment which is presented to the Audit Committee and the Board. The Board is informed and decides on changes to the applicable sustainability targets and the strategic direction, including the oversight and outcome of the Double Materiality Assessment. The implementation of the sustainability strategy is delegated to the Group Management Team. The CTSO reports to the Board at least annually with a holistic overview of sustainability performance, the status of For the Better as well as current sustainability issues and future developments. The Board also approves the Code of Conduct and other key matters such as major capital expenditures, acquisitions, divestments and other significant initiatives.

The Sustainability Board, chaired by the president and CEO, is convened by the CTSO quarterly but may meet more frequently as needed. It prepares recommendations on sustainability strategy, targets, and actions for decision-making by Group Management and the Board.

During 2025, the following main topics were addressed by the Board, through the preparatory guidance of the Audit and People Committee:

- The outcome of and corresponding recommendations to the Double Materiality Assessment outcome, including the Company's material impacts, risks and opportunities related to the following topics: climate change, pollution, water and marine resources, biodiversity and ecosystems, and circular economy, own workforce, workers in the value chain, consumers and end-users, and business conduct.
- Performance review and decision-making on sustainability targets
- Status of the CSRD implementation and the CSRD Omnibus package.
- Status update of For the Better, including the performance progress and on actions, targets, policies and governance model updates.
- Climate and Green Financing, including Climate Transition Plan.
- Long-term incentive program proposal, ahead of the AGM.
- Speakup Line reports and trends.

During 2025, the following main topics were addressed the President and CEO, through the guidance of the Sustainability Board and Ethics & Human Rights Steering Group:

- Status update of For the Better, including the progress and on actions, targets, policies and governance model updates.
- Double Materiality Assessment process, analyses and outcomes.
- Ongoing status update on CSRD implementation and sustainability reporting.
- Governance of the Group's sustainability work.
- Climate and Green Financing
- Long-term incentive program, including the topics connected to sustainability progress.
- Information on upcoming legislation, including for example developments related to Corporate Sustainability Due Diligence Directive regulation.
- Speakup Line reports, trends and certain key decisions.

Overview of Relevant Forums and Meetings

Role	Forums & meetings	Chair & participants	Summarized key topics	Responsibility
Supervisory	Full Board	Chairman of Board, Board members, Audit Committee members and People Committee members	Development of the Group's sustainability framework (For the Better) including targets, metrics and status.	Sustainability topics that are planned for Board meetings are prepared by the Audit Committee.
Supervisory	Audit Committee of the Board of Directors	Chairman of Audit Committee and Audit Committee members	Sustainability reporting and development of internal controls relating to ESG.	Appointed by the Board primarily for the purpose of assisting the Board in overseeing the sustainability reporting processes and review of the Sustainability Statement, including related Group disclosures, to ensure the quality of such processes, the Sustainability Statement and the related disclosures.
Supervisory	People Committee of the Board of Directors	Chairman of People Committee and People Committee members	Reporting of social Targets, Speakup Line cases and the Long-Term Incentive Program (LTIP).	Appointed by the Board to prepare and recommend proposals for the compensation and relevant sustainability topics.
Executive	Group Management/ Sustainability Board	CEO, the management team and relevant sustainability experts	Relevant topics, such as performance of For the Better, upcoming regulations, risks, governance updates and progress of key initiatives and targets	Including the President and CEO, shared responsibility for promoting Electrolux Group's sustainability strategy and objectives.
Group functions and bodies	CTSO supported by Sustainability Leads to drive the sustainability framework			

GOV-3 Integration of sustainability-related performance in incentive schemes

To increase the internal focus on reducing climate change, a performance target linked to the Group's science-based climate target within the long-term share-related incentive programs for senior managers was introduced in 2020. The People Committee oversees the design of the incentive programs, and the Board decides to propose the Annual General Meeting to resolve to implement the long-term incentive schemes

The allocation of shares in the 2025 program is determined by the participants position level and the outcome of two objectives: (1) earnings per share and (2) CO_2 reduction. The performance targets adopted by the Board of Directors will stipulate a minimum level and a maximum level, with the relative weight of the performance targets (1) and (2) being 80 percent and 20 percent, respectively. The performance period is one year (financial year 2025) for the performance target (1) earnings per share and three years (financial years 2025–2027) for the performance target (2) CO_2 reduction. The CO_2 reduction element of the long-term incentive program supports the Group's science-based target ambition. The CO2 reduction target refers to greenhouse gas reductions within the following two areas: (i) operations and (ii) energy from product use, with the relative weight of the performance targets being 25 percent for area (i) and 75 percent for area (ii). The target is measured on selected predefined product categories and regions. Area (i) operations, refers to the reduction of emissions related to the type and source of energy used in factories, warehouses and offices. Area (ii) energy from product use, refers to the reduction of emissions related to the use of energy during the product use phase based on sold products within predefined product categories. *Additional information on the incentive schemes is available in Note 27 on Performance-share programs.*

GOV-4 Statement on due diligence

As described in the Code of Conduct, the Group strives to minimize any risk of its operations directly or indirectly causing harm to people and the environment. The Group has established a due diligence process, based on the UN Guiding Principles on Business and Human Rights and common practices for human rights impact assessments.

The Group's process to identify and assesses human rights impacts on Group and local levels includes the review of internal and external documentation, interviews, audits, surveys and workshops. These activities engage representatives from across global functions and regions, as well as external stakeholders such as investors, unions and civil society organizations. The assessments are based on a broad value chain approach to human rights, and also cover environmental issues with the potential for negative impact on people.

The resulting Group-level salient issues and local risks and impacts form the basis for mitigating action plans. Responsibilities are allocated to the relevant managers, and progress is monitored by the Ethics & Human Rights Steering Group. The outcomes also feed into the Group's Double Materiality Assessment.

As a manufacturing-based company with a large production workforce and a presence in best cost countries, the Group's salient issues revolve around labor standards and working conditions — both for its own employees and the employees of its suppliers. The Group also works to avoid the risk of harm to the consumers using its products. > *Read more in S4 on page 125.*

In 2025, a Group-level human rights impact assessment was conducted to review the company's salient human rights issues. > *Read more in S1-4 on page 109.*

The main components of the Group's due diligence process are aligned with the requirements outlined in ESRS 1, Chapter 4, and are integrated throughout the Group's Sustainability Statement. The core elements of the Group's sustainability due diligence process as presented alongside with cross-references to the paragraphs of the Group's Sustainability Statement are described in the table.

Electrolux Group due diligence process core elements

Core elements of due diligence	Paragraphs in the Sustainability Statement
a) Embedding due diligence in governance, strategy and business model	i.ESRS 2 GOV-2: Information provided on the sustainability matters addressed by the undertaking's administrative, management and supervisory bodies on page 72; ii.ESRS 2 GOV-3: Integration of sustainability-related performance in incentive schemes on page 73; iii.ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model on page 64.
b) Engaging with affected stake-holders in all key steps of the due diligence	i.ESRS 2 GOV-2 on page 72; ii.ESRS 2 SBM-2: Interests and views of stakeholders on page 63; iii.ESRS 2 IRO-1 on page 74; iv.ESRS 2 MDR-P on page 70; v.Topical ESRS: S1-2 on page 108, S2-2 on page 120, S4-2 on page 125.
c) Identifying and assessing ad-verse impacts	i. ESRS 2 IRO-1 on page 74; and ii. ESRS 2 SBM-3 on page 64
d) Taking actions to address those adverse impacts	i. ESRS 2 MDR-A (included in topical chapters below) ii. E1-1 on page 85, E1-3 on page 89, E1-8 on page 93, E1-ES on page 94, E2-2 on page 95, E3-2 on page 97, E5-2 on page 102, E5-5 on page 105, S1-3 on page 109, S1-4 on page 109, S2-3 on page 120, S2-4 on page 120, S4-3 on page 126, S4-4 on page 126
e) Tracking the effectiveness of these efforts and communi-cating	i.ESRS 2 MDR-M (included in topical chapters below); ii.ESRS 2 MDR-T on page 61; and iii.Metrics and targets reported in the topical standards E1 on page 85, E2 on page 95, E3 on page 97, E5 on page 102, S1 on page 107, S2 on page 119, S4 on page 125 and G1 on page 127.

GOV-5 Risk management and internal controls over sustainability reporting

The Group continuously assesses risks in the sustainability reporting process as part of its internal control framework. Efforts to improve quality and accuracy of disclosures and reporting remain a focus area. The Group is exposed to risks associated with incomplete or inconsistent reporting on sustainability topics, reporting risks related to data integrity, manual errors and to reporting complexity. To address and mitigate these risks, the Group has established and implemented internal controls as follows:

- Incomplete reporting: mitigated through scoping based on Double Materiality Assessment, completeness checks and reconciliation controls.
- Data completeness and estimation accuracy: managed by application controls, clear roles and responsibilities and strengthened review process.
- Manual errors: reduced through review controls and training for key stakeholders.
- Reporting complexity: managed through data verification process by a structured review procedures.

During the year, governance activities such as defining roles and responsibilities throughout the organization to support clarity and accountability have been completed.

The scoping of processes and the development of related internal controls is based on the Double Materiality Assessment outcome to ensure coverage of material and mandatory disclosures, encompassing quantitative and qualitative data points. The risk prioritization is based on an evaluation of several criteria, including the identification of processes for the most material data and/or multiple data points, process complexity and system landscape.

Key activities during 2025 included rollout of standardized control framework, validation checkpoints at Group and business area levels, and targeted training for key stakeholders. Monitoring and review forums were also established to ensure ongoing oversight and governance of sustainability data. Additionally, the Group conducted validation tests to confirm effectiveness and identity improvement areas for future development of internal controls over the sustainability reporting. While the control design has been assessed as adequate, the operating effectiveness of these controls has not been fully tested for a full reporting cycle.

The Audit Committee is continuously updated and informed on sustainability reporting risks and the ongoing work of designing internal controls. Once the sustainability reporting controls are formally included into the internal control framework, the communication and reporting to the Audit Committee will be aligned with the regular reporting on the monitoring and effectiveness of the controls. Information on the status of the control framework is provided periodically to business area and Group Management, the Audit Board (an internal forum prior to the Audit Committee) and to the Audit Committee itself.

> *For more information on control functions, please see the Governance and control on page 33 and GOV-1 on page 70.*

External auditors have performed limited assurance on the Group's 2025 Sustainability Statement. > *Read more on the external assurance activities in the assurance report on page 130.*

Impact, Risk and Opportunity

IRO-1 Description of the process to identify and assess material impacts, risks and opportunities (IROs)

Electrolux Group materiality assessments have developed over time. As described in SBM-3, the Group has undertaken continuous sustainability materiality assessments in recent years, including Double Materiality Assessments according to ESRS since 2023, which is reviewed and updated annually to reflect stakeholder input and changes in both the internal and external environment. The current assessment process has strengthened the focus on financial risks and opportunities compared to previous sustainability risk assessments.

The Group's Double Materiality Assessment is based on sub-sub-topic, where the methodology considers both impacts and financial materiality, in accordance with the ESRS requirements. The main steps as detailed in the table Electrolux Group Double Materiality Assessment Process.

The 2025 update was led by a working group comprising subject matter experts in Sustainability, Finance, Legal, and Risk management, further supported by an extended team of representatives from relevant functions and business areas.

The assessment incorporates a broad range of inputs, including internal and external insights such as industry and competitor analysis, market trends, regulatory developments, audit reports, surveys and assessments.

Extensive stakeholder engagement is carried out during the year, involving consultations with employee representatives, leadership, customers, investors, Non-governmental organizations (NGOs), and other external actors. Insights gathered through this engagement are instrumental in validating impact areas and informing topic prioritization, thereby reinforcing the robustness of the assessment. Contributions from internal and external topic experts further supports and confirms the analysis. The views of the Group's stakeholders, provided through engagement with key stakeholders, and interactions with sustainability experts and users and readers of the Sustainability Statement is summarized by global functions and business area and integrated into the Double Materiality Assessment on an annual basis.

The assessment enables the Group to prioritize and focus on the most material topics and to address these in its policies, processes, actions, metrics and targets.

Double Materiality Assessment approach to environmental and governance topics

The Group uses two different climate scenarios as part of the assumptions in its Double Materiality Assessment process to inform the identification and assessment of physical risks and transition risks and opportunities. Such climate scenarios are based on data from the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA), and include potential medium- and long-term climate related risks and opportunities throughout the household appliance industry value chain. The assessment also included consideration of the Group's impacts on climate change with regard to its greenhouse gas emissions. > *See E1-1 on page 85 and E1-6 on page 92 for more information.*

The assessment did not include a specific Group-level screening of sites and business activities to identify pollution-related IROs, however the assessment took account of the ISO 14001 certification requirements for all production sites and local regulatory requirements regarding pollutants.

The Group draws on insights from the World Wide Fund for Nature (WWF) Water Risk Assessment to help to identify water-related IROs. This uses site-specific information to identify production sites exposed to water risks and informs target-setting regarding water efficiency.

In 2025, the Group conducted an extended assessment to identify material IROs related to biodiversity and ecosystems. The assessment consisted of desk-based research regarding the household appliances value chain as a whole, combined with a location-specific approach. The assessment helped to identify manufacturing sites with high biodiversity relevance due to their proximity to key biodiversity areas. In line with the results of the biodiversity assessment, no manufacturing sites have found to have negative impacts on biodiversity and ecosystems, thanks to the environmental monitoring and mitigation plan in place. In parallel, the Group continued its alignment on ISO 14001 and relevant commitments that sites should not be located in environmentally-sensitive area. *Read more in E4-1 on page 100.*

The Double Materiality Assessment's consideration of IROs related to resource-use and circular economy was informed by Lifecyle Assessments that the Group has conducted for a range of products, in addition to evaluations of circular business model pilots conducted in recent years. *Read more in E5-2 on page 102.*

No consultations with affected communities have been undertaken with regard to environmental matters as an input to the Double Materiality Assessment. Furthermore, no specific transactional information was used in the assessment pertaining to consideration of anti-bribery and corruption. > *Read more on the Double Materiality Assessment results in SBM-3 on page 64. An updated assessment of salient human rights issues were conducted in 2025.* > *Read more in S1-4 on page 109.*

Processes used to identify, assess, prioritize and monitor risks and opportunities that have or may have financial impacts

Sustainability risks are included in the Group's ERM process and fall under the responsibility of the CTSO and the oversight of Group Risk Management. Sustainability risks are discussed with the Group Management and the Board at least annually.

Risk management processes and reporting systems are maintained. > *Read more in the Corporate Governance Report under Governance and Control section on page 34 and the Risk section in the Annual Report on page 53.*

The financial impact assessment to establish the Double materiality Assessment derives from the overall ERM process.

Electrolux Group Double Materiality Assessment Process

Information gathering

Information from various sources is used to form a general overview of impacts, risks and opportunities for the Group and the industry. Relevant information is gathered from:

- *Impact materiality:* the Group's previous risk assessments and sustainability reports, human rights impact assessments, CDP reports and other publicly available information as well as input from stakeholders; and
- *Financial materiality:* data from the Group's Enterprise Risk Management (ERM) framework, publicly available financial reports and internal management reports.

Stakeholder engagements

The Group's stakeholder engagement provides valuable information and external perspectives. > *Read more on stakeholder engagement in SBM-2 on page 63.*

Identification of impact, risk and opportunities

Information is analyzed by senior managers and experts to identify the relevant sustainability impacts, risks and opportunities for the Group. This analysis also assesses if such impacts, risks and opportunities deviate from previous assessments, and if they can drive changes to the Group's sustainability framework. As a part of this process, dependencies and interlinkages between different impacts, risks and opportunities were considered where relevant.

Materiality assessment

The relevant impacts, risks and opportunities are assessed by the same internal stakeholders from a materiality perspective to define and prioritize the key impacts, risks and opportunities currently most relevant for the Group and that shall be reported on in this Sustainability Statement. External experts being sought assist in the relevant assessments, where necessary.

The materiality of identified impacts are evaluated based on severity (scale, scope and for negative impacts, remediability) and likelihood. For risks and opportunities, it is assessed by scoring the size of financial effect and likelihood. Likelihood is expressed as probability in percentage term, while a 0-5 scoring scale is used for all other scoring categories. An IRO is considered material if it reaches an impact or financial score of 3 or higher. The materiality scoring and threshold are informed by EFRAG guidance, previous salient human rights risk assessments (part of the Electrolux sustainability due diligence process) and the Group's ERM framework.

Calibration of material impact and risk

The Double Materiality Assessment and the defined material sustainability topics has undergone multiple calibration sessions with internal stakeholders across relevant global functions within the Group. External expertise is used when relevant.

Management review and validation

The outcome of the Double Materiality Assessment is reviewed by the Group Management in the Sustainability Board, the Audit Committee and confirmed by the Board. Read more in GOV-1 on page 70 and GOV-2 on page 72 on how the Group Management and the Board are involved in the Double Materiality Assessment process and consider and decided upon sustainability matters.

During 2023, 2024 and 2025, the CSRD Steering Committee was in place to manage the program and was heavily involved in the Double Materiality Assessment process.

IRO-2 Disclosure Requirements in ESRS covered by the Group's Sustainability Statement

All mandatory, applicable data points relating to material sub-topics are considered to be material information and are therefore included in the sustainability statement.

Below table summarizes data points that derive from other EU legislation, with an indication of where they are located. Data points that have been assessed to not be material have been indicated with "not material" and material data points that are phased-in/not disclosed for other reasons are indicated with "N/A"

Section	Disclosure Requirement (DR) and related data point	DR Page
General information	ESRS 2 GOV-1: Board's gender diversity paragraph 21 (d)	70
	ESRS 2 GOV-1: Percentage of board members who are independent paragraph 21 (e)	70
	ESRS 2 GOV-4 Statement on due diligence paragraph 30	73
	ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Not material
	ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Not material
	ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Not material
	ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv	Not material
Environmental information	ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14	85
	ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)	85
	ESRS E1-4 GHG emission reduction targets paragraph 34	90
	ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	91
	ESRS E1-5 Energy consumption and mix paragraph 37	91
	ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	91
	ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	92
	ESRS E1-6 Gross GHG emission intensity paragraphs 53 to 55	92
	ESRS E1-7 GHG removals and carbon credits paragraph 56	Not material
	ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66	N/A
	ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)	N/A
	ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).	N/A
	ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).	N/A
	ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69	N/A
Environmental information	ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Not material
	ESRS E3-1 Water and marine resources paragraph 9	97
	ESRS E3-1 Dedicated policy paragraph 13	N/A
	ESRS E3-1 Sustainable oceans and seas paragraph 14	97
	ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Not material
	ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Not material
	ESRS 2- IRO 1 - E4 paragraph 16 (a) i	100 101
	ESRS 2- IRO 1 - E4 paragraph 16 (b)	100 101
	ESRS 2- IRO 1 - E4 paragraph 16 (c)	100 101
	ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	101
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Social information	ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	64
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	ESRS 2- SBM3 - S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	N/A
	ESRS S2-1 Human rights policy commitments paragraph 17	119
	ESRS S2-1 Policies related to value chain workers paragraph 18	119
	ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	119
	ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19	119
	ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	120
	ESRS S3-1 Human rights policy commitments paragraph 16	Not material
	ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Not material
	ESRS S3-4 Human rights issues and incidents paragraph 36	Not material
	ESRS S4-1 Policies related to consumers and end-users paragraph 16	125
	ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Not material
	ESRS S4-4 Human rights issues and incidents paragraph 35	126
Business Conduct information	ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	N/A
	ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	N/A
	ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	128
	ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	128

Basis for Preparation

BP-1 General basis for preparation of the sustainability statement

The 2025 Electrolux Group Sustainability Statement was prepared on the same consolidated basis as the financial statements. For the reporting year 2025, the Group reports its sustainability information in accordance with the requirements of the Swedish Annual Accounts Act, European Sustainability Reporting Standards ("ESRS"), and the EU Taxonomy.

Based on a materiality analysis, the Group's sustainability statement includes the sustainability topics most relevant to Electrolux Group and its value chain. The report outlines why sustainability is relevant to the Group's business as well as its priorities and roadmap to 2030, how progress is measured, and its approach to managing For the Better goals and Climate goals.

Targeted at shareholders and other stakeholders, the Annual Report, including its Sustainability statement focuses on how sustainability issues relate to the Group's business strategy, as well as its risk assessment, objectives and performance.

Reporting practices

The Group's internal practice is to seek external assurance for its sustainability reporting. The Audit Committee evaluates the objectivity and independence of the external auditors.

Electrolux Group applies the precautionary principle for sustainability management and reporting.

Boundary of the report

The Electrolux Group Sustainability Statement is published annually. This report covers data for the 2025 calendar year — from January 1 to December 31.

This statement has been prepared on a consolidated basis with scope and boundaries as defined by the ESRS. Unless otherwise indicated, sustainability disclosures include all operations that contributed to Group performance across all material topics for the calendar year 2025.

The sustainability statement includes disclosures on both upstream and downstream value chain activities, in line with the requirements of ESRS 1. The scope of disclosures reflects the principle of materiality and encompasses the Group's policies, actions, and targets, as well as value chain data used in the presentation of metrics.

In conducting its double materiality assessment, the Group evaluated impacts, risks, and opportunities across the entirety of its value chain. Further information on the impacts, risks, and opportunities, and their linkages with the company's strategy and business model, is presented in the SBM-1 section on *pages 60 and 61* of the Sustainability Statement.

Electrolux Group is committed to further developing its policies, actions, targets, and metrics to ensure comprehensive coverage and transparency across its value chain.

No significant changes in activities, value chain and other business relationships are noted.

Throughout the statement, where data is presented as part of the narrative, 2024 data is presented in (brackets) where applicable. Quantitative metrics are defined in the methodological sections for each topical chapter.

BP-2 Disclosures in relation to specific circumstances

Restatement of information and changes in reporting

The number of hours worked used to calculate the rate of work-related accidents for the own workforce in 2024 has been revised. Under the previous methodology, own workforce and contractor hours were combined; the 2025 reporting approach allows a retroactive estimate including only own workforce hours (estimated at 90% of total hours for 2023 and 2024), see *page 116*

A summary of the metrics that are considered to have the highest level of uncertainty are shown in the table. Further information on methodology, including assumptions and limitations, is presented in the topical chapters.

Top metric and uncertainty factors:

Metric	Reason for uncertainty	Reference to topical chapter
Scope 3	Limitations tied to a spend-based approach, and energy standards as the basis for energy use.	E1
Materials	Lifecycle assessment inventory data used to assess materials weight.	E5
Training	Actual data currently not available for the entire workforce	S1

Sources of estimation and outcome uncertainty

In its sustainability disclosures, the Group has applied estimation methodologies where direct data was not available, particularly in relation to its upstream and downstream value chain activities. These estimations are based on indirect sources, including sector averages, industry benchmarks, and proxy data, and are used to support reporting across several key areas: emission factors related to scopes 1, 2 and 3 emissions, assessment of repairability, recyclability and total weight of products, training data for production workers. The use of such estimation techniques introduces a degree of measurement uncertainty, which can be found in the relevant disclosures. > *For further information, refer to E1-6 on page 92, E5-5 on page 105, and S1-13 on page 115.* Electrolux Group is committed to continual improvement in data accuracy and transparency.

Time horizons

Electrolux Group has used the ESRS definition of short-, medium-, and long-term time horizons as a starting point, which initially defined mid-term as up to five years and long-term as beyond five years. In practice, the Group applies a more granular framework—short-term (0–3 years), medium-term (4–10 years), and long-term (11+ years)—to guide strategic and financial planning. In addition, further time horizons are detailed in section E1 under Physical Risk Analysis and Transition Risk Analysis on *page 87*. The Group's approach goes beyond the initial ESRS requirements by incorporating extended time horizons and robust scenario modeling to assess both acute and chronic physical risks, as well as transition-related impacts.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncement

The Climate Change (E1) disclosures in this Annual Report are also aligned with the Task Force on Climate-related Financial Disclosures (TCFD).

> *See E1 on page 85 for more information.*

External assurance

The Sustainability Statement is reviewed in accordance with the ESRS requirements. Furthermore, this report is approved by the Board.

The Group's Sustainability Statement has received external limited assurance, since 2012. *Read the Auditor's Limited Assurance Report on page 130.*

> *More information on the Group's policies, progress and performance in terms of sustainability matters can be found on the Group's website, www.electroluxgroup.com.*

Electrolux Group applies quick-fix delegated act which prolongs the phase-in period of certain disclosure requirement listed in ESRS 1, Appendix C. In specific, the Group has deferred full reporting on the anticipated financial effects and on selected S1 phased-in disclosure requirements (S-7 and S1-11, and certain data points in S1-13 and S1-14). Electrolux Group reports in accordance with the new Delegated Act of the EU Taxonomy, published in July 2025.

2025 TAXONOMY-ALIGNED HIGHLIGHTS

- Turnover increased to 6.7% (6.2), reflecting a stronger sales mix driven by higher sales of the Group's most energy-efficient products.
- The share of CapEx, at 6.8% (9.1), decreased compared with 2024, in line with the overall trend in capital expenditures during the period.
- OpEx increased to 13.8% (12.6), as higher turnover were matched by a proportional increase in operating expenses.

Environmental information

EU Taxonomy

Since 2021, Electrolux Group has reported against the Taxonomy, reinforcing transparency in the energy transition and supporting the objectives of the European Green Deal. The EU Taxonomy classification highlights the Group's central role in enabling more energy-efficient living and advancing more sustainable, low-carbon households.

Introduction
EU Regulation 2020/852, known as the Taxonomy Regulation (hereinafter the Taxonomy), was introduced to promote investment that accelerate the transition to a low-carbon economy. It does so by establishing a common classification system that determine what economic activities can be classified as environmentally sustainable. Hence, by clearly defining which types of businesses are sustainable within different sectors, and by requiring mandatory disclosures, the Taxonomy helps investors make informed decisions. The Taxonomy also creates incentives for companies to develop new business procedures or upgrade existing ones to make them more sustainable.

Electrolux Group supports the EU's net-zero ambitions, which align with the Group's goal of becoming a net-zero emissions business by 2050. As a global household appliance company, Electrolux Group complies with local energy efficiency and labelling regulations across its markets and, as a publicly listed company, reports on turnover, capital expenditure (CapEx) and operating expenses (OpEx) related to environmentally sustainable activities, contributing to a more sustainable financial sector and supporting the objectives of the European Green Deal.

The taxonomy framework
The Taxonomy is part of the EU Green Deal, and it outlines a list of eligible economic activities that are considered key enablers in achieving six environmental objectives established by the EU. These environmental objectives are the following:
1. Climate Change Mitigation (CCM) on limiting global warming
2. Climate Change Adaptation (CCA) on ensuring resilience against global warming
3. Water and marine resources (WA) on the sustainable use and protection thereof
4. Circular economy (CE) on the transition away from a linear economy
5. Pollution (PPC) on the prevention and control thereof
6. Biodiversity and ecosystems (BIO) on the protection and restoration thereof.

A taxonomy-eligible economic activity can be classified as taxonomy-aligned (environmentally sustainable) if it fulfils a set of corresponding criteria. These criteria, known as technical screening criteria, varies across economic activities and covers the following three aspects:

- Substantial Contribution to at least one of the environmental objectives,
- Do No Significant Harm (DNSH) to any of the other the environmental objectives, and
- Comply with minimum safeguards in terms of social standards for responsible business conduct.

Subsequently, a company's result of taxonomy-eligibility and taxonomy-alignment is reported under three financial KPIs, namely turnover, capital expenditures and operating expenses. These are further described on the following pages, alongside contextual information and the accounting policies applied in calculating these KPIs.

Electrolux Group and the EU taxonomy
Electrolux Group's main economic activities are "3.5 Manufacture of Energy Efficiency Equipment for Buildings" under the Climate Change Mitigation (CCM) objective and "1.2 Manufacture of Electrical and Electronic Equipment" under the Circular Economy (CE) objective. For alignment, only CCM3.5 meets the all technical screening criteria, whereas CE1.2 does not and is therefore not reported as aligned.

The EU Taxonomy classification highlights Electrolux's central role in enabling energy-efficient living, underscoring its commitment to sustainable innovation, supporting the transition to low-carbon households and more resource-efficient lifestyles.

Basis for preparation
Electrolux Group prepares its taxonomy disclosure in line with Delegated Regulation (EU) 2021/2178 (the "Disclosures Delegated Act"), including subsequent amendments introduced through the complementary delegated acts, most recently the Delegated Act published in July 2025, as well as the European Commission's Notices and Frequently Asked

Questions on taxonomy reporting issued between 2021 and 2025.
To ensure a consistent approach, Electrolux Group follows a three-phase methodology for the preparation of its Taxonomy reporting:

Identification: The Group identifies eligible activities and maps them to the relevant assets and projects;

Assessment: These activities are screened for alignment with the technical criteria and the minimum safeguards;

Calculation: Metrics for eligibility and alignment are calculated based on the screening results.

Each of these phases is elaborated in the sections below.

Taxonomy eligibility: Identification of economic activities
Electrolux Group has assessed its taxonomy eligibility by reviewing all economic activities against the six environmental objectives. In this assessment, the Group evaluates whether any of its business activities are covered by the Taxonomy, meaning whether any portion of turnover, CapEx and OpEx can be allocated to any of the eligible economic activities. The reporting scope includes all products sold globally in markets with established energy efficiency standards. Certain product categories sold by the Group, including vacuum cleaners and small appliances, are excluded from the EU Taxonomy assessment since they are not eligible. This exclusion is not related to the production activity itself, but due to that the products are not of a type that could have an energy label under Regulation (EU) 2017/1369 (1). The applicable Technical Screening Criteria (TSC) to assess substantial contribution to climate change mitigation (CCM) refer to this regulation and household appliances only contribute, i.e. have the possibility to become aligned, if they fall into the highest two populated classes of energy efficiency as defined under the Regulation. The jurisdiction of where the sale takes place is irrelevant for the eligibility scope because the TSC is applicable to all products that could have an EU energy label. Thus, products that are of a type covered by the Regulations technical aspects are considered eligible.
Products included as eligible under the Taxonomy are:
- Household appliances (washing machines, washer dryers, tumble dryers, dishwashers, refrigerators/freezers and ovens).
- Cooling and ventilation systems (hoods and air conditioners).

This approach ensures that only products in scope of the technical eligibility under (EU) 2017/1369 are included as eligible and only those products that fall into the highest two populated classes of energy efficiency under that EU regulation are reflected in aligned reporting. Excluded products from (EU) 2017/1369 are omitted from both eligibility and alignment calculations.[1)]

Taxonomy alignment: Assessment against technical screening criteria
The Taxonomy's technical screening criteria (TSC) focus on rigorous levels of environmental performance rather than transitional measures. Their complexity and dependence on European Union standards can make them challenging to interpret and apply, particularly for activities outside the European Union. The Group has assessed the alignment requirements for CE1.2 and concluded that certain substantial contribution criteria for the transition to a circular economy are not yet met. Consequently, no turnover, CapEx, or OpEx is considered aligned under CE1.2. Alignment is therefore reported only for eligible products that meet all TSC under CCM3.5. According to the EU Taxonomy TSC for CCM3.5, only products within the two highest populated energy efficiency classes, using European Union energy efficiency standards as the reference methodology, can be considered aligned. As energy efficiency standards differ globally and are not comparable across countries and regions, Electrolux Group's aligned results are consequently limited to products sold within the European Union, resulting in a relatively low percentage.

The sections below summarize the relevant CCM3.5 criteria:

Substantial contribution: For products eligible under CCM3.5, substantial contribution is assessed based on the EU energy labelling framework for appliances and air conditioners. Only products within the two highest populated energy efficiency classes (per EU Regulation 2017/1369) are considered to substantially contribute to Climate Change Mitigation.

Do no significant harm (DNSH): To achieve taxonomy-alignment, products must also comply with DNSH criteria, ensuring they do not negatively impact any other EU Taxonomy environmental objectives.

Minimum safeguards: At the company level, taxonomy-alignment requires compliance with Minimum Safeguards, covering human rights, labor standards, anti-corruption, and tax compliance. Electrolux Group has assessed adherence to these safeguards at the entity level as part of the overall evaluation, ensuring that minimum safeguards are met across the entire organization.

Taxonomy alignment: Enabling and transitional activities
The EU Taxonomy classifies specific aligned activities as either transitional (T) or enabling (E). Transitional (T) activities are those for which low-carbon alternatives are not yet available and that:
- Operate at greenhouse gas emission levels considered best-in-class within their sector;
- Do not obstruct the development or deployment of low-carbon alternatives and;
- Avoid creating a long-term dependence on carbon-intensive assets, taking into account their expected economic lifespan.

Enabling (E) activities are those that facilitate other activities in making a substantial contribution to an environmental objective, as long as they:
- Do not create a lock-in of assets that could compromise long-term environmental targets, considering their economic lifespan and;
- Deliver a significant positive impact based on life-cycle assessment.

An activity can only be classified as transitional (T) or enabling (E) if it meets the technical screening criteria. In 2025, one of the Group's economic activities, CCM3.5, qualified as an enabling activity and is therefore marked as "E" (enabling) in the tables presented on page 81.

Comment on results and changes compared to 2024
The scope of Electrolux Group's EU Taxonomy assessment has been expanded for the 2025 reporting period to include private label products, i.e. products manufactured by Electrolux Group for third-party brands. As a result, the 2024 figures have been recalculated to reflect this updated scope. This refinement provides a more accurate representation of the Group's economic activities and aligns the assessment methodology with the EU Taxonomy regulation. The Group will continue to review evolving EU Taxonomy regulations and their applicability to its operations, which could lead to updates in disclosure in future reporting periods.

In 2025, Electrolux Group's taxonomy-aligned economic activities for the Climate Change Mitigation objective show the following trends:
- **Turnover** increased to 6.7% (6.2), reflecting a stronger sales mix driven by higher sales of the Group's most energy-efficient products.
- The share of **CapEx**, at 6.8% (9.1), decreased compared with 2024, in line with the overall trend in capital expenditures during the period.
- **OpEx** increased to 13.8% (12.6), as higher turnover were matched by a proportional increase in operating expenses.

These results highlight the Group's continued focus on innovation in more energy-efficient product architectures to meet current EU Taxonomy technical screening criteria, while advancing its net-zero ambition for 2050, given that most of an appliance's carbon footprint occurs during the use phase. Investments in technologies such as heat pump dryer architecture, demonstrate the Group's strategic priority of increasing the availability of more efficient products.

2025 KPI summary: CCM3.5 Manufacture of energy efficiency equipment for buildings and CE1.2 Manufacture of electrical and electronic equipment

					Breakdown by environmental objectives of Taxonomy-aligned activities										
KPI	Total	Proportion of Taxonomy eligible activities	Taxonomy aligned activities	Proportion of Taxonomy aligned activities	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy aligned activities in previous financial year (2024)	Proportion of Taxonomy aligned activities in previous financial year (2024)
	mSEK	%	mSEK	%	%	%	%	%	%	%	%	%	%	mSEK	%
Turnover	131,282	75	8,735	6.7	6.7						6.7			8,497	6
CapEx	3,358	60	227	6.8	6.8						6.8			422	9
OpEx	4,606	75	634	13.8	13.8						13.8			600	13

[1)] REGULATION (EU) 2017/1369 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 4 July 2017 setting a framework for energy labelling and repealing Directive 2010/30/EU

Accounting policies and calculating the key performance indicators
The Taxonomy KPIs consist of separate measures for total, eligible, and aligned (1) Turnover, (2) CapEx and (3) OpEx. Each KPI is calculated as the amount associated with eligible or aligned economic activities (numerator) divided by the corresponding total (denominator).

In accordance with the requirements of the EU Taxonomy Regulation's Disclosures Delegated Act, Electrolux Group is required to describe the accounting policies and calculation methods applied. In general, the numerator for each KPI represents the share of the Group's Turnover, CapEx, or OpEx that can be allocated to CCM3.5 and CE1.2, while the denominator reflects the respective total amounts.

The following section provides a detailed explanation of how these figures were determined.

1. Turnover
Total: For the financial year 2025, total revenue amounted to SEK 131,282m (136,150). This figure represents the Group's total net sales, including all products, both taxonomy-eligible and non-eligible, across all business areas. It covers the Group's net turnover, as reported in Notes 3 and 4 of the consolidated financial statements, which includes the Group's total revenue excluding discontinued operations. This total revenue is used as the denominator for calculating the share of taxonomy-eligible and taxonomy-aligned turnover.

EU taxonomy - Total Turnover

SEKm	2025	2024
Revenue from net sales	131,282	136,150
Total EUT Turnover	**131,282**	**136,150**

Eligible: Within the total amount, SEK 98,283m (100,442), 74.9% (73.8), represents the share of turnover that can be allocated to eligible economic activities, specifically the turnover derived from the sales of products that are in scope of CCM3.5 and CE1.2. This figure is used as the numerator for calculating the share of taxonomy eligible turnover.

Aligned: SEK 8,735m (8,497), 6.7% (6.2), represents the share of turnover derived from the sales of products that are in scope, and that also meet all the technical screening criteria of CCM3.5. This figure is used as the numerator for calculating the share of taxonomy-aligned turnover. In other words, representing the turnover that can be associated with products that are considered environmentally sustainable according to the Taxonomy.

2. CapEx
Total: Capital expenditure (CapEx) refers to new investments in tangible and fixed assets, leased assets, and business acquisitions recognized in the consolidated accounts as of December 31, 2025. These investments are essential to maintaining and expanding the Group's operations, and include production facilities, tooling, IT systems, and other infrastructure. Newly added goodwill is excluded from the denominator. CapEx related to the EU Taxonomy amounted to SEK 3,358m (4,647), as reported in Notes 8, 12, and 13 of the consolidated financial statements.

EU taxonomy - Total CapEx

SEKm	2025	2024
Tangible assets: Property, plant, and equipment	2,311	3,450
Intangible assets: Product development and software	1,047	1,198
Investment properties acquired or recognized in the carrying amount	–	–
Total EUT Capex	**3,358**	**4,647**

Eligible: Within this amount, SEK 2,001m (3,123), 59.6% (67.2), is taxonomy-eligible, related to the EU Taxonomy economic activities CCM3.5 and CE1.2. Eligible CapEx includes investments in assets and processes that contribute to the manufacturing or improvement of energy-efficient appliances.

Aligned: SEK 227m (422), 6.8% (9.1), is taxonomy-aligned, meaning these investments meet all technical screening criteria of CCM3.5.

3. OpEx
Total: Operating expenses (OpEx) under the EU Taxonomy include non-capitalized research and development (R&D) costs, depreciation of R&D related assets, and other relevant operating expenses as defined in the EU Taxonomy regulation. These also include maintenance costs for owned or leased assets and short-term leases (up to 12 months) not recognized as right-of-use assets.

The total OpEx represents the Group's ongoing operational costs necessary to maintain production capacity, improve product performance, and ensure energy efficiency and sustainability in operations. Taxonomy-eligible OpEx amounted to SEK 4,606m (4,760). These figures are derived from internal calculations aligned with the EU Taxonomy definitions, which differ from IFRS in terms of scope and categorization, and may therefore not be directly traceable to specific financial notes in the Group's financial reports.

EU taxonomy - Total OpEx

SEKm	2025	2024
R&D expenses	3,732	3,890
Maintenance and repair costs	1,287	1,389
Less: Product development	412	519
Total EUT OpEx	**4,606**	**4,760**

Eligible: Within the total amount, SEK 3,472m (3,491), 75.4% (73.3), represents operating expenses related to activities CCM3.5 and CE1.2, including R&D and maintenance activities that contribute to the development or improvement of energy-efficient appliances.

Aligned: SEK 634m (600), 13.8% (12.6), represents taxonomy-aligned operating expenses, reflecting activities that meet all technical screening criteria of CCM3.5, do no significant harm to other environmental objectives, and comply with minimum safeguards.

Use of allocation keys
In accordance with the EU Taxonomy, allocation keys are used to proportionally attribute turnover, CapEx, and OpEx to eligible and aligned activities. These keys ensure that reported figures accurately reflect the share of resources contributing to environmentally sustainable objectives. The methodology for applying allocation keys is solely designed to enable consistent and transparent reporting across the Group's activities.

The following table provides a detailed explanation of the allocation keys used to calculate the Electrolux Group's results, where applicable.

Allocation key description, if any has been used: CCM3.5, CE1.2

	Turnover	CapEx	OpEx
Total	N/A	N/A	N/A
Eligible	N/A	Group results: Filtering of total capital expenditures related to eligible products across the Group.	R&D: Total capitalization and depreciation using the weight of net sales of the eligible products by product line. Maintenance: Total maintenance in EU countries using the weight of % of net sales of the eligible products.
Aligned	N/A	Net sales: Share of net sales from eligible products (EU countries only, includes OEM) compared to all eligible countries.	Maintenance: Total maintenance in EU countries using the weight of % of net sales of the aligned products.

Notes on the presentation of EU Taxonomy tables
This section provides additional context to support the turnover, CapEx, and OpEx tables on the following page. In line with Template II of the latest EU Taxonomy Delegated Act, approved in January 2026, double counting is applied at the activity level. This allows an activity to be reported under multiple objectives, with the same codes and percentages reported in each relevant column.

Double counting is reflected only in the activity rows and in the "Sum of alignment per objective" row, while the "Total KPI (Turnover/CapEx/OpEx)" row excludes it. The full breakdown is shown in the tables that follow.

Turnover

Financial year 2025

					Environmental objective of Taxonomy-aligned activities								
Economic activity	Code	Taxonomy eligible KPI	Taxonomy aligned KPI	Taxonomy aligned KPI	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
		%	mSEK	%	%	%	%	%	%	%	E	T	%
Climate Change Mitigation / Circular Economy	CCM3.5 / CE1.2	74.9	8,735	6.7	6.7						E		8.9
Sum of alignment per objective					6.7								
Total Turnover		**74.9**	**8,735**	**6.7**	**6.7**						**E**		**8.9**

CapEx

Financial year 2025

					Environmental objective of Taxonomy-aligned activities								
Economic activity	Code	Taxonomy eligible KPI	Taxonomy aligned KPI	Taxonomy aligned KPI	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
		%	mSEK	%	%	%	%	%	%	%	E	T	%
Climate Change Mitigation / Circular Economy	CCM3.5 / CE1.2	59.6	227	6.8	6.8						E		11.4
Sum of alignment per objective					6.8								
Total CapEx		**59.6**	**227**	**6.8**	**6.8**						**E**		**11.4**

OpEx

Financial year 2025

					Environmental objective of Taxonomy-aligned activities								
Economic activity	Code	Taxonomy eligible KPI	Taxonomy aligned KPI	Taxonomy aligned KPI	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
		%	mSEK	%	%	%	%	%	%	%	E	T	%
Climate Change Mitigation / Circular Economy	CCM3.5 / CE1.2	75.4	634	13.8	13.8						E		18.3
Sum of alignment per objective					13.8								
Total OpEx		**75.4**	**634**	**13.8**	**13.8**						**E**		**18.3**

Do no significant harm: CCM3.5 Manufacture of energy efficient equipment for buildings and CE1.2 Manufacture of electrical and electronic equipment

Criteria	Which means	Assessment	Analysis
1) Climate Change Mitigation: Where the manufactured product contains refrigerants, it complies with the GWP performance laid down in the Regulation (EU) No 517/2014 of the European Parliament and of the Council. The activity does not manufacture products containing Sulfur hexafluoride (SF6). Where applicable, the manufactured product does not score lower than the third significantly populated class of energy efficiency in accordance with Regulation (EU) 2017/1369 of the European Parliament and of the Council and delegated acts adopted under that Regulation.	Electrolux Group shall ensure that all relevant products meet the regulatory requirements on refrigerants and energy efficiency, avoiding high-GWP substances and achieving at least the minimum energy efficiency thresholds set by EU regulations.	**Compliant**	Electrolux Group has an overall approach to managing climate risks, opportunities and mitigation throughout the value chain. Tackling climate change by reducing greenhouse gas emissions is one of the most urgent challenges facing society. According to the IPCC Report (Climate Change 2023: Synthesis Report),1) human activity is already changing the climate in unprecedented ways. The report calls for strong and sustained action to limit climate change. As product energy use in the homes of consumers is responsible for approximately 85% of Electrolux Group's carbon footprint (according to a global Electrolux Group lifecycle assessment), product efficiency is where the Group can make its greatest contribution to tackling climate change. The Group is also reducing greenhouse gas emissions across its value-chain, including from its manufacturing sites as well as from transportation, materials used in products and business travel. In addition, the company is phasing out the use of high-impact hydrofluorocarbons (HFCs) from household appliances. HFCs are gases with a high Global Warming Potential (GWP) that are still used in some countries due to regulatory or technical barriers to alternative solutions. Electrolux Group has product development roadmaps with the objective to meet energy labelling standards, such as the EU new labelling standards and stricter minimum energy performance standards (MEPS), which were implemented in 2023. For more information on risk management for climate change, see E1 on page 86.
2) Climate adaptation: The activity complies with the criteria set out in Appendix A.	Electrolux Group shall conduct a climate risk analysis of physical risks and follow up on performance targets linked to its science-based climate goals within long-term incentive programs for senior managers.	**Compliant**	The Group conducts climate risk analyses covering both physical and transition dimensions, using IPCC scenarios (e.g., RCP 2.6–8.5) and the IEA Net Zero by 2050 pathway to assess acute, chronic, and transition-related risks and opportunities. The results inform the Group's Enterprise Risk Management, strategic planning, and decarbonization levers. Progress toward the science-based climate targets, validated by the SBTi, is regularly monitored and reported to senior management. Performance against these targets is integrated into the long-term incentive program for senior managers, aligning executive remuneration with the achievement of the Group's climate goals. *For more information on risk management, see page 54, for climate change, see E1 on page 86.*
3) Water: The activity complies with the criteria set out in Appendix B.	Electrolux Group shall conduct an environmental impact assessment, including an evaluation of water impact, by assessing water-related risks across its value chain, developing a water strategy with context-based targets and engaging with relevant stakeholders.	**Compliant**	The Group's operations use external tools (e.g., WWF Water Risk Filter) to identify manufacturing sites in potential water-risk areas. Through the Green Spirit program, the Group monitors energy and water consumption, shares best practices, provides monthly water performance reports, and maintains global water mapping. The Group also engages suppliers on environmental topics, including water, via the CDP Supply Chain program, and collects primary water usage data monthly from OEMs. *For more information on water, see E3 on page 97*
4) Circular economy: The activity assesses the availability of and, where feasible, adopts techniques that support:	Electrolux Group shall assess and, where feasible, adopt circular economy practices, including the (4a) use of reused and secondary materials, (4b) product design that enhances durability and recyclability, (4c) waste management prioritizing recycling and (4d) traceability of substances of concern across the product life cycle. The full breakdown is shown below.	**Compliant**	The Group has an important role to play in enabling people to live more circular lives through its products and solutions. It contributes to the circular economy by integrating recycled materials into its product platforms and by promoting circular business models. In the Group's operations, the Zero Waste to Landfill program promotes material reuse and recycling. *For more information on resource use and circular economy, see E5 on page 102.*
a) Reuse and use of secondary raw materials and reused components in products manufactured;	Electrolux Group ambition should be to secure a high level of recycling and use of secondary material and components in produced products.	**Compliant**	The Group intensified efforts to increase recycled content in its products, setting a new target and launching a guideline to assess recycled plastic formulations and ensure quality. It continued engaging OEM suppliers to use recycled plastics and develop new formulations through long-term partnerships. Additionally, the Group signed an agreement with a European steel supplier to deliver fossil-free, green hydrogen–based steel. *For more information on recycled materials in products, see E5 on page 102.*

Do no significant harm: CCM3.5 Manufacture of energy efficient equipment for buildings and CE1.2 Manufacture of electrical and electronic equipment

Criteria	Which means	Assessment	Analysis
b) Design for high durability, recyclability, easy disassembly and adaptability of products manufactured;	Electrolux Group's ambition should be that every product has an optimized design for high durability, recyclability, ease of disassembly and adaptability, supported by the Electrolux Design for Repairability Guideline.	**Compliant**	As the EU has some of the most advanced regulations and requirements regarding repairability, the Group focuses on these directives to guide design and servicing standards. The EU is currently exploring a proposal on a common index to assess the repairability of goods — the "Right to Repair". The Group has developed an Electrolux Design For repairability Guideline aimed at supporting designers during the early stage of product development to enhance the repairability of its appliances. It also identifies design improvements in various regions and updates the guideline to help improve the overall quality and sustainability of its products globally. *For more information, see E5 on page 102.*
c) Waste management that prioritizes recycling over disposal, in the manufacturing process;	Electrolux Group should have a policy that prioritizes recycling over disposal in the manufacturing process, supported by the third-party certified Zero Waste to Landfill program, which aims to reduce landfill waste from its manufacturing sites worldwide to less than 1% and waste-to-energy to less than 3%.	**Compliant**	The Group aims to certify all manufacturing sites as Zero Waste to Landfill by 2025, supporting its transition to a circular economy. Benchmarking identified this certification as the most effective target for waste management. The target aligns with EU waste directives, SDG 12 and 13, and the EU Circular Economy Action Plan. Progress is tracked through annual certification targets, with monthly monitoring of certified sites and the percentage of waste sent to landfill or incineration without energy recovery. *For more information on Zero Waste to Landfill and waste, see E5 on page 102.*
d) Information on and traceability of substances of concern throughout the life cycle of the manufactured products.	When substances of concern are used in manufactured products information and traceability about these should be secured.	**Compliant**	The Group complies with the EU SCIP notification requirement managed by ECHA, registering products that contain Substances of Very High Concern (SVHCs). The SCIP database ensures transparency on REACH Candidate List substances throughout a product's lifecycle, including the waste stage. The Electrolux Group regularly submits or updates notifications when new substances or articles are added. During this process, Electrolux provides details such as product identification, substance presence, hazards, application, location, concentration range, and CAS number. Substance use and related hazards are tracked across manufacturing sites, with data managed locally in accordance with applicable legislation. *For more information on substances of concern and substances of very high concern, see E2 on page 95.*
5) Pollution prevention: The activity complies with the criteria set out in Appendix C. For manufacturing of portable batteries, batteries comply with the applicable sustainability rules on the placing on the market of batteries in the Union, including restrictions on the use of hazardous substances in batteries, including Regulation (EC) No 1907/2006 and Directive 2006/66/EC of the European Parliament and of the Council.	Electrolux Group has a specific directive aimed at substituting and minimizing the use of substances of concern through its Restricted Materials List (RML). The RML is designed to facilitate compliance with legislation, such as the Restriction of Hazardous Substances Directive (RoHS) and regional chemical registrations, such as the EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). The RML is also aligned with chemicals regulations around the globe, such as the Stockholm Convention, Montreal Protocol and regulations on Per- and polyfluoroalkyl substances (PFAS). The Group's Code of Conduct and the Workplace Directive set clear requirements for compliance with environmental regulations across the value chain.	**Compliant**	The Group complies with all relevant regulations. Substances that are restricted and banned according to relevant EU and global legislation are included in the RML (Restricted Material List). Approved exemptions of restricted substances are present in the Group's products where there is no technical alternative currently available. All European manufacturing sites have environmental permits to meet local legislation, including pollution. *For more information on pollution, see E2 on page 95.*
6) Biodiversity: The activity complies with the criteria set out in Appendix D.	Electrolux Group completed a biodiversity assessment of all manufacturing sites. All manufacturing sites are required to be ISO 14001 certified.	**Compliant**	All Electrolux Group manufacturing sites are certified to the ISO 14001 environmental management system, which integrates biodiversity considerations. The Electrolux Group Workplace Directive requires manufacturing sites to include biodiversity as part of the annual environmental assessment. In 2025, a dedicated biodiversity assessment was conducted across all manufacturing sites to evaluate potential impacts and ensure continuous improvement in protecting local ecosystems. These manufacturing sites also abide by environmental permits to meet local legislation, including measures to safeguard local biodiversity. *For more information on biodiversity, see E4 on page 100.*

Minimum Safeguards

The taxonomy defines the minimum safeguards as procedures implemented by a company to ensure alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the eight fundamental conventions identified in the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work and the International Bill of Human Rights. Respect for human rights is embedded in the Electrolux Code of Conduct. The Electrolux Group follows an integrated approach to human rights, embedded into our policies and processes which are applicable to all employees and contractors.

The Group adheres to strict norms and strives to maintain efficient governance processes to ensure that all operations create long-term and sustainable value for shareholders and other stakeholders. This involves an efficient organizational structure, systems for internal control, risk management, and transparent internal and external reporting. Electrolux Group has assessed that it adheres to the Minimum Safeguards. Some Group processes and procedures related to the four core areas that are relevant for adherence to the Minimum Safeguards, are further outlined to the right, as defined in Articles 3 and 18 of the European Union Regulation (EU) 2020/852. The Group assesses that adequate processes are in place in such core areas to identify legal action taken toward the company, its subsidiaries or senior management. It also works to prevent substantiated failures or wrongdoings in these areas and to undertake remedial actions, including improving processes to ensure that any such failures or wrongdoings are unlikely to be repeated.

Minimum safeguards

Criteria	Which means	Assessment	Analysis
Human rights	Electrolux Group shall conduct human rights impact assessments at both Group and local levels and establish a human rights due diligence process in line with the UN Guiding Principles on Business and Human Rights (UNGP) and OECD Guidelines.	**Compliant**	In 2025, there were no cases of severe human right impacts reported, nor any complaints made to the National Contact Point relating to the OECD Guidelines. Electrolux Group monitors performance and manages risks through internal and external audits, annual audits for manufacturing units, local human rights assessments, education, the Speakup Line (Electrolux Group's whistleblower mechanism), management labor dialogue, as well as health and safety committees. Risks in the supply chain are addressed through assessments, audits, training efforts and surveys as part of the Responsible Sourcing program and the Conflict Minerals program. The Group conducts human rights impact assessments at both Group and local level, in line with the UN Guiding Principles on Business and Human Rights. For more information on human rights, see S1-17 on page 116.
Corruption	Electrolux Group shall have anti-corruption processes in place and maintain a zero-tolerance policy, continuously raising awareness among employees to minimize the risk of corruption.	**Compliant**	Electrolux Group has zero-tolerance for corruption and bribery, as outlined in the Code of Conduct and Group Anti-Corruption and Bribery Policy which provides guidance on this principle to all employees and other persons acting for or on behalf of the Group. To prevent, detect, and correct related risks, including fraud, the Group uses processes and tools within its global Compliance Program which addresses both internal and external stakeholder behavior. Awareness is reinforced through policies and training to ensure that employees and, to some extent, suppliers' workforce are informed on acceptable business conduct, including anti-corruption and bribery. *For more information on corruption, see G1 on page 127.*
Taxation	Electrolux Group shall pay taxes where value is created, manage tax risks through robust processes, and maintain transparency in its tax approach in line with the OECD Guidelines for Multinational Enterprises.	**Compliant**	An important aspect of the Electrolux Group's purpose - Shape living for the better - is to act as a responsible corporate citizen and taxpayer wherever it operates. The Group has not been found in violation of tax laws. The Group's tax policies fall under the umbrella of the Code of Conduct and are based on the OECD Guidelines for Multinational Enterprises. *For more information on taxation, see the Corporate Governance Report on page 34.*
Fair competition	Electrolux Group shall promote employee awareness of the importance of compliance with all applicable competition laws and regulations.	**Compliant**	The Electrolux Group's commitments, including fair competition, are specified in its Code of Conduct. The Electrolux Group Code of Conduct includes the Group's Integrity in Business policy and firmly states that fair competition shall be respected. All employees are required to complete the Code of Conduct e-learning as part of onboarding and recurring campaigns. *For more information on the Code of Conduct, see S1-1 on page 108.*

2025 HIGHLIGHTS

- SBTi scope 1 and 2: Reduced carbon emissions by 45% compared to 2021.
- SBTi scope 3: Lowered carbon emissions by 33% compared to 2021.
- Sourced 97% of the electricity and 67% of total energy used in operations from renewable sources.
- Delivered top resource-efficient products, which accounted for 26% of total units sold and 36% of gross profit.

E1 Climate change

Electrolux Group's long-term ambition is to ensure that its entire value chain is net-zero carbon emissions by 2050.

The Group's overarching climate target is aligned with the 2015 Paris Climate Agreement, which aims to keep the global temperature rise in line with a 1.5°C trajectory to avoid the most severe impacts from climate change.

The Group's work with climate mitigation is part of its For the Better sustainability framework in terms of leading in energy- and resource-efficient solutions, driving resource-efficient operations, driving supply chain sustainability and its climate targets.

The Group has an overall approach to managing climate risks, opportunities and mitigation throughout the value chain.

Tackling climate change by reducing greenhouse gas emissions is one of the most urgent challenges facing society. According to the IPCC Report (Climate Change 2023: Synthesis Report), human activity is already changing the climate in unprecedented ways.[1)] The report calls for strong and sustained action to limit climate change.

As product energy use in the homes of consumers is responsible for approximately 85% of Electrolux Group's carbon footprint (according to Electrolux Group lifecycle assessment, see page 90), product efficiency is where the Group can make its greatest contribution to tackling climate change. The Group is also reducing greenhouse gas emissions across its value-chain, including from its manufacturing sites as well as from transportation of goods, materials used in products and business travel. In addition, the company is phasing out the use of hydrofluorocarbons (HFCs) from household appliances, in line with its commitment to the UN-led Cool Coalition to replace high-global-warming-potential refrigerants with low-impact alternatives across its product portfolio. HFCs are gases with a high Global Warming Potential (GWP) still used in some countries due to regulatory technical barriers to alternative solutions.

In addition to the ESRS E1 requirements, the Climate Change (E1) disclosures in this Annual Report have been prepared in full alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The content covers all four TCFD pillars — governance, strategy, risk management, and metrics and targets — and reflects the recommended use of climate scenario analysis.

The initiatives reported under this section support the United Nations Sustainable Development Goals number 7, 9, 12, 13 and 17:

E1-1 Transition plan for climate change mitigation

Electrolux Group is dedicated to leading the global transition to a low-carbon economy by significantly reducing greenhouse-gas emissions across its entire value chain. Electrolux Group's climate ambition is to achieve net-zero carbon emissions across its entire value chain by 2050, in line with the 1.5°C trajectory set forth in the 2015 Paris Climate Agreement and its science-based climate targets. The Group has defined near-term targets as critical milestones on this path. The Climate Transition Plan supports these science-based targets and defines specific measures to reduce greenhouse-gas emissions across Scopes 1, 2 and 3. The transition plan applies across Group's global operations, including manufacturing sites, logistics, and supplier, as well as value chain and is updated regularly to reflect regulatory changes and stakeholder expectations. *For more information on the Group's GHG-emission targets and the progress in implementing the transition plan, see E1-4 on page 90.*

Electrolux Group recognizes that its business has a leading role to play in the transition from a fossil-fuel-based, high-carbon economy to a clean-energy, low-carbon economy. The Climate Transition Action Plan (CTAP) represents a near-term, actionable plan including time-bound strategies for implementation. Its development acknowledges the Group's responsibility to shift the global climate narrative in a just and equitable manner and outlines the strategy to make taste, care and well-being experiences sustainable for everyone. Electrolux Group embeds its CTAP within the broader sustainability and business strategies, ensuring that climate objectives guide all business areas and product lines. This alignment enables proactive adaptation to evolving energy-efficiency regulations and growing consumer demand for sustainable products.

The Group's decarbonization levers, actions and associated resources are developed through continuous dialogue with internal and external stakeholders, including customers, suppliers, policymakers and investors. This engagement also involves internal functions with deep technical and business expertise – such as Operations, R&D, Product Lines, Procurement and Sustainability – whose insights are critical for identifying impactful pathways for emissions reduction. > *See E1-3 on page 89 for more information on the Group's climate-change-mitigation actions and identified decarbonization levers.*

The collective insights from our scenario analysis are utilized alongside the Double Materiality Assessment (DMA) to shape strategic priorities and inform the design of the Climate Transition Plan. This process ensures consistency between the Group's climate scenarios, materiality results and long-term value-creation strategy.

Group Management holds overall accountability for implementing this plan and embedding climate action into strategic decisions. Progress is monitored regularly, with quarterly updates to the Group Leadership Team, quarterly reports to the Audit Committee, and annual disclosures through Electrolux Group's sustainability reporting. The transition plan is

1) IPCC. ipcc.ch/report/sixth-assessment-report-cycle/

overseen by the Board and formally approved through the Sustainability Board. Progress is regularly reported through specific KPIs included in Board presentations and/or meeting minutes.

Climate performance is embedded in governance through the Group's Long-Term Incentive program, under which 20% of senior management's long-term share-based compensation is linked to climate-related performance, including assessment against CO_2 reduction targets across scopes 1, 2 and 3. > See *E1-4 on page 90 for more information.* *For more information on governance and incentive structures, see page 73.*

Electrolux Group integrates sustainability into its core business strategy, focusing on resource-efficient innovation that supports climate goals and enhances consumer experiences creating lifetime value. Through the "For the Better" framework, the Group addresses climate impact across the value chain while driving profitability and sustainable living. *For more information, refer to SBM-1 – Strategy, business model and value chain on page 61.*

Sustainable consumer experience and resource efficiency are key drivers for long-term profitable growth, enabling users to prepare great-tasting food, care for their clothes so they stay new for longer, and achieve healthy well-being at home. The "For the Better" framework recognizes that sustainability, consumer experience and profitability goes hand in hand. The framework encompasses Better Company, Better Solutions, Better Living and the Group's climate goals, including its commitment to the UN Global Compact Business Ambition for 1.5°C. Climate considerations are embedded in capital allocation and investment planning.

Financial resources are allocated to sustainability, including capital expenditure (CapEx) and operational expenditure (OpEx) on renewable-energy projects, energy-efficient manufacturing, and sustainability-focused R&D. In 2025, R&D expenditure amounted to SEK 4.34 billion. These resources support the implementation of the CTAP, including the decarbonization levers described in the E1 chapter. For the coming year, the Group expects a similar level of financial and human resources to remain available to fund these levers, subject to the annual CapEx and OpEx budgeting and approval processes. For this reporting cycle, climate-related CapEx and Opex relevant to the implementation of the climate action plan are disclosed through the Group's EU Taxonomy disclosures and sustainable finance framework.

The Group has issued green bonds totalling SEK 3.50 billion under its Green Financing Framework, funding projects in product energy efficiency, resource-efficient operations, and elimination of harmful materials. Additionally, a sustainability-linked bond of USD 100 million was issued in 2024. The Group also holds a sustainability-linked loan of USD 150 million from the Nordic Investment Bank and two loans with a total of USD 512 million from the European Investment Bank, aimed at accelerating research, development and innovation of more energy-efficient household appliances. By the end of 2025, these instruments represented approximately 29% of the Group's long-term borrowings, with financial terms for the sustainability-linked instruments linked to progress against climate and sustainability targets, including science-based carbon emissions reduction targets.

Electrolux Group has assessed potential "locked-in" greenhouse-gas emissions across its key assets and product portfolio. Some manufacturing processes and product use phases inherently generate emissions that will persist until technology upgrades and market transitions are complete. These sources are monitored through the Group's decarbonization roadmap, and mitigation actions—such as equipment electrification, renewable-energy sourcing and continuous product-efficiency improvements—are being implemented. The Group considers these residual emissions manageable within its 2050 net-zero pathway.

Electrolux Group's alignment with the EU Taxonomy framework reinforces the CTAP by providing clear criteria to guide the development and scaling of energy-efficient and circular-economy products. By prioritizing activities that contribute to energy efficiency across products and operations, the framework helps direct investments and innovation efforts that deliver measurable emissions reductions. Product energy efficiency—representing the majority of the Group's lifecycle emissions—remains a central lever within both taxonomy alignment and the broader climate strategy. Ensuring that an increasing share of the product portfolio qualifies as taxonomy-aligned facilitates transparent reporting, strengthens stakeholder confidence and regulatory compliance, and accelerates the transition to net-zero emissions across the value chain. *For detailed information on taxonomy criteria, alignment metrics and the scope of eligible activities, please refer to the Electrolux Group EU Taxonomy Report on page 78.*

Long-Term Resilience

Based on the scenario analysis conducted, Electrolux Group performed a resilience analysis in 2025, covering transition risks for both own operations and the value chain, and physical risks for its own operations. However, the Group recognizes that building resilience in a changing climate goes beyond scenario analysis – it requires continuous adaptation of strategy, operations and product portfolios.

To address short-, medium- and long-term climate-related risks, the Group is integrating resilience considerations into investment planning, capital allocation and infrastructure decisions. For example, climate-related risks are assessed as part of site selection, asset upgrades and supply-chain risk management, particularly in regions with increasing exposure to heat stress, water scarcity or extreme weather. The Group also leverages its Green and Sustainability-Linked Financing Framework to support decarbonization investments and enhance adaptive capacity. Furthermore, circular business models and innovations in energy- and water-efficient appliances support not only the Group's transition goals but also strengthen resilience to future resource constraints and policy shifts.

See IRO-1 on page 74 for more information on identified risks and opportunities, the applied time horizons, and their alignment with climate and business scenarios.

Assumptions and Dependencies

Electrolux Group recognizes that several external factors may influence the pace and extent of its transition in line with a 1.5°C pathway. Acknowledging these dependencies supports effective engagement with policymakers and the value chain to address the challenges of a low-carbon transition. The key assumptions and dependencies on which the Climate Transition Plan relies are outlined as:

- Continued and increasing availability and cost-effectiveness of renewable energy sourcing;
- Availability and affordability of technologies required to replace fossil-fuel-powered systems with electric alternatives for energy-intensive processes;
- A supportive policy environment for grid decarbonization, reducing emissions from the use of sold products;
- A supportive policy environment at the local level that promotes product sustainability, including energy efficiency and the phase-out of high-global-warming-potential gases;
- Availability and cost-effectiveness of recycled materials and steel produced with low CO_2 emissions;
- Collaboration with suppliers, energy providers and transportation partners to meet targets related to electrification, renewable-energy sourcing and emissions reduction.

The Group's ability to adjust its strategy and business model in response to these dependencies is supported by the implementation of the decarbonization levers described in E1-3 on page 89 and E1-4 on page 90.

Responding to Risks and Realizing Opportunities

Electrolux Group's contribution to a low-carbon global economy begins with how it addresses climate-related risks and opportunities. These responses help to future-proof the business, ensuring that the value chain remains resilient and that products continue to meet the consumers needs and expectations.

The Group's response to climate-related risks and opportunities is embedded throughout its CTAP and broader business strategy. By mapping transition and physical risks and integrating them into the CTAP, Electrolux Group ensures a structured and forward-looking approach to the climate challenge. The CTAP acts as an implementation roadmap, enabling the Group to manage material transition and physical risks while realizing strategic opportunities across operations and the value chain.

These risks and opportunities are also integrated into the Group's Enterprise Risk Management (ERM) framework, ensuring that climate considerations are incorporated into broader risk governance and strategic decision-making processes.

The resilience analysis confirms that Electrolux Group's business model and strategy remain robust under both low- and high-carbon scenarios. While climate-related risks may increase operational and value-chain vulnerabilities, the Group's diversified global footprint, strong governance framework, and ongoing decarbonization and circularity initiatives provide a solid foundation for long-term resilience. Continuous integration of climate considerations into strategic and financial planning, supported by active engagement with value-chain partners, positions the Group to effectively navigate transition and physical risks while capturing opportunities for sustainable growth.

To identify and assess climate-related impacts, risks, and opportunities, Electrolux Group conducts scenario analysis that informs its climate-risk assessment. The process is reviewed annually for material changes. The outputs from this analysis form part of the DMA and are integrated into the ERM program to inform overall business strategy. This process involves input from key internal stakeholders, including Legal, Accounting, and Sustainability. *Please also see Risk Management chapter on page 53 for additional details*.

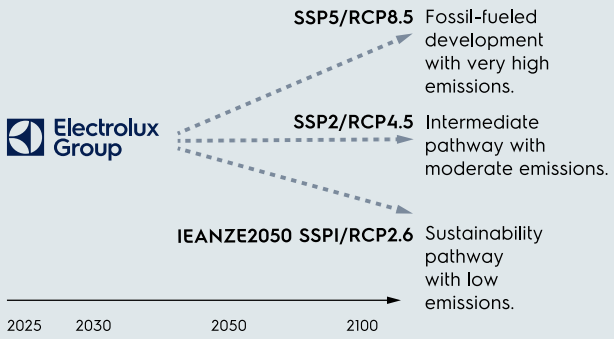
No other critical assumptions related to climate are made in the financial statements. When risks are identified as material, action plans are developed, and strategies are implemented to monitor, manage, or mitigate these risks. The Group actively monitors the evolution of such risks following the implementation of mitigation measures.

Climate-change adaptation is considered a material topic for Electrolux Group. While the Group's climate strategy is primarily focused on mitigation, several decarbonization measures—such as energy-efficiency improvements, refrigerant phase-out, renewable-energy sourcing and supply-chain engagement—also support the Group's ability to adapt to climate-related impacts. Foundational activities, including supplier engagement, physical-risk monitoring and scenario analysis, inform the identification of climate-related vulnerabilities and guide the continued development of the Group's adaptation approach

Scenario Analysis Methodology

Electrolux Group applies climate-related scenario analysis using multiple pathways, including IEA NZE 2050 and IPCC RCP 8.5 to identify and assess transition and physical risks and opportunities. The analysis considers key drivers such as policy developments, energy-mix evolution, technology availability and macroeconomic trends, and is conducted over short- (to 2030), medium- (to 2040) and long-term (to 2050 and beyond) horizons. Outputs from the scenario analysis are used to inform the Group's Double Materiality Assessment, Enterprise Risk Management process and strategic planning.

Climate Scenarios



Impact Identification and Assessment Process

The Group identifies climate-related impacts through its Greenhouse Gas (GHG) inventory and Double Materiality Assessment and assesses their significance following the Group's ERM methodology. The GHG inventory follows the GHG Protocol Corporate Standard and covers Scopes 1, 2 and 3 under the operational-control approach. Results are integrated into the ERM framework to determine materiality and prioritization of climate impacts, risks and opportunities across operations and the value chain.

Physical Risk Analysis

Electrolux Group assessed physical climate risks for its own operations using four IPCC Representative Concentration Pathways (RCP 2.6, 4.5, 7.0 and 8.5), consistent with the Group's climate scenario analysis described above. The focus was placed on RCP 8.5, representing a high-emission trajectory, to support preparedness for worst-case outcomes.

The analysis covered short- (to 2030), medium- (to 2040) and long-term (to 2050 and 2100) horizons, aligned with the Group's Enterprise Risk Management planning cycles. Twenty-eight perils were assessed, covering acute (e.g., cyclones, floods, wildfires) and chronic (e.g., water stress, temperature variability, sea-level rise) hazards across categories such as wind, temperature, solid-mass and water-related risks, to evaluate potential impacts on assets and operations.

Acute physical risks – such as storms and extreme weather events – are expected to increase under high-emission conditions, also in regions where the Group has manufacturing or key supplier presence. Chronic risks, including water stress and rising average temperatures, could influence long-term asset performance and product-use patterns.

Physical risks

	Water-related	Temperature-related	Wind-related	Solid-mass-related
Acute	• Drought • Heavy precipitation • Flood • Glacial Lake Outburst	• Heat Wave • Cold-Frost • Wildfire	• Cyclone/ Hurricane/ Typhoon • Storm • Tornado	• Avalanche • Landslide • Subsidence
Chronic	• Changing Precipitation Patterns • Precipitation Variability • Ocean Acidification • Saline Intrusion • Sea Level Rise • Water Stress	• Changing Temperatures • Heat Stress • Temperatures Variability • Permafrost Thawing	• Changing Wind Patterns	• Coastal Erosion • Soil Erosion • Soil Degradation • Solifluction

The Group assesses the exposure and sensitivity of its sites to these hazards using geo-location data and evaluates the likelihood, magnitude and cost of response associated with potential impacts. Results inform site-level mitigation planning and resilience prioritization.

Transition Risk Analysis

Electrolux Group analyzed transition risks and opportunities across its own operations and value chain using IEA NZE 2050 and IPCC SSP 1-2.6 scenarios, evaluating market, policy, legal, reputational and technological dimensions over short- (2030), medium- (2040) and long-term (2050 and beyond) horizons.

Aligning this analysis with scenarios such as IEA NZE 2050, Electrolux Group considered potential risks under a pathway for the global energy sector to achieve net-zero CO_2 emissions by 2050, consistent with limiting global temperature rise to 1.5°C in line with the Paris Agreement.

The figure below summarizes the key assumptions under this scenario that guide the Group's analysis of transition risks and opportunities. Applying these scenarios ensures that Electrolux Group is not only prepared for the risks of transitioning to a net-zero world but also positioned to play an active role in enabling that transition.

Net-Zero Emissions by 2050 Scenario

Energy Implications	Policy Implications	Appliance Implications	Physical Risk Implications
Solar and Wind resources are deployed at record speed. The period to 2050 sees increasing electrification, hydrogen use, and CCUS deployment. Demand for coal, oil, and natural gas will decline significantly.	Globally, governments increase ambitions from current Nationally Determined Contributions and net zero pledges. High carbon prices are implemented by 2050.	Minimum energy performance standard and replacement schemes for low-efficiency appliances are introduced or strengthened in the 2020s in all countries. By the mid-2030s, nearly all household appliances sold worldwide are as efficient as the most efficient models available today.	Likelihood and severity of physical climate risks significantly reduced compared with RCP 8.5 Scenario.

The Group assessed its operations and value chain for potential incompatibility with a transition to a low carbon economy. While no assets were identified as incompatible, activities dependent on fossil fuels, particularly in manufacturing and logistics, will require significant decarbonization efforts. These are addressed through the decarbonization levers described in E1-3 on page 89.

Key transition risks identified include:
- Climate-regulation and reporting compliance risks, driven by expanding requirements such as CSRD and regional directives (EU, Australia, US, Brazil), increasing assurance, governance and system costs;
- Policy and legal risks, including carbon-pricing mechanisms and evolving Minimum Energy Performance Standards (MEPS), which may require product redesign;
- Technology and resource risks, related to the pace and cost of low-carbon technology deployment and fossil-fuel price volatility;
- Supply-chain risks, linked to climate disruptions and single-source dependencies; and
- Reputation risks, arising from evolving stakeholder expectations on climate leadership and product sustainability.

Under the IEA Net-Zero Emissions by 2050 scenario, the Group anticipates a sharp decline in fossil-fuel dependence, accelerated electrification and stricter global efficiency regulations. These developments reinforce both transition risks and opportunities for innovation in product design and energy efficiency.

Transition-related opportunities include:
- Efficiency gains, through continuous improvements in energy, water and material efficiency across operations and products;
- Access to sustainability-linked financing, as lenders reward decarbonization and renewable-energy investments; and
- Market growth, driven by rising demand for sustainable, high-efficiency appliances.

The table below summarizes the key transition-related risks and opportunities identified under the IEA Net-Zero Emissions by 2050 scenario, including their qualitative assessment of likelihood, magnitude and cost of response. These results provide a structured view of the drivers influencing Electrolux Group's transition to a low-carbon economy and inform the prioritization of actions within the Climate Transition Action Plan.

Transition-related risks and opportunities

under the IEA Net-Zero Emissions by 2050 scenario

	Category	Description
Risks	Compliance with Minimum Efficiency Performance Standards (MEPS)	The Group must comply with MEPS that are evolving globally (e.g. USA, EU, Australia). In the case of non-compliance, sales of lower-efficiency product lines would be at risk, triggering added investments to redesign and retest products.
	Carbon pricing and emissions mandates	New environmental policies to introduce tighter emissions caps and carbon pricing could drive significant compliance costs such as carbon offsets, renewable energy procurement, and clean tech investments.
	Climate regulation and reporting compliance	Compliance expectations are rising sharply due to regulations such as CSRD, and national directives (e.g. from Brazil, US, EU). The financial burden includes costs for assurance services, sustainability platforms, governance upgrades, training, and expert support.
	Supply chain continuity and resilience	As climate change accelerates, climate disruptions and transition challenges can disrupt supplier operations. Sole-source dependency on critical suppliers subject to climate risks may result in business and operational interruption.
Opportunities	Cost and availability of fossil fuels	Our operations and distribution depend on fossil fuels. Long-term projections show fossil fuel price increases, which could raise manufacturing and logistics costs. However, shifting to low-carbon energy is an opportunity to reduce costs and mitigate volatility over time.
	Development of sustainable products and services	Customer demand for sustainable products is increasing globally. Through consumer insights and proactive R&D, the Group can develop and increase sales for more efficient products to meet the increased demand.
	Access to sustainability-linked loans	To the extent that financial institutions (e.g. bonds and loans issuers) increase their requirements on green investments, reduction of energy use and switching to renewable energy could benefit access to capital.
	Increased Efficiency	Our Green Spirit Resource Efficiency Program promotes continuous improvement in manufacturing processes, presenting an environmental and financial opportunity by driving energy and water efficiency across global operations.

E1-2 Policies related to climate change mitigation and adaptation

The Group Environmental Policy establishes the overarching principles for managing environmental performance, including the commitment to mitigate greenhouse gas emissions and strengthen resilience to climate-related risks across the value chain.

The Policy applies to all Group operations and extends throughout the value chain via the Group Supplier Workplace Standard. The Group Workplace Policy and its accompanying Workplace Directive operationalize the Environmental Policy, specifying environmental management requirements for the Group's own sites and suppliers.

The Supplier Workplace Standard mirrors these requirements, ensuring that environmental expectations are integrated into procurement and supply chain management.

The Group's Environmental Policy and related directives are implemented in a manner consistent with the Paris Agreement 1.5°C pathway, guiding efforts to reduce emissions across the value chain through initiatives such as refrigerant transition, product efficiency improvements, and renewable energy sourcing.
Governance of the policies and directives is overseen by the Group Management, with senior management accountable for implementation, effectiveness, and periodic review. Progress in implementation and outcomes are monitored through key performance indicators and reported annually in the CTAP (see E1-3 and E1-4). *For more information on governance, see page 70.*

E1-3 Actions and resources related to climate change policies

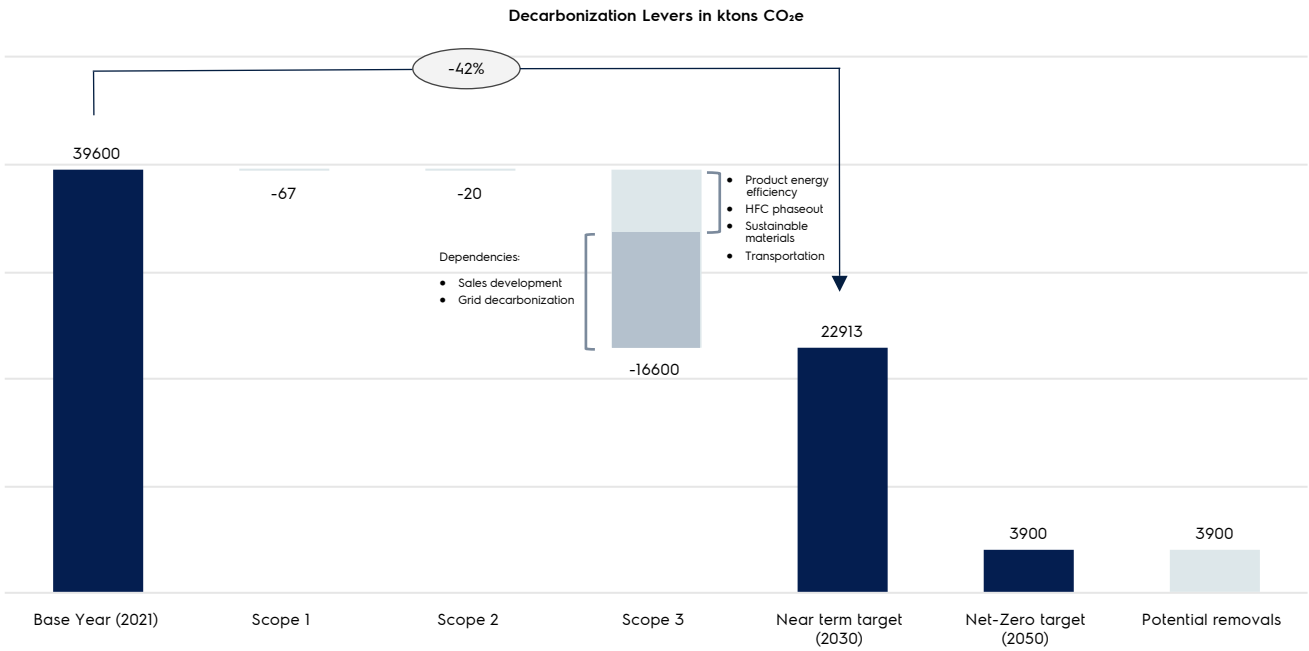
The Group's decarbonization efforts are structured across all emission scopes, with a strong emphasis on Scope 3 Category 11 (use of sold products), which represents the majority of the Group's climate impact. At the same time, significant focus is placed on Scopes 1 and 2, where the Group has direct operational control and can implement impactful changes more rapidly. Electrolux Group monitors progress across each decarbonization lever to track anticipated carbon reductions by 2030, ensuring continued alignment with its CTAP.

Scope 1 and 2 emissions — reductions of approximately 87 ktons CO_2e are anticipated by 2030 versus the base year.
Key decarbonization levers to achieve these reductions include:

- Energy Efficiency — continuous improvement of energy efficiency at manufacturing sites through targeted investments, enhanced energy-management practices and the adoption of ISO 50001 certifications.
- Electrification and Renewable-Energy Transition — reducing reliance on fossil fuels in industrial processes such as enamel furnaces, boilers, packaging machinery, space heating and forklift fleets. In parallel, increasing the share of renewable electricity across operations, a combination of onsite photovoltaic (PV) systems, the sourcing of Energy Attribute Certificates (EACs) and Power Purchase Agreements (PPAs), complemented by the use of sustainable biofuels.
- High-Impact Greenhouse Gases in Operations — eliminating the use of high global-warming-potential refrigerants (HFCs) in operational systems such as cooling and testing equipment. This includes transitioning to low-impact alternatives and improving refrigerant-management practices to prevent leaks and ensure proper recovery and disposal.

Scope 3 emissions — reductions of approximately 16,600 ktons CO_2e are anticipated by 2030 versus the base year.
Key decarbonization levers to achieve these reductions include:

- Product Energy and Water Efficiency — as product use is the largest contributor to the Group's climate impact, continuous improvement of energy and water efficiency across all major product categories is prioritized. This includes investing in sustainable innovation, increasing the share of high-efficiency products in the portfolio and ensuring alignment with energy-labelling regulations.
- Sustainable Materials — increasing the use of recycled and lower-carbon materials in products to reduce embodied emissions and support circularity. This includes enhancing material traceability and cross-functional collaboration to scale more sustainable-material use.
- Supplier Engagement and Support — close collaboration with suppliers to drive emissions reductions across the value chain, through best-practice sharing, training, disclosure via CDP and support adoption of renewable-energy and science-based targets.
- Logistics Decarbonization — shifting to lower-emission transport modes such as rail and intermodal, reducing reliance on air freight and scaling the use of alternative fuels and electric vehicles for land and sea transport.
- Business Travel — reducing emissions through the use of digital collaboration tools and promoting low-carbon alternatives where travel is necessary.
- High-Impact Greenhouse Gases — phasing out high global-warming-potential refrigerants (HFCs) and transitioning to low-impact alternatives such as hydrocarbons (HCs) across all applicable product lines.



To date, Electrolux Group has achieved measurable progress towards its near-term emission-reduction targets, mainly through renewable-electricity sourcing, energy-efficiency improvements and product innovation. Expected reductions by 2030 are reflected in the figure above and demonstrate continued decarbonization across Scopes 1, 2 and 3.

The Group allocates dedicated financial and human resources to these decarbonization initiatives, primarily through its annual CapEx and OpEx budgets for energy and sustainability projects. Eligible activities may also be financed through green bonds under the Group's Green Financing Framework, specifically within the project categories "Energy efficiency", and "Climate change adaptation".

These actions collectively support Electrolux Group's ambition to achieve net-zero emissions by 2050 while continuing to innovate and lead in sustainable product development.

Greenhouse gas removals, storage and carbon credits
The Group acknowledges that carbon removals will play an important role in the journey to net-zero carbon emissions. However, the current focus remains on emission reductions through efficiency improvements, shifting to renewable energy, ongoing product innovation and continued supplier engagement. While monitoring advancements in greenhouse gas emission removals, the Group is also working to identify areas within its value chain where residual and hard-to-abate emissions are most likely to occur, in order to develop GHG removal strategies for the future.

E1-4 Targets related to climate change mitigation and adaptation

The Group's climate targets are approved by the Science Based Targets initiative (SBTi) and compatible with limiting global warming to 1.5°C. The first climate target, approved by the SBTi in 2018, aimed to reduce absolute Scope 1 and Scope 2 (market-based) emissions by 80%, and Scope 3 emissions from the use-phase of sold products by 25%, by 2025 relative to a 2015 baseline. This target was achieved in 2022, three years ahead of schedule, through investments in energy efficiency, renewable electricity procurement, and product innovation.

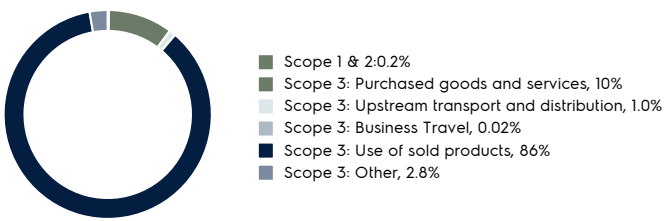
In late 2023, Electrolux Group's second near-term target was approved by the SBTi, expanding the Scope 3 categories to include purchased goods and services, upstream transportation and distribution, and business travel. The new targets set an 85% reduction in absolute Scope 1 and 2 (market-based) emissions and a 42% reduction in absolute Scope 3 emissions (covering approximately 73% of total Scope 3 emissions) by 2030, compared to 2021 baseline. Achieving these targets would equate a 97% reduction in Scope 1 and 2 emissions compared to 2015. In 2021, Electrolux Group's Scope 1 and 2 emissions were 103,000 metric tons CO_2e, and Scope 3 emissions in the target categories totaled 39,503,000 metric tons CO_2e.

The GHG inventory boundaries applied for the climate targets are consistent with those used for reporting under ESRS E1-6.

The Group's near-term targets do not rely on the use of carbon credits or avoided-emissions claims to demonstrate progress; any neutralization of residual emissions (if applicable) will be reported separately and transparently.

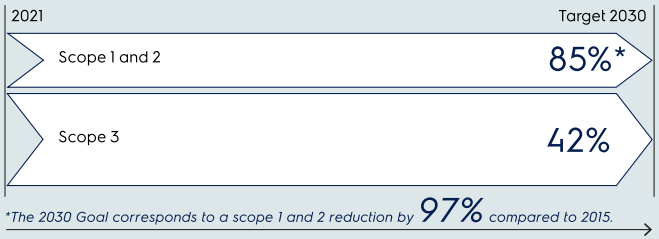
The targets are embedded within the Group's governance frameworks and inform strategic decisions, ensuring continuous progress towards a sustainable, low-carbon future. Progress against these targets is regularly monitored and reviewed by senior management and reported quarterly to the Group Sustainability Board and to the Audit Committee. Updates on climate progress are shared with the Board of Directors and material climate risks are addressed through the Group's ERM framework.

Average carbon dioxide footprint over the lifetime of appliances[1)]



[1)] The pie chart is based on Electrolux Group's total carbon dioxide footprint in 2021 which was used for setting its second science-based climate target."

Electrolux Group has a new and expanded Science Bases Target (SBT 2, set in 2023)
Carbon emission reduction targets



SBT 2 (Base year 2021)
Scope 1, direct emissions,
Scope 2, indirect emissions
Scope 3, other indirect emissions, including categories:

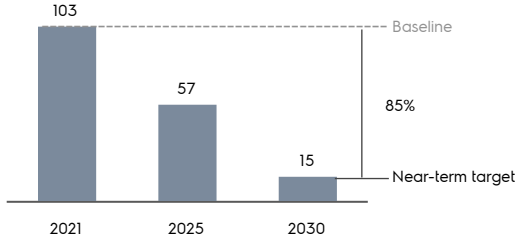
- Purchased goods ans services (new)
- Upstream transportation and distribution (new)
- Business travel (new)
- Use of sold products

By the end of 2025, Electrolux Group had made significant progress toward its climate targets, achieving an overall reduction of 45% in absolute Scope 1 and Scope 2 (market-based) emissions and a 33% reduction in Scope 3 compared to the 2021 baseline. These reductions reflect the Group's commitment to its science-based near-term targets and its ongoing transition to a low-carbon value chain.

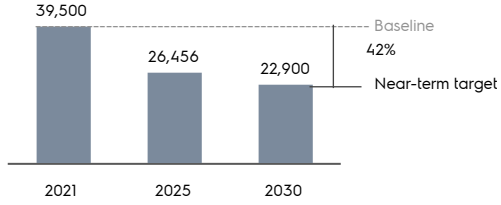
Location-based Scope 2 greenhouse gas emissions were reduced by (29)% and market-based Scope 2 emissions by 54% compared with the base year. Progress remains in line with the initial plan, with performance trends showing steady advancement toward achieving the set climate targets.

In 2025, total GHG emissions—including Scope 1, Scope 2 (market-based), and Scope 3—amounted to 43,506 million metric tons of CO_2e. Compared to the 2021 baseline, GHG savings of 11 million metric tons CO_2e were achieved across the value chain, reflecting continued progress toward the Group's SBTi-aligned climate targets.

Near-term target on scope 1 and 2 greenhouse gas emissions reduction
(kt CO_2e)



Near-term target on scope 3 greenhouse gas emissions reduction
(kt CO_2e)



Decarbonization levers and progress to target
During 2025, the following progress was made:

Scope 1 and 2 Emissions
- A 13% improvement in overall energy efficiency at the Group's manufacturing sites versus 2020 base year, and a 33% improvement in fossil fuel usage efficiency in the same time frame, driven by enhanced energy management, process electrification, and ISO 50001 certifications in place at all Group's manufacturing sites.
- Continued execution of re-engineering investments focused on automation and modularization across five manufacturing sites in Europe and the Americas, supporting resource-efficient operations.
- Conversion of forklift fleets from propane to renewable electricity, with further electrification planned across all sites.
- By year-end, 97% of electricity and 67% of total energy used in operations was sourced from renewable energy sources.

Scope 3 Emissions – Value Chain
- Product Use: Emissions from the use of sold products declined by 35%, primarily due to a combination of product innovations focused on energy efficiency, high-intensity HFCs phase-out, grid decarbonization and lower sales volume (compared to 2021).
- The Group's most resource-efficient products represented 26% of total units sold and 36% of gross profit.
- Transportation: Emissions from land transportation were reduced by 20% and from sea transportation by 28% compared to 2015. Climate impact from air freight was reduced by more than 87% compared to 2021.
- Suppliers: Achieved over 99% response rate from suppliers in the CDP Supply Chain program, compared to an industry average of 47%. Continued engagement, training, and best practice sharing to support emissions reductions across the supply chain.
- High-Impact GHGs: over 99% of products using refrigerants had transitioned away from high-impact HFCs to lower impact alternatives. A full phase-out across all relevant product lines is targeted for completion by the end of 2026.
- Business Travel: Emissions continued to decline, supported by investments in IT infrastructure to facilitate digital meetings.

E1-5 Energy consumption and mix

The Group's energy consumption and mix in 2025, along with energy intensity per net sales, are presented in the accompanying tables. Progress in renewable-energy sourcing and energy-efficiency performance supports the Group's SBTi-validated near-term GHG-reduction targets described in E1-4.

Methodology: Energy data collection
Electrolux Group applies a structured process for collecting and managing energy data across its operations. Data sources include utility invoices (the primary source), meter readings, and supporting documentation related to electricity, natural gas, and other fuels consumed. A centralized global reporting platform has been in place since 2012, allowing each site to report data in a standardized manner. This system automatically converts various energy types and units into megawatt hours (MWh), using a centrally managed conversion table to ensure consistency and comparability across all sites. To ensure the accuracy and reliability of reported energy data, the Group conducts regular internal reviews supported by centralized coordination. In addition, annual external verification is performed by an independent third party to validate the reported figures and enhance transparency.

Energy intensity per net revenue

MWh per million SEK	Comparative	N	% N / N-1
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/SEKm)	5.8	6.0	2.1%

Renewable Energy Classification
The Group's classification of renewable energy aligns with internationally recognized standards such as RE100. This includes electricity procured from certified renewable sources—such as wind and solar—and on-site renewable energy generation, such as solar PV systems. Sites with operational solar installations include locations in Italy, Thailand, Australia, China, South Africa, Mexico, and Sweden. Electricity not meeting the criteria for renewable sourcing is classified as non-renewable.

Methodology: Energy certificates and nuclear exposure
Where Energy Attribute Certificates (EACs) are not applied, the Group uses national electricity grid mixes to assess the proportion of nuclear energy. This approach ensures that total nuclear exposure is accounted for transparently and consistently across all sites, based on the share of nuclear in each country's grid.

Energy efficiency per net sales
All of the Group's activities are in the high climate impact sector "Manufacture". Energy intensity is calculated by dividing the Group's total annual energy consumption (MWh) by its total net sales. For more information, see the Consolidated statement of comprehensive income on page 133 and in Note 1:' Accounting principles for the basis of preparation for net sales on page 139.

Energy consumption and mix

MWh	Comparative (2024)	Year 2025
(1) Fuel consumption from coal and coal products	0	0
(2) Fuel consumption from crude oil and petroleum products	710	1,265
(3) Fuel consumption from natural gas	229,997	226,675
(4) Fuel consumption from other fossil sources	12,148	3,532
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	41,370	24,974
(6) Total fossil energy consumption (calculated as the sum of lines 1 to 5)	284,225	256,446
Share of fossil sources in total energy consumption (%)	36 %	33 %
(7) Consumption from nuclear sources	5,847	0
Share of consumption from nuclear sources in total energy consumption (%)	1 %	0 %
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	0	0
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	499,301	515,282
(10) The consumption of self-generated non-fuel renewable energy	11,561	11,307
(11) Total renewable energy consumption (calculated as the sum of lines 8 to 10)	510,862	526,589
Share of renewable sources in total energy consumption (%)	64 %	67 %
Total energy consumption (calculated as the sum of lines 6, and 11)	795,087	783,035

E1-6 Gross scopes 1, 2, 3 and total greenhouse gas emissions

Electrolux Group calculates its greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol, applying the operational control approach. Please refer to E1-4 for information on the reporting boundaries and exclusion. The Group uses primary data on the GHG accounting for all emissions categories included in its science-based targets (SBTi), which account for approximately 73% of total GHG emissions across the value chain.

The base year for GHG reporting is 2021, aligned with the Group's SBTi-validated targets. No methodological recalculations have been made since the baseline year.

For Scope 2 (market-based), 97% of electricity consumption was covered by contractual instruments such as Energy Attribute Certificates (EACs), aligned with internationally recognized frameworks (e.g., RE100) These instruments include Guarantees of Origin (GoO), I-REC, and US-REC, as well as project-specific contracts.

Methodology: Greenhouse gas emissions calculation

To ensure transparency and consistency in quantifying greenhouse gas (GHG) emissions, the Group follows the guidelines of the Greenhouse Gas Protocol (Corporate and Value Chain Standards) and international best practices. Emissions are classified according to Scopes 1, 2 and 3, and for each category, specific data sources and calculation methods are applied based on activity type and data availability.The application of the GHG Protocol ensures that emission sources and activities are assigned to mutually exclusive scopes and categories, thereby avoiding double counting.

The Group applies emission factors from IEA, DEFRA and EPA databases, which are reviewed annually for consistency. All data for Scopes 1 and 2 are based on metered energy consumption and fuel invoices, while Scope 3 emissions are calculated using supplier-specific data, life-cycle assessments (LCAs), and industry benchmarks. The Group does not have any biogenic emissions. Emission factors are applied using a hierarchical approach, prioritizing supplier-specific or regional data (e.g., IEA, DEFRA, Ecoinvent) before global averages. All global warming potentials (GWPs) are based on the IPCC Fifth Assessment Report (AR5, 100-year values) and applied consistently across all years.

The percentage of Scope 1 GHG emissions from regulated emission trading schemes is calculated as the share of total Scope 1 emissions (tCO_2e) arising from facilities subject to mandatory emission trading regulations (e.g. EU ETS) during the reporting year. In the Group's case, this includes only CO_2 emissions and is fully aligned with the annual GHG reporting period and Scope 1 calculation methodology.

Methodology update – Scope 3 category 1 (Purchased goods and services)

In 2025, the Group adopted an updated methodology for calculating Scope 3 Category 1 emissions, primarily to integrate the product life cycle assessments (LCAs) developed by the Group. These LCAs provide a more accurate and product-specific representation of emissions than the previous calculation approach, enhancing the overall robustness and transparency of Category 1 reporting. The impact of this methodological change on historical emissions is not material, so figures are reported under the new methodology from 2025 onward without restating prior years.

Methodology: Greenhouse gas emissions and intensity

Greenhouse gas intensity: The total full-year greenhouse gas emissions is used as the numerator for the emission intensity metric and the denominator consists of Group total net sales. Read more in the Consolidated statement of comprehensive income on page 133 and Note 1: accounting principles for more on the calculation of net sales on page 139.

Greenhouse gas intensity per net revenue

metric tons CO_2e per million SEK	2025	2024	% N / N-1
Total emissions (location--based) per net revenue	333	329	(99.9)%
Total emissions (market-based) per net revenue	331	327	(99.9)%

Accounting methods for greenhouse gas emissions

Scope / Category	Accounting method / Data type	Rationale / Notes
Scope 1 – Direct emissions	Primary data from invoices and metered fuel use	Emissions from fuel combustion calculated using IPCC 2006 Guidelines and IPCC AR5 GWP values
Scope 2 – Location-based	Primary data on purchased electricity, heat and cooling	Emission factors from IEA country grids applied to capture national electricity carbon intensity
Scope 2 – Market-based	Primary data on purchased electricity, including EACs, heat and cooling	Certified renewable electricity assigned 0 kg CO_2e/kWh; non-certified electricity uses IEA national grid factors
Purchased goods and services	Hybrid method using spend and supplier-specific data	Based on DEFRA and company-specific LCAs and Ecolvent factors
Capital goods	Average spend-based method	Based on US EPA supply chain factors for capital expenditures
Fuel- and energy-related activities	Average data using upstream emission factors	Calculated from upstream energy lifecycle data (DEFRA)
Upstream transportation and distribution	Fuel-based method using logistics data	Mode- and fuel-specific factors applied
Waste generated in operations	Waste-type-specific method	Based on treatment-specific factors (DEFRA, EPA, Ecoinvent)
Business travel	Distance- and fuel-based method	Emission factors from DEFRA and IATA
Employee commuting	Average-data method	Based on commuting distance and mode assumptions
Upstream leased assets	Not applicable	Included in Scope 1 and 2
Downstream transportation and distribution	Hybrid method extrapolated from upstream data	Based on distances and modes for product delivery
Processing of sold products	Not applicable	Electrolux Group does not sell intermediate products
Use of sold products	Direct use-phase emissions	Based on AEC, product lifetime, sales volume and emission factors (e.g. IEA)
End-of-life treatment of sold products	Average data	Based on LCA emission factors by product type and weight
Downstream leased assets	Not applicable	Electrolux Group does not lease out assets to a significant extent
Franchises	Not applicable	Electrolux Group does not operate franchise models
Investments	Not applicable	Electrolux Group does not hold material financial investments

Abbreviations:
IEA – International Energy Agency
DEFRA – UK Department for Environment, Food and Rural Affairs
EPA – United States Environmental Protection Agency
IPCC – Intergovernmental Panel on Climate Change
LCA – Life Cycle Assessment
AEC – Annual Energy Consumption (as defined by product energy efficiency standards)
GWP – Global Warming Potentia
EACs – Energy Attribute Certificates (e.g., Guarantees of Origin, I-REC, US-REC)

Group greenhouse gas emissions

metric ktons CO2e	Total				SBTi near-term target scope			
	Base year (2021)	Comparative (2024)	N (2025)	% N / N-1	Base year (2021)	Comparative (2024)	N (2025)	% N/ Base year
Scope 1 GHG emissions								
Gross scope 1 HGH emissions	83	49	47	-4%	83	49	47	-43%
Percentage of scope 1 GHG emissions from regulated emissions trading schemes (%)	6%	7%	9%	n/a	6%	7%	9%	n/a
Scope 2 GHG emissions								
Gross location-based scope 2 GHG emissions	217	165	153	-7%	n/a	n/a	n/a	n/a
Gross market-based scope 2 GHG emissions	20	15	9	-40%	20	15	9	-54%
Scope 1 and 2 (Market-based) GHG emissions	103	64	57	-12%	103	64	57	-45%
Scope 3 GHG emissions								
Total Gross indirect (scope 3) GHG emissions	54,252	41,604	43,450	4%	39,503	27,108	26,456	-33%
1 Purchased goods and services	5,383	6,667	8,706	31%	1,926	1,674	1,817	-6%
[Optional subcategory: Cloud services and data center services	–	–	–					
2 Capital goods	136	69	46	-34%				
3 Fuel and energy-related activities (not included in scope 1 or scope 2)	15	11	9	-17%				
4 Upstream transportation and distribution	524	330	378	14%	451	284	325	-28%
5 Waste generated in operations	8	5	5	-7%	–			
6 Business travel	10	15	12	-23%	10	15	12	17%
7 Employee commuting	113	86	86	–%				
8 Upstream leased assets	N/A	N/A	N/A					
9 Downstream transportation	250	189	216	15%				
10 Processing of sold products	N/A	N/A	N/A					
11 Use of sold products	46,982	33,608	33,392	-1%	37,116	25,136	24,303	-35%
12 End-of-life treatment of sold products	833	624	600	-4%				
13 Downstream leased assets	N/A	N/A	N/A					
14 Franchise agreements	N/A	N/A	N/A					
15 Investments	N/A	N/A	N/A					
Total GHG emissions								
Total GHG emissions (location-based)	54,552	41,818	43,651	4%	n/a	n/a	n/a	n/a
Total GHG emissions market-based)	54,355	41,669	43,506	4%	39,606	27,173	26,512	-33%

E1-8 Internal carbon pricing

Electrolux Group have implemented an internal carbon pricing model to support its climate-transition strategy and strengthen decision-making across the Group. The scheme applies an implicit carbon price designed to reflect the cost of measures required to achieve the company's climate-related targets. The main objectives are to (i) drive low-carbon investments and (ii) stress-test investment decisions.

The model incorporates several factors when defining the price level, including abatement costs required to meet the Group's climate targets, the price of renewable-energy procurement and insights from climate-related scenario analysis. The methodology builds on abatement-cost estimates for Scope 2 electricity emissions and selected Scope 3 categories—Purchased Goods and Services (Category 1) and Upstream Transportation and Distribution (Category 4).

The scope coverage includes Scope 1, Scope 2 and the identified Scope 3 categories. The model applies a uniform price approach across geographies for analytical purposes, combined with a temporal approach in which the internal price is expected to rise over time. In 2025, Electrolux Group applied an implicit internal carbon price of SEK 750 per metric ton of CO_2e, which is subject to periodic review.

The internal carbon price is considered in capital expenditure, operations and procurement processes, although its application is not yet mandatory or fully integrated across all business decisions. The price is not currently used in financial-reporting processes such as impairment testing, useful-life assessments or fair-value valuation.

Electrolux Group have established a framework to monitor and evaluate the effectiveness of its internal carbon pricing. The approach is reviewed periodically in alignment with SBTi-approved climate targets, financial-planning processes and evolving regulatory developments, ensuring the model remains a relevant tool to guide the low-carbon transition and long-term business resilience.

E1-ES Entity-specific metrics

Product energy efficiency

The Group strives to be a market leader in product energy efficiency in its key categories and markets. A product efficiency metric is integrated into the Group's strategic product planning processes, as well as in management incentives – supported by an analysis of the market position, energy efficiency improvements, regulatory landscape and energy labelling for the coming years.

Product efficiency objectives are designed to contribute toward the Group's climate target. The Group's science-based target aims to reduce its absolute scope 3 emissions by 42% between 2021 and 2030.

The Group tracks and reports year-on-year energy consumption improvements and related carbon footprint reduction for its main product categories. During 2025, an average reduction of 1.2% was achieved at Group level.

Methodology: Product energy efficiency

The Group monitors improvements in product energy efficiency using a normalized energy-use indicator for products sold. The metric is based on the average annual energy consumption of products in the main product categories, weighted by sales volumes, defined according to standard use patterns for each major market. To isolate the impact of product energy-performance improvements, sales volumes and energy emission factors are held constant at base-year levels, while actual product energy-consumption data for the reporting year are applied. This normalization removes the effects of changes in energy grid mix, market size and geographic sales distribution, ensuring that year-on-year variations reflect improvements in product efficiency and portfolio mix. Normalized energy use is monitored on regular basis and tracked annually, comparing it against the baseline year to assess long-term progress and support product development and portfolio decisions.

2025 HIGHLIGHTS

- Updated the Restricted Material List to reflect the latest scientific research and regulatory developments.
- Tested 3,500 components across the product portfolio for chemical compliance.
- Requested information on regulated substances from 470 suppliers to ensure responsible use.

E2 Pollution

Electrolux Group is committed to promoting the well-being of people and the environment by carefully managing chemicals and continuously replacing substances of concern.

The Group's work with pollution is part of For the Better sustainability framework in terms of proactively identifying and eliminating potentially harmful materials from its products. Electrolux Group's products are used in the homes of millions of consumers around the world, and their impact on people and the environment is high on the Group's agenda.

With more than 40,000 commercial substances in use, chemicals must be carefully managed to avoid detrimental impacts on human health and pollution to air, soil or water.[1)]

To meet raising market expectations, the Group has a robust approach to selecting materials for its products, to protect both human health and the environment. By providing more sustainable solutions, Electrolux Group can mitigate pollution-related hazards.

The initiatives reported under this section support the United Nations Sustainable Development Goals number 3, 12 and 17:

E2-1 Policies related to pollution

The Group's **Environmental Policy** covers the environmental aspects of its operations, including the commitment to reducing resource consumption, waste and pollution. The policy refers to the principles of ISO 14001 for chemicals and hazardous substances management. Within the Group Environmental Policy, the Group has a specific directive aimed at substituting and minimizing the use of substances of concern through its Restricted Materials List (RML).

The **Code of Conduct** and the **Workplace Directive** set clear requirements for compliance with environmental regulations across the value chain. These frameworks ensure that all parts of the value chain adhere to applicable environmental laws while also driving the implementation of measurable actions to record, monitor, and minimize pollution to air, water, and soil. Through these structured requirements, the Code of Conduct and the Workplace Directive strengthen environmental management practices and support the Electrolux Group's broader efforts to reduce its environmental impact.

The Group's **Restricted Materials Directive** enables all Electrolux functions (e.g., product development, quality, manufacturing, procurement) to comply with the Group Restricted Material List (RML). This covers all products, including related substances, materials, parts, components and packaging, placed on the market by the Electrolux Group, regardless of whether they are manufactured by the Group or external sources.

The RML classifies substances in different categories based on different requirements. The RML provides a Group-wide approach to chemicals in products. The RML is designed to facilitate compliance with legislation, such as the Restriction of Hazardous Substances Directive (RoHS) and regional chemical registrations, such as the EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH). The RML is also aligned with chemicals regulations around the globe, such as the Stockholm Convention, Montreal Protocol and regulations on per- and polyfluoroalkyl substances (PFAS). The purpose of the RML is to avoid, or communicate information about, materials and substances that (i) may represent hazards to the environment or people, customers or consumers; (ii) could have an impact on end-of-life properties; (iii) could be related to human rights abuses in the supply chain, or that might cause other concerns. By monitoring the presence of chemicals that may potentially constitute a risk, the Group is equipped to respond to new scientific findings. The RML serves to inform suppliers and other stakeholders about unwanted chemical substances and their status according to Group requirements.

In full alignment with the Group's **Product Quality Policy**, chemicals in products are managed through a structured approach designed to prevent, address and resolve issues related to product quality, compliance, and safety. The Group also adopts its **Product Bonding Directive** to ensure effective market interventions and risk mitigation actions. *For more information on how the Group works with product safety, see section S4 on page 125.*

Governance of the policies and directives is overseen by the Group Management, with senior management accountable for implementation, effectiveness, and periodic review. *For more information on governance, see ESRS 2 GOV-1 on page 70.*

E2-2 Actions and resources related to pollution

Maintaining an up-to-date Restricted Materials List

The Group's RML is designed to facilitate compliance with legislation and is an integral part of the Group's contracts with suppliers, which set out the mandatory requirements and clear expectations. The RML is prepared and updated by considering new and upcoming legislation and scientific research globally, as well as demands from customers, consumers and NGOs. The RML is updated yearly and/or upon need based on legal requirements evolution, by a cross-functions working group involving all business areas. Subject experts continuously monitor and discuss upcoming requirements, proactively ensuring having a relevant and up-

[1)] World Health Organization (2022). Guidance on chemicals and health. who.int/tools/compendium-on-health-and-environment/chemicals

to-date RML. Key activities organized by working group include workshops, trainings, stakeholder engagement, communications, and state of the art revision in chemical management.

Relevant global functions coordinate and manage the RML according to the precautionary principle. The chemical requirements listed apply from the design phase throughout product lifecycle and also for suppliers. The Group also works in a preventative way by setting specific phase-out activities when alternatives, both from technical and economic perspectives, are available. For instance, some of the REACH Candidate List substances have been phased out or are currently being phased out.

Phasing out of substances requires a thorough assessment of available alternatives. These need to meet technical feasibility requirements, without compromising quality, safety and compliance. When possible, the Group may introduce stringent specific requirements even before they come into force. For example, in Europe and North America, the Group is already phasing out PFAS in food contact applications.

Implementation through employees and suppliers

To support RML implementation, new guidelines and training for employees and suppliers have been developed and are regularly updated. Together with chemical management tools, this helps to manage the complex global supply chain by tracking relevant data and documentation. With a risk-based approach, selected products and components are tested annually for chemical compliance at Group laboratories and approved institutes according to internal testing programs. > *For more information, see E2-ES on page 96.*

In addition, ISO certification actions take place at all manufacturing sites annually. All the Group's manufacturing sites are ISO 14001 certified, and had implemented a chemicals and hazardous substances management system.

The RML is publicly available on the Electrolux Group website (electroluxgroup.com/rml). The list contains thousands of substances. To enhance user experience and data accessibility, a new substance search feature was developed in 2025. This important achievement was possible thanks to the collaboration between internal and external partners, including selected suppliers.

To address pollution into air, water, and soil, the Group supports suppliers on their sustainability journey through training. Drawing on insights gained within own operations, the Group transfers these learnings to suppliers, enabling them to enhance their environmental performance. In this context, the Group's participation in the CDP Supply Chain Program and the Responsible Sourcing Program represent key additional enablers. > *For more information on the R*esponsible Sourcing Program*, see S2-4 on page 120.*

The Group allocates dedicated financial and human resources to these actions, primarily through its annual CapEx and OpEx budgets for sustainability projects; nevertheless, no significant investments were made during the year. Eligible activities may also be financed through green bonds under the Group's Green Financing Framework, specifically within the project category "Pollution Prevention and Control". These actions collectively support Electrolux Group's sustainability ambition while the Group continues to innovate and lead in sustainable product development.

E2-3 Targets related to pollution

Pollution is identified as a material topic in both upstream and downstream activities through the Double Materiality Assessment (DMA), but not within the Group's own operations. This outcome guided the Group to prioritize other material topics where its direct impact is more significant. As a result, corporate-level targets on pollution have not been adopted. Still, the Group ensures the implementation and continuous review of its environmental and chemical management systems applied to own operations and across the value chain.

Electrolux Group has embedded chemical management into its operational processes, complemented by targeted actions to secure continuous safeguard of substances used in the Group's products and, when needed, support substance phase-out initiatives. Specific data management systems are in place to follow-up on chemical management progresses by monitoring SVHC phase-out plans, the non-conformities rate based on dedicated testing programs, as well as supplier engagement. > *For more information, see E2-ES on page 96.*

E2-4 Pollution of air, water and soil

Across Electrolux Group, emissions into air, water and soil primarily occurs in the value chain. To address these emissions, the Group actively engages with suppliers and regularly review the Workplace Directive.

To track the effectiveness of existing policies and actions related to air, water, and soil pollution, the Group is enhancing supplier engagement and evaluating opportunities to develop meaningful metrics that reflect the extensive work on environmental compliance across the value chain.

E2-5 Substances of concern and substances of very high concern

The use of substances of concern, such as various chemicals, are often required to enhance products sustainability, supporting circularity, longevity, and ensuring safety. Full disclosure of substances of concern is currently not feasible due to insufficient suppliers product data composition and lack of harmonized methodology[1]. Given the nature of the production process behind home appliances, with a high number of materials and components in scope, the complexity of the supply chain is a structural limiting factor for tracking and quantifying such large number of substances. The Group is enhancing supplier engagement and upgrading data systems, striving to enhance reporting. Currently, the Group registers products containing Substances of Very High Concern (SVHCs) according to current European notification obligation SCIP[2] managed by the European Chemicals Agency (ECHA).

The SCIP database ensures that the information on articles containing REACH Candidate List substances is available throughout the entire lifecycle of products and materials, including the waste stage. The information in the database is then made available to waste operators and consumers, but also to other actors in the supply chain, such as NGOs and authorities. Notifications or updates are regularly made by the Group due to new substances being added to the REACH Candidate List or due to the introduction of new articles.

During the SCIP notification process, Electrolux Group makes information available relating to SVHCs, such as product identification, presence and related hazards, application, location, concentration range and Chemical Abstracts Service (CAS) number.

During 2025, Electrolux Group reached out to 470 suppliers globally with a focus on products sold in Europe, for them to provide information on SVHCs according to SCIP obligations.

Electrolux Group tracks the use of substances and related hazards across its manufacturing sites. Data is managed locally and according to the applicable local legislation.

E2-ES Entity-specific metrics

Component testing

Electrolux Group has various chemical testing programs at different sites. The programs are adapted to its specific markets with particular focus on the EU RoHS Directive and RoHS-like legislation that support RML compliance. These testing programs are used to ensure the effectiveness of the actions and processes the Group has in place. > *For more information, see E2-2 on page 95.*

During 2025, 3,500 (3,800) components were tested by the Group in Europe. This included both components used for internal production and in sourced products. For internal production, this represented 13% of the components that have been identified as having a higher risk of containing hazardous substances.

Electrolux Group apply transitional provisions in relations to value chain information while continuing to develop ESRS-aligned metrics and targets

Methodology: Component testing

The reported number of components tested (rounded to the closest hundred) is derived from laboratory records for the reporting period and includes both tests performed on individual components and tests conducted on complete appliances. Components and finished products included in chemical testing programs are selected based on internal risk assessment procedures, consistent with IEC 63000 standard[3]. Criteria considered include the likelihood of restricted substances being present, supplier reliability, historical compliance data, and technological developments. Analyses related to RoHS Directive are performed following IEC 62321 series of standards.

[1] Joint industry letter on need for a harmonised and workable approach to Substances of Concern, sent to the European Commission (September 2025): https://www.applia-europe.eu/images/2025-09-10_Signed_SoC_Joint_Industry_Letter_FINAL.pdf
[2] SCIP-database – Article 9, the Waste Directive and the repeal of certain directives 2008/98/EC. Candidate substances giving rise to very serious concerns and which are actively restricted.
[3] IEC 63000 Technical documentation for the assessment of electrical and electronic products with respect to the restriction of hazardous substances.

2025 HIGHLIGHTS

- Improved manufacturing water efficiency by 24% in potential risk areas since 2020.
- Improved manufacturing water efficiency by 7% in other areas worldwide since 2020.
- Achieved CDP Water Security Leadership level (A-), in recognition of the Group's actions and transparency on water security.

E3 Water and Marine resources

The Group's target was to improve water efficiency in manufacturing by 25% in potential water risk areas and 5% in all other areas by 2025 based on a 2020 baseline.

As a manufacturer of dishwashers and washing machines, Electrolux Group also has an important role to play in supporting consumers to use less water in their homes.

The Group's work with water and marine resources is part of its For the Better sustainability framework in terms of leading in resource-efficient solutions and driving resource-efficient operations.

The Group recognizes the global water crisis, where water shortages and floods are increasingly common, and water quality and ecosystems are degrading. The latest assessments indicate that approximately half of the world's population experiences severe water scarcity for at least some part of the year, and billions of people face unmet water needs.[1] In the home, the average daily water consumption per person is up to 500 liters in certain cities.[2] Consumption has increased globally by roughly 1% per year over the last 40 years and is expected to grow at a similar rate until 2050.[3]

The availability of clean water is crucial not only for the company's operations but also because many of its products depend on it. Addressing water scarcity and quality risks is essential for business continuity and resilience. While the Group's operations are not water intensive, it has a strong commitment to water stewardship due to its global footprint. Since the early 2000s, the Group has implemented structured water management practices across its operations to ensure efficient water use.

The initiatives reported under this section support the United Nations Sustainable Development Goals number 6, 12 and 17:

[1] UN. un.org/en/climatechange/science/climate-issues/water
[2] WBCSD. wbcsd.org/Programs/Cities-and-Mobility/Sustainable-Cities/Blueprint-for-a-sustainable-built-environment/
[3] FN:s rapport om vattenutvecklingen i världen 2023, s. 1. unesdoc.unesco.org/ark:/48223/pf0000384655

E3-1 Policies related to water and marine resources

The Group Environmental Policy establishes the overarching principles for managing environmental impacts, including water stewardship. The Group Environmental Policy, together with the Workplace Policy, Workplace Directive, and Supplier Workplace Standard, also defines requirements for efficient water use, wastewater treatment, and pollution prevention across operations and the value chain. Implementation is overseen by Group Management and supported by site-level environmental management systems (such as ISO 14001 and ISO 50001), with progress monitored through internal reporting and annual disclosures in the Sustainability Report. *For more information on governance of policies and directives, see also ESRS 2 Gov-1.*

E3-2 Actions and resources related to water and marine resources

The Group's water management efforts are part of a broader commitment to reduce environmental impact and promote resource efficiency. Its water strategy uses tools to identify sites in potential water risk areas and set improvement targets.

The Group advances water stewardship through targeted actions, dedicated resources, and stakeholder collaboration to promote sustainable water management across its value chain.

Electrolux Group follows three key steps to address water challenges.

- **Assessing risks** — Using water risk tools to assess water risk throughout its value chain.
- **Acting on the assessment** — Developing a water strategy and setting context-based water targets.
- **Collaborating** — Engaging with internal and external stakeholders.

All actions described in this section are directly linked to the achievement of the Group's water efficiency targets (see E3-3 on page 98) and were implemented within the same target timeframe, covering the period from 2020 to 2025.

Water-efficiency measures in operations

Many of the Group's manufacturing sites have adopted water recycling and reuse processes, with some operating closed-loop systems. Rainwater harvesting systems are in place at sites in Thailand, Brazil, and Australia to reduce dependency on freshwater or groundwater sources.

The Group's ongoing systematic approach includes water use mapping, identification of improvement areas, cost-benefit analysis, and robust action plans to achieve targets. The Group also shares best practices globally through a corporate water management program, which includes monthly reporting on water performance indicators and regular water mapping exercises.

The Group allocates dedicated financial and human resources to these actions, primarily through its annual CapEx and OpEx budgets for sustainability projects, however, no significant investments were made during the year. Eligible activities may also be financed through green bonds under the Group's Green Financing Framework, specifically within the project category "Sustainable water and wastewater management".

These actions collectively support Electrolux Group's sustainability ambition while the Group continues to innovate and lead in sustainable product development.

Collaboration with suppliers
Suppliers collaboration through engagement programs such as the CDP Supply Chain Program enhances environmental performance and addresses water usage collectively.

Water-efficient products
Product development focuses on reducing water use during the product life cycle, with innovations such as SmartSelect, which nudges laundry users toward more efficient programs, and AutoDose, which helps to optimize detergent use in washing machines.

E3-3 Targets related to water and marine resources

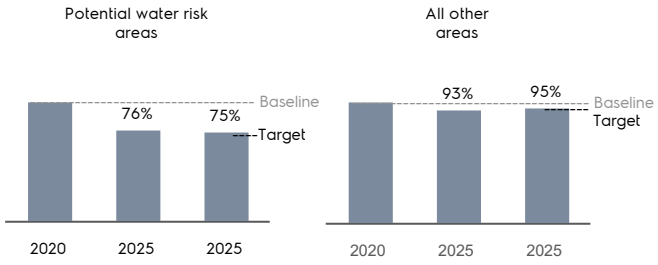
Water efficiency at manufacturing sites
Electrolux Group is committed to reducing the water footprint across its manufacturing operations. The Group's voluntary target was to improve water efficiency by 25% in potential water risk areas and by 5% in all other areas by 2025 based on a 2020 baseline.

During the 2020 base year, the Group's overall water efficiency level was 72 liters of water per standard unit produced. By applying water risk tools with information on water stress, scarcity, quality and regulatory issues globally provide a better understanding of the Group's water risks and set stricter water saving requirements in potential water risk areas.

The targets have been set to promote continuous and feasible improvements in water efficiency while addressing the particular risks and need for intervention in different areas.

The Group has assessed its potential interactions with marine resources and concluded that current activities have limited direct impact. Nevertheless, this area will continue to be monitored to determine future relevance as value chain assessments evolve.

Water efficiency targets
% of baseline



E3-ES Entity-specific metrics

Water withdrawals and efficiency
The Group's water data collection process involves the systematic gathering, recording, and management of water withdrawal information from its operations. Data is primarily collected through utility invoices, supported by meter readings and other relevant documentation that quantify water withdrawal volumes..

Water efficiency at manufacturing sites
By the end of 2025, the Group had improved its water efficiency in potential risk areas by 24% and 7% in other areas since 2020 through water management practices at its manufacturing sites around the world. Although the water efficiency improvement in potential water risk areas was slightly below target, the achieved reduction represents an impactful outcome. The progress reflects the sustained implementation of water management practices and site-specific actions in locations with higher exposure to water-related risks.

At the same time, the Group exceeded its water efficiency improvement target in all other areas, demonstrating effective deployment of water efficiency measures across the broader manufacturing footprint. Together, these results show that the Group is effectively addressing water related risks while maintaining continuous improvement across all regions.

Water efficiency in risk potential areas will remain a priority, with ongoing monitoring and further actions planned to build on the improvements already delivered.

Methodology: Withdrawal categories
The Group has established a global platform for collecting water withdrawal data, where each site reports its own data. This centralized system streamlines the process and converts different units into cubic meters (m3) and liters (L). This is facilitated by an embedded conversion steering table managed centrally by global functions to ensure consistency and accuracy across all reported data, access and data retrieval.

Type	Definition
Fresh surface water	Water from rivers and lakes etc.
Groundwater – renewable	Groundwater from own wells or purchased
Rainwater	Harvested water
Wastewater from other organizations	Reused water
Third-party sources	Municipal water sources

Reporting is divided into two main categories: "All areas" and "Risk areas", with reports for withdrawal and discharges created for both.
Discharges are identified through several different mechanisms. Invoices, metering and engineering estimates. Many of the Group's manufacturing sites have water treatment facilities to allow water re-use within its operations.
Discharge accounting is complex due to its diffuse nature. Water use in a typical manufacturing site is classified by water for sanitary purposes, process water and cooling water. Municipal wastewater treatment plants are subject to sanitary controls.

Discharges
For the current reporting cycle, water discharges are considered equivalent to withdrawals, applying a simplified mass-balance approach (i.e., total water input ≈ total water output). This assumption reflects that most sites discharge water through regulated municipal or onsite treatment systems, and the primary focus of monitoring and performance improvement remains on water withdrawal volumes.

Methodology: Water efficiency
The Group defines "water efficiency" as a key component of For the Better 2030. Each site reports monthly water consumption data, and data is aggregated on a regional and global level against monthly performance indicators. Water efficiency is calculated by dividing the total water withdrawal of a site by the production output volume. The resulting metric is expressed in liters of water per unit produced as expressed bellow:

$$\text{Water Efficiency} = \frac{\text{Total Water Withdrawal}}{\text{Production Output Volume}}$$

"Total water withdrawal" is the amount of water used by manufacturing sites, measured in liters, and "Production output volume" is the total number of units produced by the site.

To ensure comprehensive monitoring and improvement, water efficiency is tracked on both a monthly and year-to-date basis. This approach allows the Group to identify short-term trends, seasonal variations, and long-term progress toward its efficiency targets.

Water withdrawal[1)]

Total water withdrawal from all areas

megaliters

Year	Fresh surface water	Ground water renewable	Rainwater	Wastewater from other organizations	"Third-party-sources, municipal water"	Total water withdrawal
2025	57	1649	5	–	852	2563
2024	46	1850	4	–	916	2816
2023	35	2070	4	–	962	3071
2022	56	2510	4	–	1100	3670
2021	108	2350	1	–	1244	3703

Total water withdrawal from areas with water risk

megaliters

Year	Fresh surface water	Ground water renewable	Rainwater	Wastewater from other organizations	"Third-party-sources, municipal water"	Total water withdrawal
2025	–	–	5	–	264	269
2024	–	–	4	–	302	306
2023	–	–	4	–	294	298
2022	–	–	2	–	352	354
2021	38	78	1	–	436	553

Risk areas defined by the WWF Water Risk Filter.

2025 HIGHLIGHTS

- Developed resource-efficient products, supporting biodiversity and ecosystems.
- Completed the Group's first assessment of potential biodiversity loss across the value chain.

E4 Biodiversity and Ecosystems

Electrolux Group recognizes the critical role biodiversity plays in driving sustainable progress and ensuring the long-term resilience of its business. As part of its sustainability agenda, the Group is committed to proactively integrating biodiversity considerations into decision-making and operational practices across all manufacturing sites.

The Group's work with biodiversity and ecosystems is integrated into the Group's broader sustainability agenda. The Group acknowledges that biodiversity is fundamental to sustainable progress and the resilience of its business over time. Biodiversity and ecosystem health—encompassing genetic diversity, species variety, and a range of habitats—are vital to both the natural world and human well-being.[1)]

The Group's operation and activities across the value chain have direct and indirect effects on biodiversity and ecosystems. As a manufacturing industry, the Group's direct effects are associated with emissions from manufacturing sites. Conversely, indirect effects, are associated to upstream operations (e.g., extractions of raw materials), and downstream operation (e.g., consumer use of products).

As part of the Group's sustainability agenda For the Better, the Group continues to explore how to best preserve biodiversity and ecosystems across value chain, by providing more sustainable solutions.

The initiatives reported under this section support the United Nations Sustainable Development Goals number 12 and 15:

[1)] IPBES Science-Policy Platform on Biodiversity and Ecosystem Services: ipbes.net/nexus-assessment

E4-1 Transition plan and consideration of biodiversity and ecosystems in strategy and business model

Electrolux Group's approach to biodiversity is grounded in a science-based understanding of how its value chain interacts with nature. Electrolux applies the LEAP (Locate, Evaluate, Assess, Prepare) methodology, as recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), to systematically identify, assess, and manage its impacts and dependencies on biodiversity and ecosystems.

In 2025, the Group performed a detailed materiality analysis and assessment across the value chain, to identify impacts and financial effects of biodiversity loss. This revealed most of impacts on biodiversity and ecosystems to be found in upstream and downstream operations. All considered impacts across the value chain have a potential negative impacts on biodiversity in the absence of prevention or mitigation actions. *For more information on material impacts, see SBM-3 on page 64.*

Biodiversity assessment

Across the Electrolux Group's value chain, the use of products by consumers represents the largest dependency-related biodiversity risks. These risks are primarily linked to greenhouse gas emissions, water pollution, and detergent use, and vary depending on local conditions such as the origin of electricity, water management practices, detergent types, and consumer behavior. Excluding product use, the most significant potential impacts are associated with upstream activities, particularly the extraction and manufacturing of raw materials like steel, aluminum, and plastics, as well as logistics and transportation. Key biodiversity-related risks in these areas include disturbances, freshwater and seabed use, greenhouse gas emissions, toxic pollutants in soil and water, and the introduction of invasive species.

For Electrolux Group-owned sites, potential biodiversity impacts are more limited and include disturbances, water usage, water pollution, and greenhouse gas emissions. All these impacts are already embedded into the Group's sustainability agenda and its implementation is aligned with the ISO 14001 environmental management system which includes biodiversity considerations. This indicates that all steps to prevent negative impact on biodiversity and ecosystems are in place. Monitoring of biodiversity and ecosystems-related physical, transition and systemic risks linked to Groups' manufacturing sites, is part of the annual environment assessment.

Methodology: Biodiversity assessment

The applied methodology for the biodiversity assessment was based on ENCORE dataset, Biodiversity footprint analysis using Life Cycle Assessment (LCA) methods, WWF Biodiversity Risk Filter, and desktop research. The assessment was conducted by the Environmental Sustainability team at Electrolux Group, assisted by external specialists.

E4-2 Policies related to biodiversity and ecosystems

The Electrolux Group Environmental Policy establishes key principles to support Group's commitment to protect the environment as set in the Group's Code of Conduct. Within the Group Environmental Policy, that also refer to ISO 14001 containing implications on biodiversity, the Group address biodiversity in the Group Workplace Directive.

The Group Workplace Directive outlines the structured approach for Electrolux Group to assess environmental aspects and processes including biodiversity and deforestation in own operations and across the value chain on an annual base. The Directive supports the implementation of measurable actions aimed at preventing biodiversity loss in own operations. In particular, it prevents operations in High Conservation Value Areas (areas with significant or critical importance due to their high biological, ecological, social, or cultural values). Moving forward, the Group is planning to revisit current policy/directive to address, where technically feasible, traceability of products, components and raw materials across the value chain in relation to biodiversity and ecosystems. In addition, by further evolving current ambition on biodiversity and ecosystem, the Group will explore ways to start tracing effectiveness of its policies .

Governance of the policies and directives is overseen by the Group Management, with senior management accountable for implementation, effectiveness, and periodic review. > *For more information on governance, see ESRS 2 Gov-1 on page 70.*

E4-3 Actions and resources related to biodiversity and ecosystems

For Electrolux Group-owned sites, prevention of biodiversity loss is integrated into the Group's broader sustainability agenda - currently under For the Better framework - which focuses on climate, water, resource use and pollution. In line with the outcomes from the biodiversity assessment, these efforts support the prevention of biodiversity loss and align with the ISO 14001 environmental management system certification - 100% of Group manufacturing sites were ISO 14001 certified by end of 2025.

Currently, indigenous knowledge is not integrated into biodiversity-related actions. This will be addressed as part of the ongoing biodiversity strategy definition.

Biodiversity significance assessment of sites

The level of biodiversity significance of the Group's sites is assessed annually, based on proximity to latest publically available list of Key Biodiversity Areas (KBAs) and other Protected Areas (PAs). The results of the assessment are communicated to each local team and included in the annual environmental assessment of the site in line with Group Workplace Directive requirements. For sites with high biodiversity significance, a revision of the existing environmental mitigation actions will be defined during 2026. This is in alignment with KPIs and targets included in material topics for own operations (e.g., climate, water, and pollution).

Resource-efficient products

Through the development and deployment of resource-efficient appliances and more sustainable packaging solutions, Electrolux Group contributes to the preservation of biodiversity and ecosystems. By reducing energy and water consumption, reducing chemical use (incl. detergents), and promoting circular material flows, these products help lower emissions, reduce pollution, and limit resource extraction. These ongoing efforts contribute to the protection of biodiversity and ecosystems, reinforcing the Group commitment to more sustainable living and environmental stewardship.

Awareness on biodiversity

As part of our sustainability framework for For the Better, the Group explores opportunities to support biodiversity and strengthen local community engagement around environmental preservation.

Since 2020, one of the larger manufacturing site located in Italy, collaborates with local beekeeper for onsite production of honey. The project supports pollination of native flora and habitat conservation. In addition, it is an example of community engagement. Over the year, the project hosts about 50,000 bees producing two types of honey.

In North America, adoption of wetlands for rainwater balancing have been showed to preserve local ecosystems. These offer breeding grounds, food sources, and shelter, while acting as ecological buffers, improving water quality and regulating climate, which further enhances the resilience of surrounding ecosystems.

The Group allocates dedicated financial and human resources to these actions, primarily through its annual CapEx and OpEx budgets for sustainability projects; nevertheless, no significant investments were made during the year. Eligible activities may also be financed through green bonds under the Group's Green Financing Framework. These actions collectively support Electrolux Group's sustainability ambition while the Group continues to innovate and lead in sustainable product development.

E4-4 Targets related to biodiversity and ecosystems

Electrolux Group recognizes the importance of preventing biodiversity loss as part of its commitment to sustainable development. Biodiversity considerations are integrated into our broader sustainability agenda, which prioritizes climate action, water stewardship, responsible resource use, and pollution reduction. In line with the Group's biodiversity assessment, potential biodiversity impacts are linked to disturbances, water usage, water pollution, and greenhouse gas emissions, where specific targets are in place. These areas are addressed through existing environmental targets and initiatives.

While the Group remains committed to continuous improvement and transparency in this area, at present, corporate-level targets focused on biodiversity and ecosystems are not adopted. > *For more information on climate, pollution, and water targets and initiatives, see E1, E2, E3, and E5 respectively.*

E4-5 Impact metrics related to biodiversity and ecosystems change

Biodiversity significance assessment of sites

Across Electrolux Group's global operations, 2 manufacturing sites were identified having high biodiversity significance being in or adjacent to Key Biodiversity Areas (KBAs). In total, these sites cover an area of 76 hectares.

In line with the results of the biodiversity assessment, all manufacturing sites have found to have no negative impacts on biodiversity and ecosystems, thanks to the environmental monitoring and mitigation plan in place.

Methodology: Sites biodiversity significance assessment

In the absence of an applicable standard methodology, Electrolux Group applied the Integrated Biodiversity Assessment Tool (IBAT) including guidance from the United Nations Environment Program (UNEP). Site significance is evaluated based on distance from areas with biodiversity relevance. These are defined based on publicly available information found in the World Database of Key Biodiversity Areas (WDKBA), Natura 2000, UNESCO World Heritage sites, and the World Database on Protected Areas (WDPA). Among these, higher relevance is given to KBAs found in WDKBA.[1)] A conservative buffer of 20 km was applied for manufacturing sites.[2)] Within the buffer zone, a site is designated having high biodiversity significance if it is located less than 2 km from KBAs, medium to a distance of 2-6 km from KBAs or less than 6 km from other protected areas, and low to a distance of 6-20 km from KBAs or other protected areas.

Metrics related to climate change, pollution, and other

Monitoring the impacts of operations in manufacturing sites on biodiversity, is integrated into the Group's broader sustainability agenda, which focuses on climate, water, circularity, and pollution. *For information on metrics related to material topics climate change, water, and resource use, see E1, E3, and E5 respectively. For information on the non-material topic pollution, see E2.*

[1)] KBAs are identified using globally consistent, quantitative criteria developed by the International Union for Conservation of Nature (IUCN). This ensures that every KBA, regardless of location or habitat type, has a measurable importance for biodiversity at global, regional, or national levels.

[2)] In the absence of standard approach, a 20km buffer was applied. Such buffer it usually applied to oil and gas operations on lands, which tends to have significantly higher impacts on disturbances, water, resources, and air when manufacturing sites for home appliances.

2025 HIGHLIGHTS

- Recycled steel and plastic accounted for 23% of the materials used in the products manufactured by the Group.
- Recycled or recovered over 99% of manufacturing waste, underscoring the Group's strong commitment to circularity.
- Raised the average Repairability Index to
- 8.5 (out of 10), marking the third consecutive annual increase.

E5 Resource use and Circular economy

Electrolux Group has a target to achieve 35% recycled content in core materials (steel and plastics) used in own manufacturing operations, by 2030. It has also a waste management target to certify all its finished goods manufacturing sites as Zero Waste to Landfill by 2025.

Electrolux Group will contribute to the circular economy by integrating recycled materials into its product platforms, promoting recyclability, using more sustainable packaging solutions, increasing the availability of spare parts to repair its products, and developing more circular business solutions. The Group's work with resource use and circular economy is part of its For the Better sustainability framework in terms of driving resource-efficient operations and offering circular products and business solutions.

As the global middle class continues to grow, the demand for material resources, such as steel, plastic and electronic components, will increase.[1] At the same time, many industries are based on virgin materials that are non-renewable and fossil based. For example, more than 400 million metric tons of plastic are produced globally each year and only about 12% comes from recycled materials.[2]

According to the 2025 Circularity Gap Report by Circle Economy, only 6.9% of the resources used globally are cycled back into the economy.[3] The report stresses the need for a circular economy that makes better use of resources to prevent further and accelerated environmental degradation and social inequality. A more circular approach to materials can often also help reduce greenhouse gas emissions. Consumers are increasingly demanding more circular products and solutions. This includes everything from recycled materials incorporated into products and more sustainable packaging, to solutions that enable them to extend the lifespan of their products.

The initiatives reported under this section support the United Nations Sustainable Development Goals number 8, 9, 12 and 17:

[1] Visual Capitalist. 113Million People Will Enter the Global Consumer Class in 2024. visualcapitalist.com/113-million-people-middle-class-2024/#
[2] Improving Plastics Management: Trends, policy responses, and the role of international co-operation and trade | OECD Environment Policy Papers | OECD iLibrary (oecd-ilibrary.org)
[3] Circle Economy Foundation. https://circularity-gap.world/2025

E5-1 Policies related to resource use and circular economy

The **Group Environmental Policy** establishes key principles to respond to Group's commitment to protect the environment as set in the Group's Code of Conduct. The Policy empowers the Group to develop solutions aimed at reducing environmental impact throughout the entire life cycle of its products—encompassing raw material sourcing, production, transportation, usage, and end-of-life disposal. To support the transition away from virgin resources and promote the adoption of more sustainable alternatives, including renewable and recycled materials, the Policy mandates active engagement with suppliers, including recyclers. It also establishes targets for continuous improvement across key environmental dimensions.

In parallel, the Group's **Purchasing Policy** directs operations to deliver enhanced value through improved performance, quality, flexibility, resilience, and leadership in sustainability and innovation. This approach reflects the principles of eco-design.

Additionally, the Group's **Workplace Directive** facilitates the implementation of measurable actions aimed at preventing and minimizing waste, thereby accelerating the shift toward more circular practices and business models. Notable examples include the Circularity Roadmap, the recycled content targets for core materials, and the Zero Waste to Landfill program.

Governance of the policies and directives is overseen by the Group Management, with senior management accountable for implementation, effectiveness, and periodic review. > *For more information on governance, see ESRS 2 Gov-1 on page 70.*

E5-2 Actions and resources related to resource use and circular economy

Electrolux Group's Circularity Roadmap was reviewed in 2025, and it is based on three principles: Use Less, Use Longer, and Use Again. These principles set the basis for the Group long-term ambition in implementing a circular business and it is integrated in For the Better Sustainability framework. In addition, the Group's waste management strategy aims to prevent, recycle, and recover waste generated during the manufacturing process.

The Group embeds circularity through collaboration across its value chain. Internally, design, R&D, and operations integrate circular principles into products and processes. Externally, the company works with suppliers on more sustainable materials, waste reduction and management, and engages consumers on repair, reuse, and responsible end-of-life solutions.

Use Less

The Use Less principle focuses on optimizing material use through simplified design and thoughtful deployment of recycled materials in products and packaging.

The Group has stepped up its efforts to increase the proportion of **recycled content in its products**, including setting a target on recycled

content in core materials as described in E5-3. Guidelines are also in place to evaluate recycled plastic formulations, adopt a systematic approval process, and ensure material's quality.

The Group also continued to proactively demand its Original Equipment Manufacturer (OEM) suppliers to source recycled plastics for the products they deliver and to forge long-term supplier partnerships to develop new recycled plastic formulations. Such ongoing initiatives will help the Group to increase the proportion of recycled plastic it uses in its products, while reducing upstream waste generation associated to virgin plastic production. The Group also signed an initial agreement with a European steel supplier for a more sustainable steel option. This steel will be produced with electricity from fossil-free sources and green hydrogen instead of coal.

Use Longer

The Use Longer principle focuses on designing solutions and services that enable products durability, upgradability, and repairability.

As an example, the Group's **fixed-price repair service** continues to be well received in Europe and across all of our covered markets in the United States. The service is designed to alleviate consumer cost concerns by ensuring there are no hidden costs to repair and extend the lifespan of their products. Certainty regarding the cost of repair can encourage consumers to repair a product rather than replace it. The service draws on the **Group's extensive spare parts availability** and well-developed service organization. For Europe, the terms of this service are currently under revision to align with the EU legislation (Directive 2024/1799 on common rules promoting the repair of goods).

Use Again

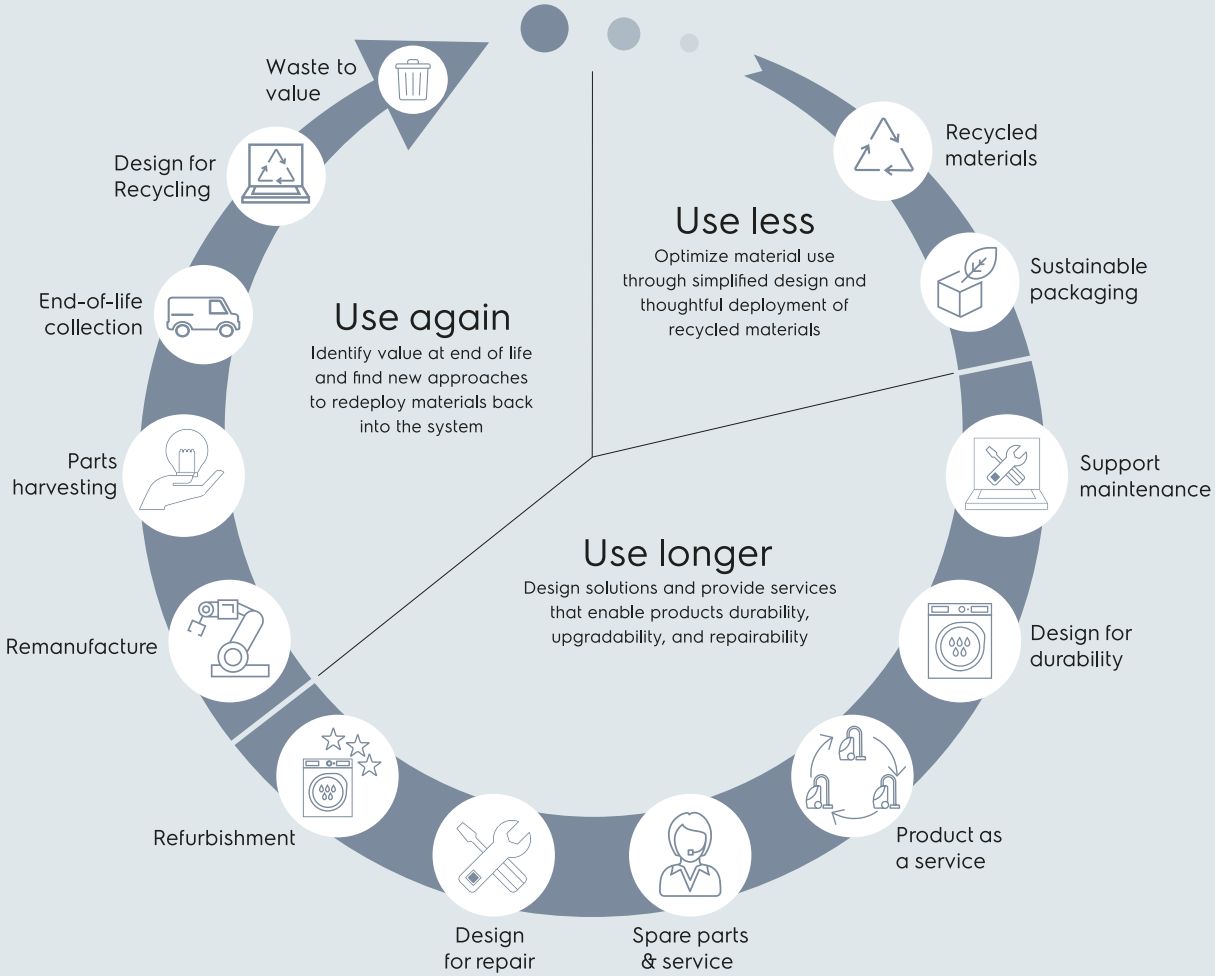
The Use-Again principle focuses on value at end of life and find new approaches to redeploy materials. Electrolux Group has compliance schemes in place for handling the take-back and recycling of discarded appliances in all countries where Waste Electrical and Electronic Equipment (WEEE) regulations apply.

In Latin America, Electrolux Group Brazil operates a full **Reverse Logistic program,** a nationwide initiative that enables customers to responsibly dispose of old appliances through various services, such as the "Coleta e Descarte Consciente" (Conscious Collection and Disposal) service. In Brazil, the regulation of WEEE reverse logistics is governed by Federal Decree 10.240/2020, which establishes progressive targets for the collection, treatment, and disposal of WEEE, with annual goals based on the total volume placed on the market in 2018 as the reference year.

The Group is expanding **refurbishing and remanufacturing** opportunities, across regions. In 2025, the focus was in Latin America with an internalized project and a partnership aiming to refurbish damaged products for the local market.

Pilot projects in Thailand and Latin America are exploring new technologies that convert **waste into valuable resources**. In particular, recycling resins such as PP, PS, and ABS[1)] represent an important area of innovation, targeting materials that are currently mostly discarded at end-of-life.

Circular economy: Value from resourcefulness



The **Zero Waste to Landfill** program is the Group's main initiative to prevent and minimize disposal of waste generated from its finished goods manufacturing sites to landfill. In 2025, the Group reached an impressive milestone with over 99% waste directed to recycling or energy recovery, leading less than 1% going to landfill or incineration without energy recovery.

This global initiative follows the waste management hierarchy, prioritizing actions that prevent and minimize waste — including re-use, repair, remanufacturing, and repurposing — before considering recycling, energy recovery, or disposal. This approach improves resource efficiency and lowers the environmental impact of residual waste. As part of the program, annual third-party audit reviews implementation of the waste management practices at each manufacturing site. The certification requires that the amount of waste sent to landfill or incineration without energy recovery is less than 1%, and that the waste sent to waste-to-energy facilities is less than 3%. > *For more information about the program's targets, see E5-3 on page 104, its implementation in E5-5 on page 105, and the progress in E5-ES on page 106.*

Sending less waste to landfill can help mitigate environmental pollution and degradation, conserve natural resources, reduce the amount of land needed for landfill, promote recycling and reuse initiatives, and foster responsible consumption habits.

In parallel to the Zero Waste to Landfill program, **IT-waste** (e.g., computers) are processed by a certified third-party provider under a global service agreement. In 2025, the agreement covered 55 countries. Whenever possible, equipment is refurbished and resold, with a share of the revenue returned to Electrolux Group. If refurbishment is not feasible, the equipment is recycled with recovery of material-value.

The Group allocates dedicated financial and human resources to these actions, primarily through its annual CapEx and OpEx budgets for sustainability projects; nevertheless, no significant investments were made during the year. Eligible activities may also be financed through green bonds under the Group's Green Financing Framework, specifically within the project category "Circular economy adopted products, production technologies, and processes". These actions collectively support Electrolux Group's sustainability ambition while the Group continues to innovate and lead in sustainable product development.

E5-3 Targets related to resource use and circular economy

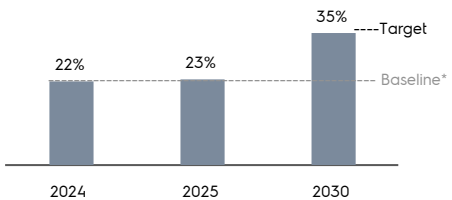
Recycled content in core materials

The Group voluntary target on recycled content in core materials — steel and plastics — used in products manufactured by the Group is set at 35% by 2030.

In 2025, the Group increased recycled content in core materials compared to 2024 baseline, reaching 23%. In parallel, to enhance data collection and transparency across the material value chain, a detailed revision of the data collection process for tracing and validating recycled content in core material was completed. As a result, the Group developed a internal standard - based on ISO 14021:2016 - to collect and analyze primary data on recycled material coming from both its procurement function and its raw materials suppliers. In this way, the Group improved its ability to trace performance related to business area- and product line-specific targets, and effectiveness of implemented actions. The completion of this step was an important enabler to progress toward the 35% target.

This target drives circular design and increases circular material use rate, while contributing to reversal of depletion of stock of renewable resources. For circular design, the adoption on recycled materials enable R&D and design teams to prioritize use of materials that can be reintegrated into production loop (e.g., selecting material that maintain quality after multiple recycling cycles). This has a direct impact on material recycling, given the increasing demand of secondary raw materials (e.g., end-of-life products becomes feedstock for new materials to turn into new products). Furthermore, a reduction in use in virgin plastic and steel, reduces the overall energy and resource intensity needed upstreams in the value chain (e.g., production of recycled steel requires much less energy than conventional processes).[2)]

Recycled content in core materials



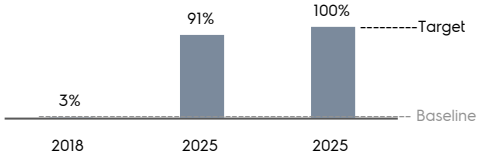
*Updated from the previously reported 21% based on updated supplier information regarding material composition.

Zero Waste to Landfill

For 2025, the Group had the voluntary target to extend the Zero Waste to Landfill third-party certification at all finished goods manufacturing sites compared to 2018 baseline. However, three sites located in Ukraine and the United States did not meet the certification criteria. These site were subjected to external challenges — such as limited recycling infrastructure, market conditions where recycling has become increasingly difficult, and geopolitical conditions — delaying the completion of the certification process. Nevertheless, the Group remains committed to achieve the target as soon as technically feasible. The target aligns with the principles of the EU Directive 2008/98/EC. Additionally, it supports the EU Circular Economy Action Plan by adhering to the Commission's objectives to "significantly reduce total waste generation and halve the amount of residual (non-recycled) municipal waste by 2030" and to "enable greater circularity in industry".

To ensure accountability and track progress, annual certification targets have been established. The Group and business area coordinators for the program conduct monthly monitoring of the number of certified sites and the percentage of waste sent to landfill or incineration without energy recovery. > *For more information on waste stream composition and certified sites, see E5-5 on page 105.*

Share of finished goods manufacturing sites certified to Zero Waste to Landfill



E5-4 Key products and materials in inflows

Key materials used to manufacture the Group's products include critical materials according to the EU: aluminum, glass and ceramics, other metals, stainless steel and steel.[3)] The Group's products also require electronics that contain rare earth metals and a wide range of other materials such as plastics and packaging. > *For more information on the Group's entity-specific metrics, see E5-ES on page 106.*

In 2025, the absolute weight of secondary materials used to manufacture the Group's products and services was 155 metric ktons.

Own operations

The processes at the Group's manufacturing sites are primarily: assembly, metal forming, enameling, painting and plastic extrusion. These processes require equipment such as presses and cutting machines, enameling furnaces, paint shops and extruders.

Detailed information down to product category level on the Group's material use is available for 95% of its total product mass.

[1)] Acrylonitrile Butadiene Styrene (ABS), Polystyrene (PS), and Polypropylene (PP)
[2)] WorldSteel. https://worldsteel.org/wp-content/uploads/Fact-sheet-Energy-use-in-the-steel-industry.pdf
[3)] European Commission, Study on the Critical Raw Materials for the EU 2023 – Final Report

Upstream value chain processes

Type of material	Significant process	Source process
Aluminum	Aluminum production — smelter	Bauxite mining
Steel	Steel production — BOF or EAF	Iron and alloy mining
Other metals	Smelters	Mining
Glass and ceramics	Glass smelters	Silica extraction
Plastics and rubber	Petrochemical processes	Oil extraction
Electronics	Assembly of components	Combination of above

Total weight of products

mectric ktons	2025	2024	2023
Aluminium	44	45	43
Steel	709	633	587
Other metals	62	58	53
Glass	109	97	91
Plastics	379	347	315
Packaging	60	59	54
Electronics	24	20	19
Others	299	288	266
Total	1,685	1,547	1,429

Note: Metals and plastics contain recycled materials.

Methodology: Total weight of products
The total product weight or mass (metric tons) is calculated by considering the quantity sold during the year by individual entities and their respective total masses. This metric is accurate without significant estimations.

The Group uses a Material Footprint dashboard for quantifying and tracking material use over time. The material content (i.e., share of steel, aluminum, plastics) per unit product is multiplied by product volumes for a given year, including internal production and sourced products, to calculate the total mass of materials. The material content for each product category comes from the Bill-Of-Materials (BOMs) for selected representative products collected as part of the inventory phase of the Life Cycle Assessment (LCA) studies. Disassembly activities are also used to create the detailed BOMs if there is the need to improve the data granularity either internally or from suppliers.

LCA studies per major representative category are used to extrapolate details on materials and product compositions. A representative product is a specific appliance within the Group's portfolio used to represent the entire range of similar appliances. The selection of representative products is mainly guided by the annual sales of products (i.e., products with the highest production volume are often chosen as they have the most significant impact on the overall portfolio footprint), product features (i.e., common features and structural aspects within the same product category), and market relevance. The Group's LCA methodology for appliances is validated in accordance with ISO 14040:2006 and ISO 14044:2006.

Methodology: Percentage of biological materials (and biofuels) that are sustainably sourced
The Group favors responsibly sourced fiber-based packaging wherever possible, considered from a technical and financial perspective. Currently, a limited amount of sustainably sourced materials is used. In terms of weight,the amount of biological materials sustainably sourced is negligible vs total product weight.

Methodology: Weight of secondary materials used to manufacture the Group's products
The weight, in both absolute value and percentage, of secondary materials used to manufacture the Group's products is calculated based on purchased core material, excluding components, intermediate products and packaging. Moving forward, stakeholder dialogue aims to improve the granularity of suppliers' data on secondary reused or recycled components, secondary intermediate products, and packaging.

E5-5 Key products and materials in outflows

Key products and materials
The Group's taste, care and wellbeing product lines use the following key materials: carbon steel, plastics, stainless steel, copper and aluminum. *For more information about Electrolux Group's product groups, see page 3 and page 12.*

Expected appliance durability
Today there is no definitive benchmark for the durability of an appliance that all manufacturers use and compare to. Additionally, geographical regions see differing averages due to varying regulations and consumer usage patterns. The horizontal standard EN 45552:2020 provides a general framework for durability, but product-specific standards are still required. A common benchmark would require the global harmonization of standards and usage methods for verifying durability statements in reliable, repeatable and reproducible manner. The Group monitors various metrics and standardization activities (e.g., CENELEC TC59X/WG23) that together account for the durability of a product, including quality metrics, consumer ratings and repair rates. In 2025, the first harmonized product-level reliability standard for washing machines, EN 50731:2025, was published. The standard is still undergoing validation, and there are concerns about the feasibility of market surveillance due to the long testing times required.

The Group promotes the effective use of the Design for Reliability approach in all product lines through the internal educational program Reliability Excellence Program (REP). By learning to integrate reliability considerations from the earliest phases of product development, engineers are empowered to make design choices that prevent premature and disappointing failures. Avoiding such failures not only ensures a positive long-term consumer experience, but also reduces unnecessary resource consumption, logistics, and waste, making reliability a direct contributor to durability.

Product repairability
Under the Ecodesign for Sustainable Products Regulation (ESPR) and the Directive on the Repair of Goods, the EU introduced ambitious requirements to enhance product lifetime. In particular, from July 2026 consumers have the right to repair their products within a reasonable time and for a reasonable price. The Group regards these provisions as guiding principles for product design and servicing standards globally.

The Group has developed an Electrolux Design For Repairability Guideline aimed at supporting designers during the early stage of product development to enhance the repairability of its appliances. It provides a set of design criteria (e.g., easy identification, separation and handling of appliance components, accessibility) and measurable repair-related metrics (e.g., disassembly steps/depth, fasteners and joint type, tool type) that directly influence product development. The guideline is based on the state of the art of repairability assessment methods and is linked with the existing regulations on repairability (French law 2020-105 and the decree 2020-1757) and available standards (e.g., the EN 45554:2020). In addition, it identifies design improvements in various regions and updates the guideline to help improve the overall quality and sustainability of its products globally.

Some early indications of its performance can be seen in scores for the French "Repairability Index". The index was created by the French Ministry of Environment in 2020 and was the first formal method for assessing and comparing the repairability of products at a national level. The French index applies to some of the Group's product categories, including washing machines, dishwashers and vacuum cleaners. The index assesses five criteria to ultimately provide a score out of 10: documentation, disassembly, availability of spare parts, price of spare parts, and product-specific aspects.

For washing machines, France extended the "Repairability Index" to "Durability Index" including reliability and warrantee parameters in the overall evaluation. Similarly, Belgium recently adopted a index for repairability, while at the EU level a repairability index will be introduced for tumble dryers and vacuum cleaners by 2027.

In 2025, the average Repairability Index for the Group's products portfolio in France was 8.5. Vacuum cleaners average 8.4, dishwashers average 8.6 and washing machines average 8.4.

Repairability index in France

Index score (0-10)	2025	2024	2023
Total	8.5	7.9	7.6
Vacuum cleaners	8.4	6.7	6.4
Dishwashers	8.6	8.2	8.3
Washing machines	8.4	8.2	8.1

Product recyclability
The ESPR in the EU also concerns product recyclability and recycled content. While recyclability is not systematically measured, the Group strives to continuously increase its knowledge of the environmental impact of its products. Internal assessments of recyclability have been conducted on certain products in Europe, using a standardized method (EN 45555: 2019), and in collaboration with e-waste recyclers. The Group shares material, design and production improvements across regions to enhance the recyclability of its products globally.

The Group also monitors standardization activities (e.g., IEC TC111, CEN CENELEC JTC10) and state of the art recycling and recovery processes to predict the recyclability rates of materials already at the design phase of appliances.

Approximately 66% of the materials in the Group's products are recyclable. The composition of products varies by type of category (i.e., refrigerators, ovens, washing machines, etc.) but it consists primarily of metals and plastics. Those materials can be recovered if the appliances are disposed of properly. Other materials pose a special challenge for recycling (e.g., foam). Some of them can even be harmful if they are not disposed of professionally (e.g.refrigerants). Therefore, recyclability ratio

varies from product to product. In addition, recycling rates for materials vary country by country, depending on collection and sorting infrastructure, efficiency of recycling technologies, and e-waste management regulations.

In terms on recyclability of packaging, approximately 43% of the Group's packaging materials are recyclable. Regional variations may occur depending on the availability and effectiveness of local waste management and infrastructure (e.g., collection, sorting), and recycling technologies, which can influence the practical recyclability of packaging materials.

Methodology: Recyclable content in products
Value was estimated according to recycling rate of materials from e-waste recyclers, EU EUROSTAT e-waste statistic, US EPA, industry associations (e.g. abal.org.br, abiplast.ogr.br), and to Group's material footprint. The term recyclability refers to the ability of an appliance to be recycled at the end of life (e-waste stream) according to the technical specification IEC TR 62635:2012 (excluding energy recovery, and the reprocessing into fuel-materials or for backfilling operations). For key materials, the applied recycled rates is reported in the table below.

Recycling rates applied to key materials

Material	%
Aluminium	90
Steel	90
Iron	90
Copper	90
Glass	85
Plastic (PP, PE, ABS, PS)	75
EEC (PCB, cables)	30

Methodology: Recyclable content in packaging
Recyclability of packaging is based on weight. The value was estimated according to regional recycling rate of relevant packaging materials (e.g., cardboard, EPS, LDPE) from various data source, such recyclers, EU EUROSTAT packaging waste statistic, US EPA, industry associations (e.g. globaleps.org, ibratec.com, abiplast.ogr.br), and to Group's material footprint. The term recyclability refers to the ability of material used in packaging to be recycled at the end of life, excluding energy recovery, and the reprocessing into fuel-materials or for backfilling operations.

Waste streams and the composition of the waste

The Electrolux Group Zero Waste to Landfill program requires that its finished good manufacturing sites report their monthly waste data in a standardized way at Group level to ensure comparability. Across all waste generated, the most relevant waste streams for the company's manufacturing sites are metal waste and packaging materials. In 2025, 56% (56%) of waste was metal, 15% (15%) paper and cardboard, 12% (12%) wood and 6% (6%) plastic. The remaining 18 waste groups account for less than 11% of the total waste.

Total amount of radioactive waste

Electrolux Group operations do not generate radioactive waste[1]. No radioactive waste are reported as hazardous waste

Waste generated

metric tons	2025	2024	2023
Total Waste generated	154,193	155,852	148,063
whereof part of Zero Waste to Landfill program	152,542	152,270	145,367
Total waste diverted from disposal	152,875	150,151[1]	142,926[1]
whereof non-hazardous waste	150,355	148,559	
by recycling	148,362	146,715	
by incineration with energy recovery	1,994	1,844	
by preparation for reuse	–		
by other recovery operations	–		
whereof hazardous waste	2,519	1,592	
by recycling	1,935	1,070	
by incineration with energy recovery	584	522	
by preparation for reuse	–		
by other recovery operations	–		
Total waste directed to disposal	1,318	2,199[1]	2,440[1]
whereof non-hazardous waste	1,231	2,033	
by landfilling	1,231		
by incineration without energy recovery	–		
by other disposal operations	–		
whereof hazardous waste	87	86	
by landfilling	87		
by incineration without energy recovery	–		
by other disposal operations	–		
Total non-recycled waste	3,896		
Total non-recycled waste, %	3 %		

1) Related to waste part of the Zero Waste to Landfill program.

Methodology: Zero Waste to Landfill-program
The program tracks all waste streams, including waste generated onsite by external suppliers. Manufacturing sites source waste data from internal records, waste vendor receipts, hauling records, government databases and supplier declarations on waste destination. The data used may vary between countries in compliance with local standards. Uploaded waste data is automatically processed by a web-based application for data analysis and validation. The certified sites undergo an annual third-party audit that includes data cross-checks.

Under the program, every manufacturing site is mandated to consolidate and upload monthly waste data to the Group's database. This includes categorizing waste into 22 waste groups to ensure consistent reporting across all sites. Waste are reported as hazardous or non-hazardous, and then breakdown into three recovery operation types: recovery, energy recovery, and disposal. Data are then further classified to reflect breakdown reported in table Waste generated. Due to different data granularity provided by suppliers across regions, the amount of waste reported as recycling might include also waste directed to reuse, such as processing or selling to third parties, and composting treatment. For the same reason, the amount of waste reported under "landfill" might include also waste directed to incineration without energy recovery. The Group is enhancing supplier engagement and upgrading data systems, striving to enhance reporting.

A few waste streams are exempted from the Zero Waste to Landfill program to allow comparability between sites. All exemptions are approved by the business area and the program coordinators .Examples of exemptions are: construction/demolition waste from non-recurring activities like renovations or new constructions, in-bins toilet paper disposal in countries with restricted sewage system.

The value and percentage of non-recycled waste is calculated by dividing the total amount of waste recycled by the total amount of waste generated.

E5-ES Entity-specific metrics

Recycled content in core material

The target is calculated using the weight of recycled materials purchased by the Group, which is used in the Group's own manufacturing operations or dispatched to third-party component manufacturers, to produce specific components, in relation to the total weight of materials in scope.

In 2025, the Group reached 23% recycled content in core materials used in products.

Methodology: Recycled content in core materials
When referencing plastics, this target refers to the three most purchased plastic categories by the Group – Acrylonitrile Butadiene Styrene (ABS), Polystyrene (PS), and Polypropylene (PP). Steel refers to both carbon and stainless steel.

The target is calculated using the weight of recycled materials purchased by the Group, which is used in the Group's own manufacturing operations or dispatched to 3rd party component manufacturers, to produce specific components, in relation to the total weight of materials in scope.

In 2025, the Group committed to make all references to recycled content of its core materials based on direct information from the specific suppliers, minimizing as much as possible the use of information from indirect sources such as sectorial databases or industry news. To pursue this objective, the Group has developed an internal standard that will specify and harmonize the recycled content declarations from suppliers, based on ISO 14021:2016 norm and additional internal needs. The group has also decided on an internal process aimed at verifying and maintaining received information on a yearly basis.

Number of Zero Waste to Landfill certified sites

The Group's finished goods manufacturing sites are certified and audited according to the Zero Waste to Landfill program. The audits are performed globally by a third-party to ensure each manufacturing site meets all requirements over a 12-month period and the certificates are valid for a three-year term. Annual follow-up audits are then conducted to verify ongoing waste management practices.

In 2025, 29 (29) finished goods manufacturing sites – representing 91% (91%) of the Group's finished goods manufacturing sites – were certified in Argentina, Australia, Brazil, Chile, Egypt, Germany, Italy, Mexico, Poland, Thailand and the US. *> For more information on the program, see E5-2 on pages 104, the program's targets in E5-3 on page 104 and its implementation in E5-5 on pages 105.*

[1] Defined as per article 3(7) of Council Directive 2011/70/Euratom

2025 HIGHLIGHTS

- Achieved a strong health and safety performance, with a Total Case Incident Rate of 0.33.
- Fulfilled the target of 100% ISO 45001 certification across finished goods manufacturing sites.
- Conducted Human Rights Impact Assessments at Group level and for the operations in Brazil, as part of the Group's approach to human rights due diligence.

Social information

S1 Own workforce

Electrolux Group is committed to putting care for people at the center by providing good working conditions and respecting human rights. The Group has set a target to reduce the health and safety Total Case Incident Rate (TCIR) to 0.30 by 2030 and an aspirational target to increase the proportion of female people leaders to at least 40% by 2030.[1)] In addition, the Group has set a target to ensure that all manufacturing sites are certified to the ISO 45001 health and safety management standard by 2025, which was achieved.

The For the Better Goal "Act ethically, lead in inclusion and respect human rights" guides the sustainability effort relating to the Group's own employees.

A strong culture of ethics is vital for stakeholder trust and long-term business success. Consumers are increasingly making purchasing decisions based on whether a company is perceived as being trustworthy and how it contributes to society. Employees also prefer to work for a company with values that match their own.

The wellbeing, health and safety of people is a key priority. Electrolux Group has a duty of care toward every employee and works to respect human rights throughout the value chain wherever the company operates in the world. Inclusion can also promote innovation and help attract top talent, and more diverse companies outperform those that do not invest in this area.

[1)]Aspirational target that applies in countries where it is legally permissible and countries such as US are excluded. People related decisions are always based on skills and competence.

The Group is committed to make a positive impact in its local communities, through its own workforce and beyond. Through the Electrolux Food Foundation, a non-profit organization established by the Group in 2016, the Group focuses its community investment activities on food and the related sustainability issues. Its purpose is to inspire more healthy and sustainable eating and cooking habits among consumers and professionals and to support people in need through education and emergency relief efforts. To this end, the Foundation engages both partners and Electrolux Group employees in a range of programs and initiatives. *For more information, please visit electroluxgroup.com/en/category/sustainability/food-foundation.*

The initiatives reported under this section support the United Nations Sustainable Development Goals number 3, 4, 5, 8 and 12.

S1-1 Policies related to own workforce

The **Electrolux Group Code of Conduct** contains Electrolux Group's Human Rights Policy Statement and key principles for the Group, as well as for its employees. The Group holds regular training and communication on its Code of Conduct and has introduced key Group policies. All office-based staff must acknowledge the Group Code of Conduct by electronic signature. The Group Code of Conduct serves as an introduction, and more guidance within specific areas is contained in policies, directives and guidelines.

The **Group People Policy** provides employees with an overview of the Group's commitment to them and outlines the expectations of individual behavior toward the company and fellow employees.

The **Group Workplace Policy** defines minimum acceptable standards for health and safety, environment, labor and human rights — in all countries where the company operates. Zero-tolerance of forced labor, trafficking, compulsory labor and child labor is a key part of the Policy.

The **Group Workplace Directive** clarifies and specifies the requirements of the Group Workplace Policy and contains the detailed mandatory requirements that apply to the Group's operations and suppliers. It governs, among other things, the Group's approach to S1 material topics, such as working conditions and equal treatment and opportunities. It also clarifies the detailed requirements on the prohibition of child labor, forced labor, discrimination, harassment and abuse.

The **Group Human Rights Directive** describes the high level approach to how human rights risks, as a direct or indirect consequence of Group activities, are identified, assessed, managed and mitigated, as well as remediated and accounted for. To ensure consistency in application of the Group requirements, further details on the procedures are outlined in the Group's **Guideline on Human Rights Due Diligence.**

The above mentioned policies, directives and guidelines demonstrate the Group's commitment and approach to addressing and remediating issues and grievances that are identified or reported to the Group, to engagement with the own workforce on human rights topics and to apply a broad perspective in its due diligence with consideration of specific groups such as women, children, migrant workers and indigenous people. The commitments are aligned with key international treaties and standards such as UN Global Compact, International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Due Diligence Guidance for Responsible Business Conduct, ILO conventions and SA8000. > *For more information, please see GOV-4 on page 73, S1-2 on page 108 and S1-3 on page 109.*

These policies apply to all employees and line managers across the Group are responsible for ensuring that they are followed. *Please see GOV-1 on page 70 for information relating to accountabilities for implementation of Group policies.*

The Group's policy commitments relating to non-discrimination and anti-harassment are integral parts of its Code of Conduct, Workplace Policy and Directive, and People Policy. As such, they are covered by several employee trainings and e-learnings. The Group Workplace Directive contains dedicated chapters on the prohibition of harassment and abuse, as well as on non-discrimination on the basis of gender, age, religion, ethnicity, disability, nationality, sexual orientation, gender identity, or any other grounds of discrimination. Moreover, mandatory directives are in place to ensure fair hiring and compensation practices, for example the Group Recruitment Directive and the Group Compensation Directive.

The Group has formulated a Inclusion framework, which embodies its vision to become a leader in inclusion by 2030. At the heart of the Group's approach is its aspiration to develop a diverse pool of talent, nurture an inclusive workplace and ensure the equal treatment of all employees. To achieve this, where lawful, greater emphasis will be placed on fairness, equal opportunity, debiasing talent decision making processes and ensuring all employee decisions are based on skills, competence and performance. Additionally, the Group has introduced various activities to nurture an inclusive workplace where all employees, irrespective of background, can feel they belong and can be their authentic selves.

The Group's People Plan, which is a component of the business strategy, describes the company's aim to become a high-performing learning organization with the right people in the right positions, and an aspiration to achieve a gender balance among people leaders, as described in S1-5 on page 111. *For more on diversity metrics, see S1-9 on page 114, work-life balance metrics in S1-15 on page 116, compensation metrics in S1-16 on page 116, gender balance in people leaders and the Employee Voice Survey in S1-ES on pages 117–118.*

S1-2 Processes for engaging with own workers and workers' representatives about impacts

Engagement with the Group's own workforce primarily takes place through:

- Unions, employee representatives and Occupational Health and Safety (OHS) committees.
- Employee surveys.
- Workplace Policy audits and Human Rights Impacts Assessments (HRIA).

The outcomes of this engagement feed into the identification and assessment of salient human rights impacts, as well as the Group's Double Materiality Assessment.

Unions, employee representatives and OHS committees

Unions and employee representatives meet regularly with local management for information sharing and discussions on plans for operations and topics that the representatives raise. > *For more information, see S1-8 on page 113.*

Dialogue between company representatives and internal and external unions is ongoing at Group, regional and local levels. Freedom of association and employee-management dialogue aim to maintain constructive relationships and ensure any potential conflict is dealt with responsibly by all parties and with respect for freedom of association and collective bargaining. Key principles are reinforced through training, dialogue with HR and the Group leadership, and among newly appointed senior leaders as part of their induction.

The Group's approach to labor relations is informed by an International Framework Agreement (IFA) with the Swedish trade unions IF Metall, Unionen and IndustriAll, which underlines its commitment to International Labour Organization conventions and common global standards. The IFA covers labor rights, including the right to form trade unions, the right to collective bargaining, non-discrimination and safety. The agreement is revised annually with the Electrolux Group Board union representatives — KFD (Koncernfacklig delegation), which is a committee consisting of the central union representatives at the Group headquarters. KFD meets senior management representatives such as the President & CEO, CFO, VP Labor Relations, and Head of Social Sustainability on topics such as updates on restructuring plans, feedback on business development, audit outcomes, HRIAs and the Speakup Line. Three of the union representatives are also members of the Board of Directors and participate in the Board meetings.

The Group also meets with external global union representatives from IndustriAll, which is a federation of unions, to discuss potential concerns and maintain constructive relations.

All manufacturing sites have OHS committees where managers, workers and worker representatives discuss risks and issues to drive continuous improvement as part of the Group's Safety Management System.

Employee surveys

Electrolux Group conducts an annual Group-wide employee survey — the Employee Voice Survey — which gathers employee feedback on a broad range of topics. This includes employee satisfaction, engagement with company strategy, equal opportunities, inclusion and discrimination, Code of Conduct, and trust in the Speakup Line. Both scores and comments are analyzed and feed into continuous improvement processes. This is complemented by ad hoc pulse surveys for selected parts of the organization when relevant.

Survey results are documented on a survey platform and the results are shared within each team to prompt dialogue on strengths and opportunities for improvement. People leaders are responsible for following up on the agreed actions. > *For more information on Employee Voice Survey results, see S1-ES on page 117.*

Workplace Policy audits and Human Rights Impacts Assessments

The implementation of the Workplace Policy is followed up by annual Workplace Policy audits at the Group's manufacturing sites, which include confidential interviews with employees. Audit findings are reported, and the manufacturing site management is responsible for developing action plans. The audits are also important for educating and reminding line managers of their responsibilities for making Workplace Policy alignment a part of their daily activities.

Local HRIAs are conducted according to risk prioritization, based on external risk indices for human rights, type of activities, and the performance of local businesses as measured by audits, the Speakup Line, Employee Voice Surveys, etc.

> For more information on the Speakup Line, see G1-ES on page 129 , and the Employee Voice Survey in S1-ES on page 117.

During HRIAs, engagement with a broad range of employees, sales representatives and managers at Electrolux Group, as well as worker representatives and credible proxies, is conducted through a series of roundtable discussions and individual interviews. Out-sourced and third-party employees are also included, such as brand ambassadors in retail stores, warehouse employees and drivers. The interviews are arranged to protect the confidentiality of employees and are conducted by internal specialists and third-party experts on human rights and corruption. The interview outcomes are documented in a consolidated format, without details relating back to individuals, but to their locations and global functions, as long this does not risk exposing their identity. These impact assessments are both broader — covering the Group operations and activities within a risk country — and more in depth than the audits, and typically one such assessment is conducted per year.

S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns

The following channels are available to the Group's own workforce to raise concerns and have them addressed:

- HR representatives.
- Union and employee representatives.
- Speakup Line.
- Workplace Policy audits and HRIAs.

Issues raised or reported through these channels, as well as through media, social media or the reporting of civil society organizations (CSO), are investigated promptly and with care.

The Group is committed to remediating where it has caused or contributed to a material negative impact on its workforce. Remediation measures are agreed and managed by the relevant part of the organization. In the event of suspected/alleged material negative impact, the Group conducts an investigation. Following this, the remedy is determined, as applicable. *> For more information, see S1-4 on page 109.*

HR representatives

All employees can raise issues relating to their employment, working conditions, wellbeing, treatment by colleagues or managers, and similar, with the Group's HR representatives. The handling of such concerns is done in accordance with Group and local HR procedures and the principles of integrity and respect for those involved.

Union and employee representatives

The Group engages in dialogue with union and employee representatives at local, regional and global levels. This is an important channel through which employees and trade unions can raise concerns and find solutions.

The European Works Council (EWC) is an information and consultation body that ensures that employees are involved in decisions related to transnational issues. Through the council, workers are informed by management on any significant decision at European level that can affect their employment or working conditions. The EWC has one annual plenary meeting and the steering committee meets on a quarterly basis.

Group grievance mechanism

Employees are encouraged to raise issues either with their immediate people leader or another people leader, people partner, legal, internal auditor, a relevant policy holder, business area or global function, or the Group Management. If none of these approaches feel appropriate or they wish to be anonymous, they can report their concern through the Group's Speakup Line. *For more information on the Speakup Line, see G1-ES on page 129, and S1-ES on page 117.*

Workplace Policy audits and HRIAs

During Workplace Policy audits and HRIAs, workers are interviewed directly and confidentially, which enables them to make their concerns and needs known. *> For more information on the Workplace Policy audits and HRIAs, see S1-2 on page 108.*

If the Group becomes aware of a potential severe impact on people, including its workforce or the environment, the case is escalated to the Ethics & Human Rights Steering Group and the relevant global function heads. The facts and circumstances are presented to the steering group, which decides on any immediate measures, whether further investigation is necessary, the composition of an investigation team, as well as if any external expertise or resources are required.

Upon a thorough investigation, the investigation team recommends appropriate actions to prevent, mitigate and/or remediate the negative impacts, which are then approved by the steering group and relevant global function heads. As applicable, this includes desired outcomes, actions, responsible persons, budgets and deadlines. *For more information on the Ethics & Human Rights Steering Group, see GOV-1 on page 70.*

S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches

Human rights impact assessments

Electrolux Group works to regularly identify and assess human rights impacts globally, in line with the UN Guiding Principles on Business and Human Rights, common practices for HRIAs, the Group Human Rights Directive and the newly launched Guideline on Human Rights Due Diligence. In 2025, a group level human right impact assessment was conducted in order to re-evaluate the Group's salient human rights issues. This included research covering external reports and risk indices, internal reports (from audits, local assessments, Speakup Line, engagement surveys), interviews with employees, internal experts and external stakeholders (unions, CSOs, investors, customers). The results confirmed the existing salient issues: Freedom of association, wages, working hours, health and safety, non-discrimination and equal opportunities, corruption and bribery, and (in the supply chain) child labor, forced labor and migrant workers. The actions to address these issues are described in this section, S2 and G1, and are all related to fulfillment of the Workplace Directive, the People Policy, the Anti-corruption Policy, the Human Rights Directive, and the targets for TCIR and female people leaders.

Additionally, HRIAs are conducted in high-risk countries where the Group has a high number of employees to identify and assess impact and potential impact relating to the Group's salient issues and specific local issues. The HRIA are conducted in line with the Guideline on Human Rights Due Diligence, and typically one such assessment takes place each year.

The Group maps its operations using independent external human rights indices. Historic audit results and industry risks also feed into the overall risk mapping. This forms the basis for the prioritization of countries for local HRIAs and risk screening for acquisitions, market entry and new partners.

High-risk areas include North America, Latin America, China, Southeast Asia and the Middle East.

In 2025, the Group conduct a HRIA focused to Brazil. The outcomes indicated no severe human rights impacts or risks, however action plans were established to handle some observations, for example relating to strengthening respect and equal treatment in the workplace, improving the management of working hours and workload, and advancing health and safety.

Workplace Policy audits

The Group assesses the sustainability topics, including impact on own workforce, across its manufacturing operations through Workplace Policy audits. The audits are also useful in enhancing the awareness and facilitating the sharing of best practices between manufacturing sites. As laid out by the Workplace Directive, the Group is committed to auditing all its manufacturing sites annually, to monitor alignment with the detailed requirements of the Workplace Directive.

The level of compliance is generally very high in the Group's manufacturing sites. The area with most non-conformities is health and safety, including findings related to the use of personal protective equipment, and poorly marked fire extinguishers. The category with the second most findings is that of working hours and overtime. The third category is environmental management, including findings such as unmarked or poorly contained chemicals and chemical waste. Findings are addressed by site representatives, with the use of Corrective Action Reports. The Group's Social Sustainability team follows up the actions to ensure continual improvement. The number of findings per category is presented in the table in S1-ES on page 117.

The Group does not see widespread or systemic material negative impacts such as child labor or forced labor in any of its operations. *For more information on audit results, read S1-ES on page 117.*

Area of findings and actions

Area of finding	Actions taken/planned
Lacking/improper use of personal protective equipment.	Training and awareness sessions, enhanced signage
Fire extinguishers lacking signage	Enhance marking and information preventing recurrence.
Chemicals MSDS (Material Safety Data Sheet) not available at place of chemicals use	Ensure that MSDS are available and clearly visible at all places of handing and use of chemicals; train and inform.
Unmarked and poorly contained chemicals.	Ensure chemicals marking and containment, including secondary containment, is in accordance with the applicable Material Safety Data Sheet (MSDS).
Measured environmental noise levels exceed regulated limits	Evaluate, using external party, and implement measures to limit and contain environmental noise.
Some employees have worked at least seven consecutive days.	Review staffing and working schedules to ensure at least one day off in any seven consecutive days.
Some employees' working hours exceeded the maximum stipulated in the Workplace Policy.	Review staffing and working schedules to ensure that working hours and overtime hours are within the maximum stipulated.

Coverage of human rights assessments

The frequencies of human rights assessments are for the Group-level a minimum of every third year, local HRIAs the aim is one high risk country per year (subject to decision) and Workplace Policy audits at all factories every year. This means that 100% of own operations are assessed within this three year cycle. The proportion of operations (by headcount) where risks have been identified is 38%, based on country risk.

Human rights mitigation and remediation

All operations, own and suppliers, that have audit findings or HRIA results indicating risks/impacts are required to define a mitigating action plan for review and approval by the Social Sustainability team. These action plans are followed up by the team. In 2025, audit and assessment activities included 30 Electrolux sites and 319 supplier sites. Out of these, 20 of the Group's sites and 291 of the supplier sites had findings and subsequently developed mitigating action plans.

Freedom of association

During the year, the EWC representatives were trained in confidentiality and roles and responsibilities. The intention was to further strengthen the dialogue between employees and management representatives, in line with the Group's and the international unions' International Framework Agreement. Ongoing discussion was initiated following the new EU Works Council Directive to ensure appropriate adoption of the new provisions[2)].

In 2025, the approximately 2,700 eligible employees at the Juarez site voted for unionization and subsequently ratified a collective bargaining agreement.

Health and safety

Health and safety have long been top priorities and are a fundamental part of the Group's sustainability agenda, with clear targets and processes to ensure progress.

In 2025, the number of injuries decreased compared to 2024, reflecting an overall improvement in safety performance across the Group. The improvement was mainly driven by progress in Asia, the Middle East, and Latin America. Also, Europe logistics sites achieved a notable reduction in injuries, supported by the "Monthly Safety Focus" program, which addresses prioritized risk areas through monthly themes, dedicated checks, strong communication, and active operator involvement. Manufacturing sites in Asia and the Middle East also delivered particularly strong safety performance through enhanced focus, awareness initiatives, and improvements to working conditions.

Europe performance remained stable, Latin America demonstrated a strong improvement, while North America experienced an increase in injuries, mainly due to production volatility and challenges in maintaining consistent safety practices in some specific sites. To address this, the Group is prioritizing across all sites the launch of an enhanced Behavior-Based Safety program to further reinforce safety culture and proactive engagement of all workforce.

A notable achievement for the Group was the significant reduction in severe cases across all Business Areas. This reflects the Group's strong commitment and focused actions to prevent serious incidents, confirming the continued prioritization of safety as a core value across all operations.

In 2025, several key initiatives were implemented across the Group as part of a three-year strategic plan to address safety challenges and elevate organizational standards. Among these, the behavior-based safety program was enhanced with a new procedure designed to further promote safe workplace behaviors, with a focus on prevention rather than reaction.

Group safety guidelines and practices were also improved across logistics and material handling, including safety and ergonomic guidance for the design and use of trolleys and carts. In addition, a Group-wide guideline was developed to prevent slips, trips, and falls. Safety in maintenance activities was further reinforced through the adoption of the "Take 5" practice, which requires employees to briefly pause before starting a task to identify potential hazards and assess risks, plan safe steps, and reduce injuries.

In parallel, processes involving flammable gases were optimized through updated procedures, targeted training, and strengthened control measures, improving operational safety.

In the area of ergonomics, innovative digital tools are playing an increasingly important role. AI-based technologies developed by, or in collaboration with, external partners and startups, complement traditional evaluation methods by providing objective, rapid, and efficient ergonomic risk assessments. These advanced tools support regulatory compliance, accelerate analysis, and provide actionable insights to mitigate risks and optimize workstations and work cycles, ultimately helping to prevent musculoskeletal disorders.

>For more information, see S1-5 on page 111, S1-14 on page 116, and S1-ES on pages 117..

Employee wellbeing

The Group aims to ensure a motivated workforce by promoting care and minimizing negative impact on people. The Group's employee wellbeing program "Shape Your Wellbeing" is a broad, ongoing initiative which engages employees in various preventative and promotional wellbeing activities, and a broad range of benefits and workplace initiatives are offered. They vary across the locations and countries as they are tailored to local needs and what is already available through public systems. They cover for example stress management, health and wellness through availability of sports facilities, and flexible work, remote work and part-time arrangements where this is possible. Additional family-oriented benefits through the Group policy on paid parental leave for both primary and non-primary caregivers are provided, and in certain locations childcare benefits and lactation facilities. In certain countries the company provides paid leave for employees that need to take care of a close relative due to illness.

> *Read more in S1-15 on page 116.*

[2)] EU Directive 2009/38 - Establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees

Inclusion efforts
The Group's efforts focus on building a fairer and a more inclusive workplace. In 2025 the following activities were delivered in line with this strategic direction:

- Launched a Global Inclusion Survey for all non-production employees. Almost half of the target population completed the survey, and the results reflect a strong inclusive climate and positive employee experience. The Group aims to further enhance this in 2026.
- A campaign on Inclusion was delivered through two short films (Show us your Greatness and Make Greatness the Standard) featuring employees from a variety of backgrounds and various parts of the business. The films sparked meaningful dialogue around fostering an inclusive workplace culture.
- An annual activity designed to improve corporate culture brought together nearly 1000 employees and leaders to learn, discuss and reflect on how leading inclusively is key to achieving better business and talent outcomes.
- Inclusion principles are embedded in the Manager@Electrolux Group course, which is the first step in the Group's leadership development initiatives for People Leaders. Throughout the course, leaders are prepared to manage different processes and tools that makes their day-to-day easier.
- Continued to offer several trainings to build the capacity of employees and leaders to demonstrate inclusivity. At the end of 2025, 51% eligible employees had completed the Group's main e-learning on this topic.
- Performed Gender pay reporting under the CSRD (see S1-16 on page 116)

In North America, the MOSAIC Employee Resource Group (ERG) expanded its reach by forming 6 new affinity groups under its MOSAIC umbrella, and throughout 2025 delivered several activities fostering a fair and inclusive corporate culture.

In Latin America, we took steps to promote employability among vulnerable groups, foster inclusive consumer experiences, and raise awareness about inclusion. Among these initiatives are:

- Conducted free Appliance Repair training for persons from vulnerable communities, which focused on appliance repair skills, promoting financial independence and increasing representation of such persons in technical fields.
- Involved People with Disabilities in the research phases of product development, ensuring more accessible solutions aligned with the needs of these consumers.
- Ongoing initiative to make the company's websites and digital platforms more accessible, with the addition of inclusive navigation and assistive tools for all audiences.
- Introduced a Sign Language Translation Platform (ICOM) for consumers and employees in Brazil, ensuring accessible communication for the deaf community.
- The 5 sub-committees (ERGs) organized events and campaigns to celebrate key dates and promote awareness of inclusion throughout the year.
- Internship and apprenticeship programs that among other objectives promoted career opportunities for young people from underrepresented and vulnerable groups.

The Group allocates dedicated human resources to its human rights due diligence activities and to drive improvements across its salient human rights issues. However, no significant investments were made during the year.

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Proportion of female leaders
As part of its Policy commitment regarding inclusion, the Group has set an aspirational target for the proportion of female people leaders in its own workforce to be at least 40% by 2030.[3] People leaders are defined as those individuals that have one or more people directly reporting to them. The data is extracted from the HR data system.

This aspirational target was set based on benchmarking with peer companies and internal engagement throughout the People & Communications global function and in dialogue with the D&I employee resource groups across the Group. The data is extracted annually per December 31 from the Group HR data system. Progress is monitored through the Gender dashboard, which is reviewed regularly by the HR leadership team, as well as the Sustainability dashboard, which is reviewed quarterly by the Sustainability Board.

>For more information on the progress to the Proportion of female leaders target, see S1-ES on page 117.

Total Case Incident Rate (TCIR)
TCIR is a widely accepted measure to report workplace injuries across industries and is utilized by the Group to measure and monitor its safety performance. The Group is committed to reducing TCIR to 0.30 by 2030, compared with 0.69 in 2015. This target aligns with the commitment to provide all employees, non-employees and contractors with a safe and healthy working environment and taking appropriate actions to prevent and manage potential workplace accidents and illnesses, as outlined in the Group's Code of Conduct, Workplace Policy and Workplace Directive.

Although stakeholders were not directly involved in the target-setting process, a benchmarking review was conducted and is regularly performed with other domestic appliance companies to define and confirm that the target value is best in class. At the beginning of each year, annual and monthly intermediate 12-month rolling targets are established for each site, business area, and the entire Group. The 2025 target is 0.35. All targets are uploaded into the Group Safety database, where performance versus the target is automatically calculated. Monthly progress is monitored by both the Group and business area EHS teams.

For more information on the health and safety metrics, see S1-14 on page 116 and progress on the TCIR target in S1-ES on page 117.

ISO 45001 certification
Electrolux Group is committed to certify all its finished goods[4] manufacturing sites to the ISO 45001 occupational health and safety management standard by 2025. The baseline for this target is 45% of the sites certified in 2020. This target aligns with the Group's commitment to provide employees with a safe and healthy working environment and take appropriate action to prevent and manage potential workplace accidents and illnesses, as outlined in its Code of Conduct and Group Workplace Policy and Directive. Although stakeholders or workforce representatives were not directly involved in setting this target, ISO 45001 serves as a tangible demonstration to customers, suppliers, investors and employees of the company's prioritization of occupational health and safety.

To ensure accountability and monitor progress, annual certification targets are established and tracked monthly at both business area and Group level. *For more information on the health and safety metrics, see S1-14 on page 116 and on the progress to the ISO 45001 certification target in S1-ES on page 117.*

These targets are monitored and reported both by the respective group functions (People & Communications and Operations), and as part of the quarterly business review to the Board of Directors and the Business Areas. Performance and target fulfillment are part of the meetings with OHS committees and employee representatives. *For information and analysis of the performance versus the targets, see S1-4 on page 109 and S1-ES on page 117. For engagement with employee representatives and OHS committees, please see S1-2 on page 108.*

[3] Aspirational target that applies in countries where it is legally permissible and countries such as US are excluded. People related decisions are always based on skills and competence.
[4] The scope of this target has been clarified in 2025 to include the production of finished goods home appliances, excluding the dust bag manufacturing site Nygård, which is planned for certification in 2026

S1-6 Employee characteristics: Total number of employees, breakdown by gender and country, and employee turnover rates

The Group's workforce is mainly made up of permanent, full-time employees, with temporary contracts primarily used for factory-based production roles. No major workforce changes occurred during the reporting year.

Number of employees (headcount) by gender and by country
Electrolux Group discloses the number of employees based on the headcount of employees and the headcount by gender and country.

Methodology: Employee characteristics
The results are taken from the Group's global HR database that captures core HR processes such as talent acquisition, employee transfers, leave of absence and core compensation. The headcount is defined as the average headcount for 2025.

Headcount by gender in 2025

Gender	Number of employees (headcount)
Female	16,355
Male	24,550
Other	n/a
Not reported	11
Total	**40,917**

Headcount in countries with at least 50 employees in 2025

Country	Number of employees (headcount)
Brazil	7,489
United States of America	5,460
Poland	5,255
Italy	4,546
Mexico	3,585
Egypt	1,889
Thailand	1,748
Sweden	1,530
Germany	1,444
Chile	763
Argentina	642
Australia	732
Hungary	696
China	706
Romania	561
Switzerland	471
Malaysia	394
United Kingdom	316
Ukraine	282
Netherlands	230
Belgium	201
France	187
Colombia	185
Canada	142
Peru	148
Spain	102
Czechia	96
Singapore	71
Denmark	79
Indonesia	80
Ecuador	89
Austria	79
Vietnam	79
India	77
Finland	62
United Arab Emirates	51
Taiwan	54

The total number of employees by contract type and full time/ part time
Electrolux Group discloses headcount for permanent and temporary employees broken down by gender (male / female).

Headcount by contract type and gender in 2025

	Female	Male	Other*	Not disclosed	Total
Number of employees	16,355	24,550	1 n/a	11	40,917
Number of permanent employees	15,555	23,254	1 n/a	11	38,821
Number of temporary employees	800	1,297	n/a	n/a	2,097
Number of non-guaranteed hours employees	n/a	n/a	n/a	n/a	n/a
Number of full-time employees	15,511	24,274	1	11	39,796
Number of parttime employees	845	276	n/a	n/a	1,121

Headcount by contract and region in 2025

	Europe and Asia Pacific including Middle East and Africa	North America	Latin America	Total
Number of employees	22,389	9,211	9,318	40,917
Number of permanent employees	20,885	9,198	8,738	38,821
Number of temporary employees	1,504	13	580	2,097
Number of full-time employees	21,550	9,208	9,038	39,796
Number of parttime employees	839	3	279	1,121

Share of workforce for the ten largest nationalities (%)

Nationality	Share in total workforce
Brazil	18 %
Poland	11 %
Italy	10 %
Mexico	9 %
Egypt	5 %
Thailand	4 %
Germany	3 %
Ukraine	3 %
Sweden	2 %
China	2 %

The ten largest nationalities for people in leading positions (%)

Nationality	Share in people leading positions
Brazil	15 %
Italy	12 %
Poland	8 %
Egypt	6 %
Sweden	5 %
Germany	4 %
Mexico	4 %
Thailand	4 %
China	3 %
Argentina	2 %

Employee turnover

The Group reports employee turnover for the reporting period. During 2025, 6,308 (7,914) employees left the company, and the employee turnover was 15% (15%).

For the most relevant corresponding data points in the financial statement, please see Note 27 on page 168.

Methodology: Employee turnover
Turnover is the percentage calculated as the number of employees who left the company divided by the average headcount at the start of the reporting period (e.g. average headcount for 2025 will be the average of the full year, from January 2025 and including December 2025.. The data was provided by the global HR database.

Employee Turnover rate

Employee Turnover (%)	2025
All employees	15 %
Male	15 %
Female	16 %
< 30 years old	39 %
30–50 years old	12 %
> 50 years old	10 %
All management positions	9 %
Junior management positions	10 %
Senior management positions	7 %
Top management positions	7 %

S1-8 Collective bargaining coverage and social dialogue

The Group reports the proportion of employees that are covered by collective bargaining agreements. Electrolux Group is committed to respecting employees right to join or not join unions as well as their right to collective bargaining. These rights are part of the Code of Conduct and Workplace Policy and fully in line with international conventions. Employees in countries within the European Union where the Group's workforce exceeds 150 are represented in the European Works Council.
Please see S1-3 on page 109.

Methodology: Collective bargaining and social dialogue
The percentage of employees covered by collective bargaining agreements is calculated using the following formula:

$$\frac{\text{Number of employees covered by collective bargaining agreements}}{\text{Number of employees}} \times 100$$

The percentage of employees covered by social dialogue is calculated using the following formula:

$$\frac{\text{Number of employees working in establishments with worker representatives}}{\text{Number of employees}} \times 100$$

Data on the number of employees covered by collective bargaining agreements and employee representation is collected through an annual survey. The survey is sent to the HR representatives in all countries with employees.
The data on number of employees per business location is extracted from the HR data system. The data is analyzed and validated by the VP Global Labor Relations, followed by the calculation of the percentage of employees covered. Countries with more than 50 employees are represented in the table. The totals include all countries with employees.

Collective bargaining is defined as all negotiations that take place between an employer, a group of employers or one or more employer organization. Alternatively, it can involve one or more trade union, or in their absence, the representatives of the workers duly elected and authorized by them in accordance with national laws and regulations. Collective bargaining can include:
i. determining working conditions and terms of employment; and/or
ii. regulating relations between employers and workers; and/or regulating relations between employers or their organizations and one or more worker organization.

Social dialogue, in this context, is defined as all types of negotiation, consultation or simply exchange of information between management representatives and worker representatives, on issues of common interest relating to economic and social policy.

Employees covered by collective bargaining agreements and social dialogue in 2025

	Collective bargaining coverage		Social dialogue	
Coverage rate	(EEA)	(non-EEA)	(EEA)	(non-EEA)
0–19%	Czech Republic Croatia	Canada Colombia Ecuador Egypt India Indonesia Peru Taiwan Thailand United Arab Emirates United States of America Switzerland United Kingdom	Czech Republic Croatia Denmark	Canada Colombia Ecuador Egypt India Indonesia Malaysia Peru Singapore Taiwan United Arab Emirates United States of America Vietnam Switzerland United Kingdom
20–39%				
40–59%		Australia		Australia
60–79%	Denmark	Argentina Mexico		Argentina Chile Mexico
80–100%	Sweden Belgium Finland France Germany Hungary Italy Netherlands Poland Romania Spain Austria	Brazil Chile Malaysia Singapore Vietnam Ukraine	Belgium Finland France Germany Hungary Italy Netherlands Poland Romania Spain Sweden Austria	Brazil Thailand Ukraine
Total	98%	50%	97%	51%
Total Group	68%		68%	

S1-9 Diversity metrics

The Group strives to create a diverse talent pool with balance between men and women and other indicators of diversity in its management teams. The Group records the distribution of employees by age group and the gender distribution of its top management. > *For more information, see S1-ES on page 117.*

Methodology: The distribution of employees by age group: under 30 years old; 30–50 years old; over 50 years old
The Group discloses the distribution of employees by age group for all regions where this is possible. Age is calculated based on employee date of birth and employees are grouped into different age groups.
The following formula is used to calculate the distribution of employees by age group:

$$\frac{\text{Number of employees in certain group (e.g. under 30 years old)}}{\text{Total number of employees}} \times 100$$

The data is provided by the HR data system and represents the headcount by December 31st each year.

Methodology: The gender distribution
The Group defines Group Management as the group of employees directly reporting to CEO, and Top Management as the group of employees directly reporting to Group Management members, excluding executive and personal assistants. Senior and junior management is defined based on the Group's job architecture.
The Group defines management positions in revenue-generating functions as employees with direct reports in the functions Sales, Consumer Care/Customer Care and Product Line.
The Group defines STEM related positions as employees in the functions Manufacturing, R&D, Quality, Supply Chain, Tech and Continuous Improvement.

The following formula is used for calculating gender distribution:

$$\frac{\text{Number of females in respective category}}{\text{Total number of employees in respective category}} \times 100$$

The data is provided by the global HR database and represents the headcount by December 31st each year.

Workforce breakdown by age in 2025

Employee group	% of FTEs	%HC
< 30 years old	14 %	14 %
30-50 years old	61 %	61 %
> 50 years old	25 %	26 %

Proportion of women in percentage at management level (%)

	2025	2024	2023
Proportion of women in all management positions (people leaders)	30 %	30 %	30 %
Proportion of women in junior management positions (people leaders)	31 %	32 %	32 %
Proportion of women in senior management positions (people leaders)	28 %	28 %	28 %
Proportion of women in Top Management positions	28 %	32 %	35 %
Proportion of women in management positions in revenue-generating functions	28 %	28 %	29 %
Proportion of women in STEM related positions	37 %	– %	– %

S1-10 Adequate wages

The Group is committed to providing adequate, fair, and competitive compensation across all operations. Wages, including benefits, shall equal or exceed the level required by applicable law and collective bargaining agreement. Electrolux Group is committed to benchmarking compensation levels of all employees against living wage estimates and to reviewing the salary structures to address identified discrepancies. An annual benchmark against the statutory minimum wages, collective agreements and living wage estimates provided by the independent non-profit organization WageIndicator is conducted. In locations where the living wage benchmark provided by WageIndicator exceeds the legal minimum and/or collective agreements, the Group uses this benchmark as an estimate of an adequate wage. In cases where a discrepancy is identified between actual compensation and the applicable living wage benchmark, the Group investigates both the underlying data and the individual circumstances. If the review concludes that corrective action is appropriate, the Group acts accordingly to address the issue. Additionally, and as stated in the Workplace Policy, local entities should define the wage levels with consideration for the cost of meeting basic needs of workers and their families. The Group Compensation Directive outlines a transparent framework for base salary, incentives, and benefits, ensuring competitiveness and fairness across regions.

Methodology: Adequate wages
The wage calculation includes the basic wage plus fixed additional payments that are guaranteed. Employees in each country where the company has operations are included in the benchmark, except interns and apprentices.
To define the adequate wage benchmark, the Group relies on the higher of either: statutory minimum wages, minimum wages set by collective bargaining agreements, or the living wage benchmark provided by a global independent non-profit organization WageIndicator. WageIndicator's methodology is based on the (internationally recognized) Anker methodology, which is aligned with the International Labour Organization's principles for living wage estimation. WageIndicator's regional market data is updated four times a year, which allows for a quarterly comparison of current wage levels against the living wage benchmark.

The methodology is based on WageIndicator's benchmarks for a "typical family" and the "lower bound of the range":

- A typical family is composed of one adult working 100% of normal working hours, with a partner working hours based on the national labor participation rate and with a number of children based on the national fertility rate. The combined wage of both working family members is considered.
- The lower bound of the range reflects what should be paid to afford at least a modest yet decent life.

For this analysis, the Group refers to:

- 2025 annual average data from the WageIndicator database as a benchmark (according to WageIndicator the so-called Guidance estimate).
- Internal wage data extracted from the HR system on October 1 with additional validation for the other guaranteed payment.

For more information on WageIndicator methodology on living wages, see wageindicator.org.

Adequate wages outcomes in 2025
According to WageIndicator data, as of October 2025, the statutory minimum wages exceed living wage for a "typical family" in the "lower bound range" in 18 out of 53 countries where the Group has operations, and a statutory minimum wage is defined. Based on an analysis made in October 2025[5], and the adjustments taken place in that month, Electrolux Group has no employees below the adequate wage as defined by the CSRD, or the defined Living Wage according to the methodology above.

S1-13 Training and skills development

Electrolux Group invests in continuous learning and development to ensure employees' growth, continued upskilling and employability, and support them through transitions. The Group is committed to creating a sustainable work environment with opportunities to grow their careers, develop, innovate, learn new skills and adapt. Learning and development initiatives include for example global leadership programs, access to digital content libraries, mentoring opportunities and coaching programs.

Methodology: Average number of training hours
The average number of training hours per employee is calculated based on data collected from the Group's talent management and learning platforms (TalentONE, Pluralsight and Proofpoint) for non-production employees, and by using estimations for production employees. The data is collected by gender to allow reporting of the gender breakdown.
The estimate for production employees is based on information from a selection of 9 production sites across the company and business areas. The average numbers of training hours per production employee at these sites are extrapolated within each business area, then multiplied by the number of production employees in the respective business area. The sum of the non-production employees' number of training hours and the production employees' number of training hours is then divided by the total number of employees (production and non-production).

For non-production employees, the performance management is anchored in an annual Year-End Review process, designed to align individual contributions with business outcomes and foster continuous development. This structured conversation between leaders and team members evaluates three key areas: achievement of objectives, demonstration of enabling behaviors, and progress in personal development. The process reflects a management by objectives approach, ensuring that performance is assessed not only on results but also on how those results were achieved. Leaders and employees also use the review to set clear priorities for the year ahead, enabling a fast and focused start in January. 360-degree feedback is also used to provide a broader perspective on leadership behaviors and development needs. While the current system is individual-based, it includes leader calibration to promote fairness and consistency across teams.

Methodology: Percentage of employees that participated in regular performance and career development reviews
This metric is calculated based on data collected from the Group's talent management platform (TalentONE) for non-production employees, and by using estimations for production employees. The data is collected by gender to allow reporting of the gender breakdown.
The estimate for production employees is based on information from a selection of 9 production sites across the company and business areas. The percentages of production employee that participated in performance and development reviews at these sites are extrapolated within each business area, then multiplied by the number of production employees in the respective business area.
The sum of the numbers of non-production employees and production employees that participated in performance and development reviews is then divided by the total number of employees (production and non-production).

Training and skills development outcomes in 2025
The estimated average number of hours of training per employee was 6.9 during the year. For women, it was 5.3 hours and for men, 7.9 hours. The estimated percentage of employees covered by performance and development reviews was 67%. 66% of female employees and 68% male received such reviews.

[5] Certain elements of the cost of living included in WageIndicator benchmark data for Egypt are currently under review. Therefore, the benchmark for this country is based on the legal minimum wage in 2025

S1-14 Health and safety metrics

Electrolux Group strives to be an industry leader in terms of health and safety best practice and performance.

All work-related injuries, work-related ill health (excluding work-related mental illness) and fatalities are tracked for all employees assigned to or located at manufacturing sites, warehouses, and regional headquarters, and contractors conducting activities at these locations. They are thoroughly investigated and recorded, either locally or within the respective business area reporting systems, and subsequently reported in the Group Safety database according to Group safety guidelines.

Methodology: Rate of work-related accidents for own workforce
The rate of work-related injuries for the Group's own workforce is calculated as follows:

$$\frac{\text{Number of recordable work-related injuries for the Group's own workforce}}{\text{Total number of hours worked by the Group's own workforce}} \times 1{,}000{,}000$$

The number of total hours worked relates to employees assigned to or located at manufacturing sites, warehouses and regional headquarters[8)]

This rate therefore represents the number of respective work-related injuries for the Group's own workforce per one million hours worked. A rate based on 1,000,000 hours worked indicates the number of work-related injuries per 500 full-time people in the workforce over a one-year timeframe.

Worked hours are reported monthly in the Group Safety database. If the site systems do not provide worked hours data, estimates are used to ensure complete and accurate reporting as defined by the Group guidelines.

Data entered into the Group database undergoes review and control by both the business area and Group EHS teams.

In 2025, 100% of employees assigned to or located at manufacturing sites and warehouses were covered by a health and safety management system. This coverage also extends to contractors conducting activities at these locations.

Work-related injuries, ill-health & fatalities for own workforce

	2025	2024	2023
Recordable injuries [6) 7)]	103	124	116
Rate (per 1,000,000 hours worked)[8)]	1.57	1.86	1.69
Ill-health cases	2	0	2
Days lost due to recordable injuries and ill-health cases[9)]	3018	3224	3340
Fatalities	0	0	0

Additionally, in 2025, 0 (0) fatalities were recorded among contractors conducting activities at manufacturing sites, warehouses, and regional headquarters.

S1-15 Work-life balance metrics

Parental leave
Electrolux Group is committed to its Parental Leave Policy. All 40,917 Group employees have access to parental leave, either through a global Minimum Parental Leave Policy, or as provided by the public system in their respective countries. All mothers and fathers, same sex parents, parents to adopted children or through surrogacy, are covered by the Group Parental Leave Policy. The policy provides a minimum of four weeks paid leave and, in many countries, enhances the existing local statutory offerings provided by the public system.

During 2025, a total number of 1723 employees took parental leave, which is 4.2% of all employees. Out of the employees who took parental leave, 52% were women and 48% were men.

Carers' leave
In 2025, 79% of the Groups' employees were entitled to take carers' leave.

Methodology: Parental leave and carers' leave
The data includes all employees and all types of parental and carers' leave — including both benefits from the Group's policy and state/public benefits. Parental leave data is provided by the payroll systems and headcount data is provided by the HR data system. For carers' leave, only entitlement data is collected in 2025, also provided through the payroll systems.

S1-16 Compensation metrics (pay gap and total compensation)

To ensure a fair and competitive compensation, Electrolux Group uses data-driven insights and industry benchmarks. The Group's pay decisions consider factors such as job profile, performance, and location-specific market data.

The Group's aim is to take a holistic approach in preventing and addressing pay inequities, including examining its hiring and promotion practices, offering flexible work arrangements, and providing equal pay for equal work regardless of gender or other characteristics.

Methodology: Gender pay gap
The Group discloses the gender pay gap based on gross base contractual pay, including variable pay (calculated at mid-point value) and calculated as an hourly rate. The calculation does not include additional benefits such as medical benefits, pension, disability and company cars. The data is extracted from the HR data system on October 1 every year, and the currency rates of the date of the data extraction are used for the calculation.

The pay gap is disclosed as a percentage according to the following calculation:

$$\frac{\text{Hourly average gross base pay and variable pay at target of male employees} - \text{Hourly average gross base pay and variable pay at target of female employees}}{\text{Hourly average gross base pay and variable pay at target of male employees}} \times 100$$

Gender pay gap outcomes in 2025
At Electrolux Group, the overall unadjusted gender pay gap for 2025 is 12%. This percentage is mainly influenced by a lower representation of women in senior level roles across the organization. This distribution leads to higher average salaries for men compared to women. The same difference is present in the variable pay, as the short-term incentives and long-term incentives are tied to the base pay and represent a larger share of the compensation for senior leaders.

The Group is committed to increasing female representation in senior leadership, which will reduce the pay gap. The Group's aspirational target for the next coming four years is to raise the proportion of women among people leaders from the current 30.3% to 40%[10)].

Methodology: Total remuneration ratio
The Group discloses the total remuneration ratio based on gross base contractual pay, including variable pay (calculated at target) and calculated as the annual gross base pay. The calculation does not include additional benefits such as medical benefits, pension, disability and company cars. The data is extracted from the HR data system on October 1 every year, and the currency rates at the date of the data extraction are used for the calculation.

The total remuneration ratio is disclosed as a ratio according to the following calculation:

$$\frac{\text{Annual gross base pay and variable pay at target of the highest paid employee}}{\text{The median of the annual gross base pay and variable pay at target of all employees (excluding the highest paid employee)}}$$

Compensation ratio outcomes in 2025
At Electrolux Group, the 2025 total remuneration ratio to the median stands at 98:1.

Electrolux Group is a manufacturing company where 59% of its employees work in production. The Group's employees are located across 53 countries with different cost of living and various labor market dynamics, which is reflected in its median employee compensation level.

S1-17 Incidents, complaints and severe human rights impacts

In 2025, there were 77 incidents reported via the Group Speakup Line relating to discrimination and harassment and 102 incidents of other work-related incidents, in relation to the own workforce. No material fines, penalties and compensation for damages for work-related incidents, including incidents of discrimination and harassment, were paid.
> For more information about the Speakup Line, see S1-3 on page 109 and G1-ES on page 129.

In 2025, there were no cases of severe human right impacts reported, nor any complaints made to the National Contact Point relating to the OECD Guidelines. Hence, during 2025, there were no fines, penalties and compensation for severe human rights issues and incidents related to the Group's own workforce.

Methodology: Incidents, complaints and severe human rights impacts
Information on incidents, complaints and severe human rights impacts is collated through an annual survey to local and country HR representatives and through reports via the Group Speakup Line. A financial materiality threshold of 1 mSEK per individual fine, penalty and compensation is applied.

6) The 2024 number of recordable injuries for own workforce was restated to include one additional injury that was confirmed as a recordable case after the end of the reporting period.
7) The 2023 number of recordable injuries for own workforce was restated to exclude the 2 ill-health cases.
8) The 2023 and 2024 number of hours worked used to calculate the rate of work-related accidents for the own workforce has been revised. Under the previous methodology, own workforce and contractor hours were combined; the 2025 reporting approach allows a retroactive estimate including only own workforce hours (estimated at 90% of total hours for 2023 and 2024)
9) The 2024 number of days lost due to recordable injuries and ill-health cases was restated to include additional lost days confirmed after the end of the reporting period, as the final duration of absence for certain recordable cases was determined later based on return-to-work dates occurring after year-end.
10) This is an aspirational target that applies in countries where it is legally permissible, and countries such as the US are excluded. People related decisions are always based on skills and competence.

S1-ES Entity-specific metrics

Total Case Incident Rate (TCIR)

In 2025, there were a total 119 (138)[11] recordable cases of work-related injuries and illnesses for all employees assigned to or located at the Group's manufacturing sites, warehouses and regional headquarters, including contractors conducting activities at these locations.

The TCIR was 0.33 (0.37) compared to the interim target of 0.35 by 2025, and the target of 0.30 by 2030.

In 2025 the number of injuries decreased compared to 2024, reflecting an overall improvement in safety performance across the Group. The improvement was mainly driven by progress in Asia, the Middle East, and Latin America. Also, Europe logistics sites achieved a notable reduction in injuries, supported by the "Monthly Safety Focus" program, which addresses prioritized risk areas through monthly themes, dedicated checks, strong communication, and active operator involvement. Manufacturing sites in Asia and the Middle East also delivered particularly strong safety performance through enhanced focus, awareness initiatives, and improvements to working conditions.

Europe performance remained stable, Latin America demonstrated a strong improvement, while North America experienced an increase in injuries, mainly due to production volatility and challenges in maintaining consistent safety practices in some specific sites. To address this, the Group is prioritizing across all sites the launch of an enhanced Behavior-Based Safety program to further reinforce safety culture and proactive engagement of all workforce.

A notable achievement for the Group was the significant reduction in severe cases across all Business Areas, which fell from 43 to 27. This reflects the Group's strong commitment and focused actions to prevent serious incidents, confirming the continued prioritization of safety as a core value across all operations.

Methodology: TCIR

TCIR is a widely accepted measure to report workplace injuries across industries and is utilized by the Group to measure and monitor its safety performance. The calculation is as follows:

$$\frac{\text{Total number of recordable cases of work-related injuries and illnesses}}{\text{Total number of hours worked}} \times 200{,}000$$

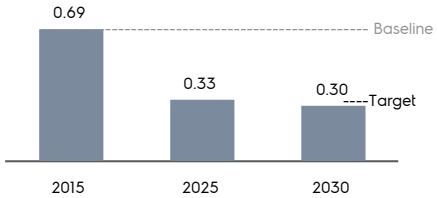
TCIR is calculated over a 12-month rolling period and provides a normalized incident rate, which allows the consistent comparison and monitoring of safety performance. The calculation encompasses:

- The total number of work-related injuries and illnesses (excluding work-related mental illness) for all employees assigned to or located at manufacturing sites, warehouses and regional headquarters, as well as contractors conducting activities at these locations.
- The total number of worked hours for the same group, excluding the worked hours of the following contractors in accordance with the Group Safety Guidelines: truck drivers (products/waste), janitorial services staff (cleaning/waste disposal), gardening services staff, consultants, canteen/restaurant staff, construction and demolition workers, and visitors.

The multiplier of 200,000 is a standardizing factor that represents 100 full-time equivalent employees based on a 40-hour work week and 50 weeks per year.

Total Case Incident Rate	2025	2024	2023
TCIR	0.33	0.37	0.35

Target on TCIR



Lost-Time Injury Frequency Rate (LTIFR) Employees & Contractors

LTIFR	2025	2024	2023
LTIFR (total)	1.26	1.41	1.18
LTIFR (employees)[12]	1.22	1.44	1.23
LTIFR (contractors)[12]	1.64	1.08	0.79

Methodology: LTIFR

LTIFR represents the frequency of work-related injuries or illnesses that result in days away from work (lost time cases) per one million hours worked. LTIFR is calculated as:

$$\frac{\text{Total number of recordable cases of work-related injuries and illnesses that resulted in lost time}}{\text{Total number of hours worked}} \times 1{,}000{,}000$$

A lost time injury is an incident that results in an employee or contractor being unable to perform their regular work duties for at least one full workday after the incident.

LTIFR is calculated over a 12-month rolling period and the calculation encompasses:

- The total number of work-related injuries and illnesses (excluding work-related mental illness) for all employees assigned to or located at manufacturing sites, warehouses and regional headquarters, as well as contractors conducting activities at these locations.
- The total number of worked hours for the same group
- The following contractors are not included in the calculation: truck drivers (products/waste), janitorial services staff (cleaning/waste disposal), gardening services staff, consultants, canteen/restaurant staff, construction and demolition workers, and visitors.

The value is also split between employees and contractors.

Gender balance among people leaders

The chart "Target share of women leaders" presents the progress on the proportion of female people leaders from December 31, 2021, until December 31, 2025.

At year end, there were 1,142 (1,181) female people leaders in the Group, compared with a total of 3,774 (3,904) people leaders. This means that 30.3% (30.3%) of the Group's people leaders were women at the end of 2025. *For more information about the Group's diversity metrics, see S1-9 on page 114.*

Since 2021, the proportion of female people leaders has increased from 28.3% to 30.3% representing a 2 percentage points increase in the past 4 years, with a slower pace of growth over the past 2 years. The Group will continue its effort in debiasing talent processes and ensuring fairness in talent decision making, ensuring qualified candidates, no matter gender or other characteristics, have the same leadership opportunities

Methodology: The gender distribution

The data is provided by the global HR database and represents the headcount by December 31, 2025.

The following formula is used for calculating gender distribution:

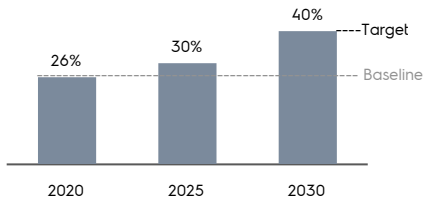
$$\frac{\text{Number of females in respective category}}{\text{Total number of employees in respective category}} \times 100$$

Proportion of female people leaders

	2025	2024	2023	2022	2021
Proportion of female people leaders	30.3	30.3	30.2	29.5	28.3

Target on share of women leaders[13]

(%)

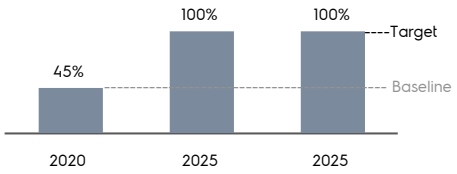


ISO 45001 certification

In 2025, two additional finished goods manufacturing sites certified their health and safety management systems according to ISO 45001, which meant that all of the 32[14] finished goods manufacturing sites were certified by the end of the year – meeting the 2025 target.

[11] The 2024 number of recordable injuries was restated to include one additional injury that was confirmed as a recordable case after the end of the reporting period.
[12] For 2023 and 2024, the LTIFR (employees) and LTIFR (contractors) are estimated by allocating 90% of total worked hours to employees and 10% to contractors. During those years, worked hours for employees and contractors were collected combined; the enhanced 2025 reporting methodology enables these estimates to be applied retroactively.
[13] This is an aspirational target that applies in countries where it is legally permissible, and countries such as the US are excluded. People related decisions are always based on skills and competence.
[14] The scope of this target has been clarified in 2025 to include the production of finished goods home appliances, excluding the dust bag manufacturing site Nygård, which is planned for certification in 2026.

Target on share of manufacturing sites certified to ISO 45001 (%)



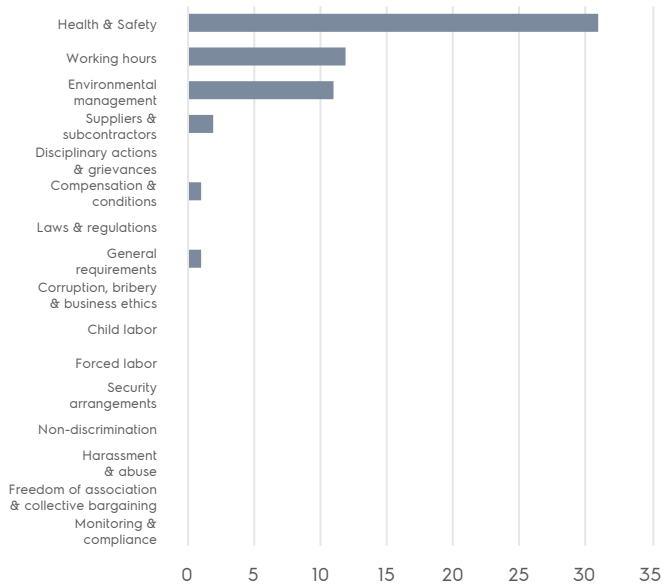
Workplace audit findings

In 2025, audits were conducted at 30 out of 32 of the Group's manufacturing sites[4]. The table below presents the number of audit findings by chapter of the Workplace Policy. > *For more information, see S1-4 on pages 109.*

Methodology: Workplace audit findings

These audits are following up on the alignment with the requirements in the Group Workplace Directive.They are mostly performed by third-party auditors as well as the Group's Social Sustainability team. At selected sites with a high degree of audit maturity, self-audits are conducted at varied intervals, using trained and qualified internal auditors, alternating with audits performed by a third party. The audit results are uploaded in an audit summary file for analysis, grading, reporting and follow-up by the Social Sustainability team. Local management is responsible for establishing action plans to address the findings.

Number of Workplace Policy audit findings by chapter in 2025



Employee Voice Survey

The Employee Voice Survey evaluates engagement, leadership, organizational capabilities, and alignment with the Group's strategy and purpose. It also allows benchmarking against other high-performing organizations. The overall levels of the key indicators reported here have remained steady, with a slight improvement in the engagement score. The most significant positive changes are within employee wellbeing and sense of belonging. Employees express that they feel valued, supported, and connected within their immediate teams, expressing pride in working for the company, and acknowledging that the organization offers various well-being initiatives. Identified improvement areas are being actively addressed by people leaders and Group functions as part of the 2026 planning

Methodology: Employee Voice Survey

The survey is sent to all employees within the Group and is hosted on a platform provided by a third party that specializes in confidential employee surveys. It is based on 38 questions where employees are asked to score their perception on a five-step scale from "strongly disagree" to "strongly agree". The score for each question is the average of all responses converted into 1-100 scoring. Employees can also provide comments. To ensure respondent confidentiality, only the results of teams with five employees or more are reported to their people leaders. The people leaders are responsible for developing action plans to address improvement areas, in dialogue with their employees.

Employee Voice Survey Question	2025	2024	2023
Engagement index — The index is based on two questions: How happy are you working at Electrolux Group? I would recommend Electrolux Group as great place to work.	77	76	77
Satisfaction - How happy are you working at Electrolux Group?	78	77	77
Recommend - I would recommend Electrolux Group as a great place to work.	76	75	76
Purpose -The work that I do at Electrolux Group is meaningful to me.	81	81	81
Code of Conduct — I understand how I am expected to act in order to follow the Code of Conduct.	87	86	87
Speakup Line — I trust that the concerns reported through the Speakup Line are handled confidentially and fairly	76	76	77
Openness - I can openly express my thoughts, questions, and ideas without fear of negative consequences.	73	—	—
Non-discrimination — I work in an environment that is free from harassment and discrimination.	80	79	79
Equal opportunities — Regardless of background, everyone at Electrolux Group has an equal opportunity to succeed	68	67	68
Inclusion team — Our team has a climate in which diverse perspectives are valued.	76	76	76
Authenticity - I feel comfortable being myself at work.	81	—	—
Belonging — I feel a sense of belonging at Electrolux Group	78	76	77
Work life balance - I am able to successfully balance my work and personal life.	76	76	76
Well-being - Electrolux Group takes a genuine interest in employees' well-being.	72	70	71
Health & safety - We always seek and encourage actions that contribute to health and safety at work.	80	79	80
Participation rate	86 %	87 %	87 %

2025 HIGHLIGHTS

- 86 suppliers participated in training sessions delivered through a mix of digital platforms and face-to-face engagement across Mexico, Brazil, Thailand and Egypt.
- Conducted 5,462 confidential worker interviews during supplier audits, including vulnerable groups, to gain deeper insight into workplace conditions.
- Completed 426 supplier audits, comprising 294 full audits and 132 follow-up audits to monitor compliance and drive continuous improvement.

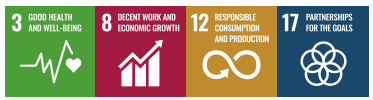
S2 Workers in the value chain

Electrolux Group takes its sustainability leadership agenda into the supply chain. The Group aims for 95% strategic suppliers[1] to be "approved" or "accepted low risk" according to the Supplier Workplace evaluation.

The Group works with suppliers so they can live up to its high expectations, no matter where they are located, and supports them in their transition to more sustainable practices. The Group's approach to workers in the value chain is part of its For the Better sustainability framework in terms of driving supply chain sustainability. The Group sets the same sustainability expectations on its suppliers as on its own operations.

The domestic appliance industry is dependent on complex value chains that can influence the Group's overall sustainability impact. As a company with sustainability leadership aspirations, Electrolux Group sees its suppliers as an extension of its own operations. First tier suppliers include suppliers of materials such as components, metals and plastics, and sourced products. Suppliers are expected to support the Group's sustainability agenda by actively working to improve their own performance in terms of their impact on people and the environment, and to cascade the same expectations to their own suppliers. In this way, the Group drives global value chain progress, enhancing both its own and worldwide supply chains.

The initiatives reported under this section support the United Nations Sustainable Development Goals number 3, 8, 12 and 17:



S2-1 Policies related to value chain workers

The Group Workplace Directive, which supports the Group Supplier Workplace Standard, contains detailed requirements and governs the Group's approach to S2 material topics, such as worker safety, as well as the prohibition of human trafficking, forced labor and child labor.
Tier 1 suppliers are responsible to ensure their suppliers comply with the Group's Supplier Workplace Standard and Workplace Directive supported by training, risk assessments, and audit programs.

The Supplier Workplace audits are based on the Group Workplace Directive, which also applies to the Group's own operations. *> For more information on the policy, see S1-1 on page 108.*

The Group's Human Rights Directive is aligned with the UN Guiding Principles on Business and Human Rights and outlines procedures to identify, assess, prevent, mitigate and report harm to people that can be caused directly by the Group, or indirectly across the value chain.

The Group's social sustainability procedures define supplier-level risk identification and assessment, including engagement with value chain workers and remediation of adverse impacts. These are implemented through the Responsible Sourcing Program, led by the Social Sustainability team, and structured around four core activities:

- **Policy awareness and initial evaluations** to communicate policies, conduct initial social sustainability risk evaluations of prospective suppliers, and potentially conduct audits as part of the initial sourcing decision. Adherence with the Supplier Workplace Standard and Directive is part of the Group's supplier agreements.
- **Supplier screenings** are conducted annually and on a needs basis by the Social Sustainability team in collaboration with Procurement and Licensing. The process covers strategic and non-strategic suppliers, and uses internal and external criteria, such as business relevance, certifications, audit history, sector and governance risks, and sanctions screening—to guide audit prioritization and ensure alignment with responsible sourcing and sustainability goals.
- **Supplier evaluations and audits** guide formal sourcing decisions. Prioritized suppliers should be subject to an audit biennially or sooner if deemed higher risk by the Social Sustainability Manager with follow-ups as needed to drive improvement. Audits are carried out by internal experts or external auditors. This process involves reporting serious supplier non-compliances and addresses non-compliances through mandatory corrective actions, as well as beyond-compliance support activities such as capacity building. Disqualified and uncooperative suppliers are subject to an escalation process. Social sustainability data is also included in the regular formal performance monitoring of strategic suppliers.
- **Supplier capacity building** through online and in-person training.Training focuses on creating awareness of the Group's principles and on expanding knowledge of important sustainability topics among suppliers and the wider industry.

[1] Throughout this report, the term supplier refers to the production site responsible for manufacturing the supplied goods or components

Please see GOV-1 on page 70 for information relating to accountabilities for implementation of Group policies.

S2-2 Processes for engaging with value chain workers about impacts

The Social Sustainability team leads supply chain risk assessments and monitoring, including audits and follow-ups, in close collaboration with Procurement functions, suppliers and value chain workers to support compliance with the Group Supplier Workplace Standard and Workplace Directive. Oversight of the Responsible Sourcing Program is led by the CTSO and the CPO, who annually review progress, set priorities, and ensure alignment with standards and risk mitigation goals.

Global, category or business area Sourcing Boards are responsible for assessing current and prospective suppliers, and the directors within the Procurement function are responsible for ongoing compliance and performance, with support from the Group's Social Sustainability team and sustainability experts. As a rule, engagement with value chain workers occurs during Supplier Workplace audits at the suppliers of direct materials, finished goods and onsite services.

During the audits, the independent Social Sustainability team or external third-party auditors conduct confidential interviews directly with the suppliers' workers, as well as their representatives such as unions, and the representatives of Health and Safety committees. Depending on the risk profile of the region and the industry, the auditors prioritize interviewing vulnerable groups, such as migrants, women and disabled workers. In 2025, a total of 5,462 confidential worker interviews were conducted as part of these assessments.

The sample of interviewed workers should include the following categories: employees from different departments, men and women, long-term and new employees, apprentices (provided that local legislation permits apprentices can be interviewed without parental permission), trainees, foreign workers, workers from employment agencies, on-site contractors and on-site service providers. The minimum number of employee interviews varies between 5 and 12, depending on the size of the manufacturing site. The lead auditor may choose to conduct additional interviews as needed.

Effectiveness is verified through evidence reviews and follow-up audits. These processes ensure remediation of non-compliances and contribute to the Group's Double Materiality Assessment.

S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns

The Group offers two channels for value chain workers to raise concerns: Supplier Workplace audits and Group/supplier grievance mechanisms and suppliers are required to display the grievance channels in the local language, include them in onboarding, and ensure workers' awareness, which is assessed through interviews during audits.

Based on issues reported through these channels, as well as media, social media, or civil society organizations, the Group is committed to providing or contributing to remedies. If the Group has caused or contributed to a material negative impact, it will take appropriate action. Remediation measures are part of relevant action plans and are followed up by the Social Sustainability team.

The Group collaborates with suppliers to ensure they can live up to its high expectations and to drive and support their transition to more sustainable practices. Knowledge is shared by working together with both direct and indirect suppliers to strengthen relationships and improve sustainability performance throughout the value chain.

Particularly severe potential impacts identified during audits are labelled "zero-tolerance findings", which include indicators of child labor, forced labor, retention of worker documents, substandard living conditions and discrimination. Additionally, practices such as pregnancy testing, health-related inquiries unrelated to work and abusive behavior are considered unacceptable.

When a zero-tolerance case is identified, the following procedures are followed:

- Gathering of as much information as possible on the case.
- Immediately escalating the issue internally.
- Properly communicating with the supplier to ensure they understand the situation and have all the necessary information to develop a coherent action plan with deadlines.
- Follow-up of actions to ensure the finding has been addressed.

Each type of finding has a standard timeframe for closure - which can be adapted on a case by case basis - to ensure sustainable resolution and prevent recurrence.

Group grievance mechanism

The Group's grievance mechanism, the Speakup Line, is available for external reporters, including value chain workers. Additionally, the Group's Supplier Workplace Standard mandates that suppliers provide their own employee grievance channels, which is verified by the Group as part of the audits.

Read more about the Speakup Line in S1-3 on page 109 and in G1-ES on page 129.

S2-4 Taking action on material impacts on value chain workers, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions and approaches

Responsible Sourcing Program

The ambition of the Group's Responsible Sourcing Program is to enhance sustainability and working conditions across its suppliers, and mitigate any risks to their employees. The Group collaborates closely with suppliers and provides guidance and training to those new to the company's standards, which helps them to gradually align with the requirements. As new suppliers are on-boarded, they are guided through the improvement process.

Even when zero-tolerance cases are found, corrective action is supported to protect the affected workers rather than terminate business relationships. *Read more on how zero tolerance cases are handled in S2-3 on page 120.*

The program is centered on sharing best practices, fostering long-term improvements and driving meaningful change step by step. In rare instances where suppliers are unwilling to collaborate, the Group may phase them out. However, even with high-performing suppliers, the Group maintains regular follow-ups to ensure findings are addressed. The "Supplier Workplace evaluation" metric and target, described in S2-5 and S2-6, offer a snapshot of the status at year end. The Group continues to onboard new suppliers and drive continuous improvement across the supplier base, ensuring that progress is sustained.

Responsible sourcing assessments

The Social Sustainability team conducts supplier screenings, supplier workplace audits and evaluations as part of the Responsible Sourcing Program, including the follow-up and closure of findings. These processes are designed to identify and address material negative impacts on value chain workers, focusing on human rights, health and safety, environmental impact and ethical practices.

To ensure the effectiveness of the audit process, suppliers must submit a detailed corrective action plan within seven working days of the audit's completion. These plans must specify responsible individuals and implementation deadlines and the Social Sustainability team reviews the adequacy of proposed actions, monitors compliance and verifies evidence, either remotely or on-site, to confirm remediation. Follow-up audits may be conducted when necessary.

In 2025 the Group assessed 319 suppliers, with 291 identified as having substantial actual or potential negative impacts. All received corrective action plans, and none were terminated. Each of these suppliers was supported throughout the implementation process, ensuring alignment with the Group's requirements.

To evaluate the effectiveness of the Responsible Sourcing Program, the Group continuously works to increase the number of strategic suppliers achieving the grade "approved" or "accepted low risk" in the Supplier

Workplace Evaluation. > *Read more about targets in S2-5 on page 121, and supplier audit findings in S2-ES on page 121.*

Supplier trainings
In 2025, the Group continued using the digital learning platform Quizzr in Mexico, reaching 524 employees from 3 suppliers. Face-to-face trainings were also held in Brazil, Thailand and Egypt to reinforce expectations in the Group Workplace Directive. In Brazil, 44 suppliers participated — including 25 strategic and 19 non-strategic, covering direct materials and logistics. In Thailand, 12 suppliers took part and in Egypt 27 suppliers participated.

To prevent negative impacts on value chain workers, the Group also offers Supplier Workplace Standard online training to reach a wider audience among suppliers, internal and external auditors, and other internal stakeholders. This training includes a comprehensive explanation of each requirement of the standard and the importance of compliance to support the Group's sustainability work.

Conflict minerals and cobalt due diligence
Electrolux Group is committed to responsible sourcing of minerals and to preventing any contribution to conflict or adverse human rights impacts through our value chain. Minerals such as 3TG (tin, tantalum, tungsten and gold), as well as cobalt and mica, may originate from high-risk areas and our Conflict Minerals Policy aims to ensure these materials are sourced responsibly and do not finance conflict or involve forced labor.

To support this commitment, annual Conflict Minerals and Cobalt surveys are conducted to assess how first-tier suppliers implement due diligence throughout their value chain. Suppliers are expected to identify the presence of 3TG, cobalt and mica in their products, trace smelters or refiners, and share findings transparently. Electrolux Group leverages tools and resources from the Responsible Minerals Initiative (RMI) to evaluate smelter risk levels, confirm country of origin and provide training to suppliers. The Group's approach focuses on reducing the presence of non-conformant smelters in the value chain through a risk-based process, prioritizing certified smelters and implementing improvement plans where needed. > *For more information, see Conflict Minerals Report—Electrolux Group.*

Driving positive impact in the value chain
The Group seeks to create positive impact across its value chain by promoting responsible practices and better working conditions for thousands of workers through the Responsible Sourcing Program. In addition, the Group recognizes and celebrates suppliers that demonstrate strong sustainability performance through the Electrolux Group Supplier Awards.

To foster greater commitment, the Sustainable Supply Chain Finance Program was launched in Brazil in partnership with Itaú BBA linking suppliers' sustainability performance (measured through CDP scores and Responsible Sourcing Program assessments) with access to improved financial conditions..

These initiatives, along with capacity building, social audits and risk-based supplier screening are ongoing and form a core part of our strategy to drive social sustainability. The Group has a dedicated Social Sustainability team focused on these programs to continually improve practices and minimize any negative real or potential impact on workers in the value chain. Nevertheless, no significant investments towards actions were made during the year.

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Supplier evaluation
By 2030, the Group's target is to ensure that 95% of strategic suppliers are "approved" or "accepted low risk" according to the Supplier Workplace evaluation, the target applies to the period 2021–2030. Suppliers are not approved for new business if they have open zero-tolerance cases or if they show poor audit performance with other indications that they are high risk and would require significant efforts to reach acceptable status.

The target promotes the Group's policy objectives of conducting business in a way that does not harm people, including indirectly through suppliers as defined in the Group Code of Conduct and the Group Workplace Directive. It also drives the effort to continuously support suppliers to adopt best practice and improve the working conditions for their employees. As one key commitment of suppliers is to cascade the same or similar requirements to their sub-suppliers, this expands the reach of the Group's high standards deeper into the supply chain.

The target was set in consultation with key internal stakeholders including the Social Sustainability team, Procurement and Product Sourcing. Value chain workers were not directly involved in setting the target. The target is relative and is calculated as a percentage.

Suppliers that are not in the "approved" or "accepted low risk" categories are evaluated as "accepted with restrictions" and must have a solid action plan in place with an approved timeline. Alternatively, they are temporarily accepted, but lined up for a full audit. The Social Sustainability team works systematically with the supplier base to identify improvement areas and support these suppliers to attain the status of "approved" or "accepted low risk" — and thereby reduce the proportion of suppliers with the evaluation grade "accepted with restrictions", "on hold" and "not approved".

For more information about the methodology and progress to the target, see S2-ES on pages 121.

S2-ES Entity-specific metrics

Supplier Screening
The Group follows a structured, internationally aligned approach to supplier screening, guided by the Supplier Workplace Standard and globally recognized standards. The screening focuses on human rights, working conditions, environmental compliance, business ethics and governance. The Group included 1563 tier-1 suppliers with 538 identified as strategically significant, representing around 74% of our total spend. This reflects our risk-based model and ensures sustainability is embedded throughout our value chain.

Supplier evaluation
In 2025, 89% of "strategic suppliers" were "approved" or "accepted low risk" based on the Supplier Workplace evaluation and audits. Compared to the 2021 base year, this represents an increase of 15 percentage points. *Read more about the target in S2-5 on page 121.*

Methodology: Supplier evaluation

Following risk screenings and audits by the Social Sustainability team, the supplier is assigned one of the following evaluation grades:
- Approved
- Accepted low risk
- Accepted with restriction
- On Hold
- Not Approved

The metric measures the percentage of strategic suppliers that are "approved" or "accepted low risk" according to the Supplier evaluation over the total number of strategic suppliers, at the end of the reporting year.
Grade "Approved" means either no findings, or a low number of non-critical findings were identified during the Supplier Workplace Standard audit, which they have an approved action plan in place for.

Grade "accepted low risk" can be provided to a supplier in two instances:
1. The supplier has not been audited, but the risk screening has identified that the supplier is
   a. located in a low-risk country based on external risk indices,
   b. active in a low-risk industry (determined following research conducted by the Social Sustainability team and the available external industry risk indices), and
   c. low risk based on publicly available information.
2. The supplier has been audited and received a limited number of findings, none with high criticality.

Grade "accepted with restriction" means either:
1. The supplier is committed to an action plan to address more critical audit findings with the objective of closing the findings as soon as possible. This action plan, including a clear timeline, is approved by the Social Sustainability team and promptly followed up to ensure the findings are closed, which results in the supplier being upgraded to "accepted low risk", or
2. The supplier has been subject to risk assessment but requires deeper analysis and is earmarked for an audit. The supplier can temporarily pass the Sourcing Board and be used for business, but the final outcome depends on the subsequent audit.

Grades "on hold" and "not approved" mean that the supplier had a high number of more critical findings, or one or more zero tolerance findings, and will not be approved by the Sourcing Board. In some cases, the grades can be based on risk factors identified without an audit.
"Findings" refers to non-observances of the Workplace Directive identified during an audit.
"Strategic suppliers" are defined as vendors that are crucial to the Group's core operations and long-term objectives. These suppliers typically represent between 70% and 80% of the Group's total spend and play a pivotal role in ensuring business cost competitiveness, innovation and overall process by delivering high-value, strategically important goods or service.

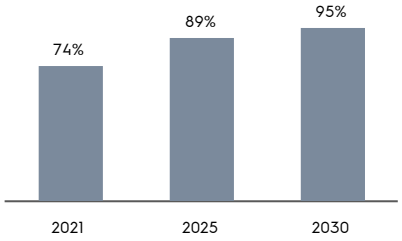
The metrics are calculated as follows:

$$\text{Supplier evaluation (\%)} = \frac{\text{Number of strategic suppliers with the grading "Approved" or "Accepted low risk"}}{\text{Total number of strategic suppliers which are either "Approved", "Accepted low risk", "Accepted with restrictions", "On Hold" or "Not Approved"}} \times 100$$

Progress is measured with the base year 2021 and the base value of 74%.[1)]

Supplier evaluation target

Share of strategic suppliers that are "approved" or "accepted low risk" in the workplace evaluation (%)[2]



Supplier audit findings

In 2025, 426 (367)[2] audits were conducted, including 294 (248) full audits and 132 (118) follow-up audits with a mix of 322 onsite and 104 remote audits to ensure flexibility and rigor. Also 5 reports were issued under recognized schemes (*SMETA* and *RBA VAP*). Of the total audits 214 were performed by our internal independent auditor team, and 207 by third party audit firms.

Our methodology is based on Electrolux Group standards and international best practices, including ISO 19011:2018 to ensure audit quality.

The audit teams register their findings in the audit protocol, which is structured according to the chapters and requirements in the Workplace Directive. The findings have a set grading based on how critical they are.

A total of 17 (30) zero-tolerance findings were uncovered in 2025. These were related to the following situations: absence of business license to operate, requests for written manager approval for workers to leave premises, retention of passports and work permits, discrimination and inconsistent records. Although serious in nature, such issues are quickly addressed by escalating them within relevant suppliers, ensuring appropriate remediating action plans, and conducting follow-up activities to ensure closure.

The table summarizes the main types of impacts/findings in 2025 and examples of what actions the suppliers committed to implement, in order to address the findings.

[2] 2024 data was restated to include 1 audit completed during the year that was not captured.
[1] Baseline year data was restated to correct the percentage related to 2021. Previous base year data was 66%

Main audit findings and actions as part of the Supplier Workplace audits in 2025

Electrolux Group Workplace Directive Chapter	Area of findings - examples	Impact / potential Impact	Number of Findings	Actions
1 **General requirements**	Code of conduct not available to workers	Risk of unethical practices and labor rights violations.	50	Localize and display code; provide orientation
	Absence of grievance channel for employees	Unreported violations and rising harassment cases		Set up anonymous grievance channels
	No responsible person for code of conduct implementation	Lack of control and monitoring of ethical practices.		Appoint compliance officer with written duties
2 **Laws and regulations**	Outdated business license	Fines and potential operational shutdown	33	Create compliance calendar for license renewals
	No process for regular legal updates	Legal non-compliance and risk of sanctions		Implement legal monitoring and updates
	Building occupancy is larger than authorized in license	Regulatory penalties and safety risks		Update license to match actual capacity
3 **Suppliers and subcontractors**	Code of conduct is not communicated to suppliers	Risk of illegal practices in the supply chain	39	Include code in onboarding; require sign-off
	Supplier code does not cover all requirements	Non-compliance with international requirements		Update supplier code to global standards
	No procedure to ensure conflict-free mineral sourcing	Risk of indirect involvement in conflict financing		Require minerals declarations
4 **Corruption, bribery and business ethnics**	No anti-corruption or anti-bribery policy	Vulnerability to bribery and fraud	17	Develop and communicate an anti-corruption policy
	No trainings on anti-corruption and anti-bribery policies	Lack of awareness, increasing risk of illicit practices		Adopt and share anti-corruption policy
5 **Child labor**	No policy to prevent child labor	Severe violation of human rights	15	Adopt child labor prevention policy
	No measures to prevent child labor	Risk of child exploitation		Verify age during hiring; keep records
	Juvenile employees were not registered	Legal non-compliance and risk of sanctions		Register juvenile workers and document
6 **Forced labor**	Restriction of movement - gate pass required to leave premises	Conditions similar to forced labor	19	Allow free movement during breaks
	Workers' personal documents retained	Violation of personal freedom		Ban retention of personal documents
	Employees required to pay for uniforms	Abusive and exploitative practice		Provide uniforms or deduct with consent
7 **Security arrangements**	No human rights clauses in security contract	Risk of abuse by security personnel	15	Add human rights clauses; train security
	No content or training related to human rights	Lack of prevention against rights violations		Provide human rights training
	No procedure for reporting security incidents	Ineffective response to critical situations		Establish security incident reporting
8 **Worker health and safety**	Internal workplace conditions (lighting, noise, heat)	Risk of occupational illnesses	989	Assess risks and apply corrections
	PPE is not provided or not properly used	Increased risk of accidents and injuries		Provide PPE and usage training
	No occupational health checks as required by law	Health risks for workers		Schedule health checks and record
	Insufficient, poorly marked, or obstructed emergency exits	Risk of fatalities during emergencies		Ensure exits and run drills
9 **Non-discrimination**	No procedure to avoid discrimination in the facility	Unfair work environment and legal actions	13	Adopt anti-discrimination policy and training
	Job ad limits applicants to men aged 24–30	Gender and age discrimination		Ensure job ads promote equal opportunity
	Pregnancy bias in recruitment and testing	Violation of rights and legal risk		Ban pregnancy tests; train HR
10 **Harassment and abuse**	No procedure to avoid harassment and abuse in the facility	Unsafe work environment and increased cases of abuse	8	Adopt anti-harassment policy and reporting
11 **Disciplinary actions and grievances**	No procedure for disciplinary action	Arbitrary application of penalties	16	Create fair disciplinary process
	Monetary fines used as discipline	Illegal and exploitative practice		Replace fines with corrective measures
	Written public warning system	Humiliation and psychological impact		Use private, documented warnings
12 **Working hours**	Not all workers are provided with one rest day in seven	Risk of fatigue and accidents	467	Align schedules with rest laws
	Work week exceeds 60 hours	Health risks and legal non-compliance		Track hours and enforce limits
	Inconsistent attendance records	Lack of control over working hours		Install accurate timekeeping
13 **Compensation and employment conditions**	No written hiring procedure	Risk of irregular hiring practices	311	Document and share hiring process
	Pre-employment health exams charged to subcontractors	Abusive and illegal practice		Cover health checks or remove requirement
	Absence of labor contracts for all employees	Violation of labor laws		Provide written contracts
14 **Freedom of Association and collective bargaining**	Right to collective bargaining not respected	Lack of worker representation	27	Enable engagement
	Legally required workers' welfare committee absent	No communication channel for social improvements		Activate welfare committee with meetings

Electrolux Group Workplace Directive Chapter		Area of findings - examples	Impact / potential Impact	Number of Findings	Actions
15	**Environmental governance and procedures**	Outdated environmental license	Fines and risk of operational suspension	312	Track and renew licenses
		Lack of Environmental Aspects and Impacts Assessment (EAIA)	Lack of control over environmental impacts		Perform annual EAIA updates
		Lack of environmental objectives and goals	No continuous environmental improvement		Set and track environmental targets
16	**Monitoring and compliances**	No annual Supplier Workplace Standard assessment	Risk of unmonitored indirect impacts	30	Conduct yearly audits and record
		No access to audit process or documentation	Lack of transparency		Train staff and ensure audit compliance

Health, safety, and environmental governance remain the areas with the most findings, largely due to extensive requirements. Deviations in working hours, compensation, and benefits policies are also frequent

For more information on how risks and impacts in the supply chain are addressed, see S2-4 on page 120.

2025 HIGHLIGHTS

- Revision and update of Group Product Quality Framework
- Launch of Group Product Safety Directive
- Rollout of Product Liability Claims Handling Guideline at Group level

S4 Consumers and end-users

The Group's approach to product safety is global and covers all its product categories. It strives to go beyond regulatory compliance.

Electrolux Group always considers product safety during the design process to eliminate unreasonable and foreseeable risks of injury from the intended uses of its products. The Group will also protect people and the environment by managing the chemicals in its products carefully and continuing to replace those that cause concern. In this respect product safety is aligned to For the Better 2030 sustainability framework in terms of the Goal "Eliminate harmful materials" in the Better Solutions Pillar. Read more about how the Group works to eliminate harmful materials in E2 on page 95.

Manufacturers of domestic appliances have a responsibility to ensure their products are safe — not only for consumers and end-users, but also others who encounter the appliances during their lifespan. As a minimum, the Group's appliances should meet all relevant product safety legislation in the markets in which they are sold to avoid harm to people and the environment. This includes guidance on use, maintenance and safe disposal at the end-of-life of the appliance.

The initiatives reported under this section support the United Nations Sustainable Development Goals number 3, 8, 10, 12 and 17:

S4-1 Policies related to consumers and end-users

The Electrolux **Group Code of Conduct** communicates our values and what we stand for; it sets clear expectations for ethical business, demanding accountability in product quality, safety, and social responsibility. *Read more about it in GOV-1 on page 70.*

The **Group Product Quality Policy** emphasizes that quality is an integral part of the Group's way of doing business and provides guidance on how to deliver products and services that are safe, compliant and preferred by our customers and consumers. To support this ambition, the **Group Product Safety Directive** has been introduced in 2025 and sets the framework to ensure all products meet the highest safety and compliance standards globally such as applicable IEC, ISO or UL standards.

The Group Risk Directive objectives are to preserve and create value through risk optimization and the protection of human welfare.

The most senior managers responsible for ensuring implementation of the Product Quality Policy, the Product Safety Directive and the Risk Directive are the Chief Technology and Sustainability Officer, the VP Product Technology and Group Quality and the Head of Risk Management respectively, together with the Heads of the business areas and Heads of global product lines.

S4-2 Processes for engaging with consumers and end-users about impacts

The Electrolux Group prioritizes consumer safety, satisfaction, and feedback to uphold the highest standards of product quality and safety. The Group has established channels for consumers and end-users to engage on matters related to products, services and product safety concerns. Each business area has online resources for consumers and end-users to retrieve information and communicate about their products, and services can be ordered and queries raised through business area support centers. The Group's retail customers have similar channels, and the Group has contractual rights to receive relevant information from its retailers regarding product safety issues or malfunctions. Product safety assessments are carried out to mitigate safety issues and/or alleviate any negative impacts for consumers and end-users. The Group continuously monitors and analyses consumer complaints, warranty claims, and survey feedback to drive improvements in product design, materials, safety testing and customer support. This is an ongoing process that applies to every new development and to the continuous improvement of existing products. Safety recall information is communicated transparently, supported by accessible customer service channels. All products are accompanied by clear user manuals and safety instructions, reinforcing our commitment to responsible product use and consumer well-being.

General processes in the R&D phase of product development

During product development, the focus is on improving the performance of the Group's products by striving to increase the satisfaction of consumers and end-users. Product safety is a core requirement ensured through rigorous compliance testing, detailed risk assessments of design and technologies and validation of adherence to applicable regulations as well as international and regional standards. Our goal is to ensure that products are designed, manufactured, and tested to meet stringent safety expectations across their entire lifecycle and for all user groups.

The Group interacts with consumers during the development phase through laboratory usability tests. These have the aim of assessing product ease of use and to promote correct product usage.

S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Consumers and stakeholders can contact Electrolux Group through their respective country websites to submit inquiries and receive support from the Customer Service Organization. Concerns can also be raised via the Electrolux Group Speakup Line.
> For more information on the Speakup Line, see G1-ES on page 129.
Information received by the Group through its channels regarding product malfunctions or product safety concerns is processed and escalated internally via specific routes for further reviews and analyses.
To ensure that relevant actions can be taken to safeguard the health and safety of its consumers and end users, each business area has a Product Safety Advisory Committee. Initial analyses on product safety concerns are conducted and coordinated at business area level within the relevant Product Safety Advisory Committee framework and, where relevant, reported and escalated to the Group's Product Safety Advisory Committee. All such Business Area committees must quarterly report their respective product safety status to the Group's Product Safety Advisory Committee.

Local and regional processes are in place that are aligned to ensure that the Group always has an overview of actual and potential product safety concerns and/or other potential negative impacts on consumers and end-users. Product safety concerns, and/or potential defects, are continuously monitored.

In the event of product malfunction within the applicable warranty period, consumers are offered appropriate remedies, which may include repair, replacement, or refund, provided at no cost and within reasonable timeframes. These remedies are delivered via the local Customer Service Organization, operating under Electrolux Group responsibility ensuring proximity and responsiveness to consumer needs.

Where a product defect results in harm or loss to consumers or their property and the Group's liability is established, the Group ensures rightful compensation in accordance with local laws and regulations and in line with the Group guideline for claims handling. Compensation is intended to restore the affected party to the position they would have been in had the damage not occurred. These obligations are supported by a comprehensive liability insurance program, including coverage through the Group's captive insurance arrangements, to ensure timely and adequate financial remediation.

S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end- users, and effectiveness of those actions

The Group's **Product Safety framework** was optimized during 2025 and outlines key processes for managing product and market risks. The Group Product Safety Directive applies to all Electrolux Group's entities, employees, and covers all products, manufactured, sold, or sourced, along with services, spare parts, consumables, and accessories.

A Product Safety Risk Assessment (PSRA) is applied continuously as a live part of the development process enabling lessons learnt to be fed back into the design phase. In 2025, we conducted one PSRA training session for employees in Europe and North America, and three sessions in the APAC region (Thailand, China, and Australia), reaching about 110 people in total. For 2026, we plan to hold a session in Latin America.

The market risk directive along with product bonding guidelines and instructions provide clear guidance to the organization on how to intervene promptly to resolve market issues and minimize impacts on end consumers as soon as possible. The Product Safety Committees in the regions ensure:

- Oversight on any corrective actions that are identified as being required in particular markets.
- A consistent approach to product safety in accordance with business area policies and procedures.
- Supervise the product safety process and review potential product safety issues as they arise.
- Monitor data collection from any market corrective action that has been initiated, until the action has been concluded.
- Implementation of the Alleged Incident Report (AIR) scheme in all countries within the scope of the business area Product Safety Committees.
- Ensure that any product liability claims are correctly documented and recorded in applicable in-house registers used for such purposes and managed in accordance with established procedures.

The Group's focus areas on consumer product safety include:

- **Holistic Safety Design:** Products are engineered to be inherently safe, with fail-safe mechanisms that prevent hazards such as electrical faults, overheating, or fire.
- **Material and Component Integrity:** enhanced specifications, such as elevated Comparative Tracking Index (CTI) values, are applied to critical components to exceed international safety standards.
- **Environmental Resilience:** products undergo rigorous testing to simulate real-world conditions, including water spillage, thermal stress, and mechanical impact.
- **User Interaction Safety:** design and testing protocols ensure that all surfaces, edges, and access points minimize the risk of injury during handling, installation, cleaning, or servicing.
- **Fire Risk Mitigation:** extensive fire testing is conducted to identify potential ignition sources, including those related to refrigerant leakage in cooling and heat pump systems.

The Group allocates dedicated financial and human resources to all these activities, primarily through its annual CapEx and OpEx budgets within the relevant functions; nevertheless, no significant investments towards actions were made during the year.
The allocations include funding for advanced testing facilities, specialized safety engineering teams, participation in international standardization committees, and continuous training programs for safety professionals. Investments also cover the development of predictive analytics tools for early risk detection, as well as partnerships with accredited laboratories to ensure adherence to global safety standards. By embedding these resources into long-term planning cycles, the Group ensures that product safety remains a strategic priority, not just a regulatory requirement.

S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The safety of consumers and end-users is the Group's highest priority. The Group maintains and monitors internal procedures designed to identify and record any alleged product safety incidents, link products to potential systemic safety risks throughout the market delivery chain, and perform statistical assessments of potential market risks. These processes are supported by predefined remedial action plans to ensure timely and effective response.

Organizational product safety performance is actively managed through internal metrics and short- to mid-term operational objectives. Electrolux Group is developing entity-specific metrics to enable future S4 reporting and enhance transparency. Given the diversity of the product portfolio, evolving technologies, and dynamic regulatory requirements, setting uniform, publicly disclosed product safety targets is challenging. Due to current data insufficiency in the value chain, Electrolux Group has applied the transitional phase-in provision for disclosure of entity-specific metrics and target setting. The Group prioritizes strong governance frameworks and operational processes that enable continuous improvement, early risk detection, and clear accountability in managing both current and emerging product safety concerns.

2025 HIGHLIGHTS

- Revised and updated the Electrolux Group Code of Conduct
- Rolled out updated training and e-learning in relation to the new Electrolux Group Code of Conduct
- Initiated review of Group Policies and Directives
- Launched group wide Employee Compliance Awareness Campaign

Governance information

G1 Business conduct

Electrolux Group works with business conduct by upholding the highest standards for acting ethically, leading in inclusion and respecting human rights.

The Group's work with business conduct is part of its For the Better sustainability framework, committing to fair and legal business practices. The Group does not tolerate any activities involving corruption or bribery, or similar illegal or unethical behaviors. To act ethically is everyone's responsibility but it always starts from the top and there- fore, the Group's managers are expected to actively promote high standards of business conduct — clearly setting "the tone from the top".

The Board of Directors, together with Group Management and other governing bodies plays a central role in reviewing, approving and overseeing the Group's business conduct policies and practices. The People Committee and Audit Committee appointed by the Board of Directors and attended by its members receive reports and outcomes of Speakup Line investigations, while the Audit Committee receives reports on fraud investigations.

Board and General Management members contribute expertise in compliance, ethics, and corporate governance and receive updates on regulatory developments. Their expertise is complemented by Group Management, who complete e-learnings on the Code of Conduct, anti-corruption, and other legal compliance topics, as well as by People Leaders, who undergo Code of Conduct onboarding for leaders. These individuals actively contribute to several internal bodies:

- The Enterprise Risk Management Board, which includes the President & CEO and Group Management, and focuses on identifying and mitigating risks, including those related to ethics and compliance.
- The Ethics & Human Rights Steering Group, composed of senior managers and Group Management, which oversees ethics and human rights initiatives and approves related action plans.
- The Sustainability Board, chaired by the President & CEO and attended by Group Management and the General Counsel, which ensures effective sustainability governance.
- The Insider & Disclosure Committee, made up of senior leaders, which ensures the accuracy and timeliness of the Group's financial and strategic disclosures.

Being a good corporate citizen is essential for the long-term success of any modern company, including Electrolux Group. The Group's business success relies on the trust and reputation it has among consumers, its customers, business partners and other stakeholders. Participating in any illegal schemes or similar unethical acts breaks that trust and, besides being potentially a criminal offense, can cause substantial harm to the Group's business, reputation and its brands.

The initiatives reported under this section support the United Nations Sustainable Development Goals number 5, 8, 10, 12 and 17:

G1-1 Business conduct policies and corporate culture

Electrolux Group has a mandatory Code of Conduct that outlines how the Group shall conduct its operations in a legally compliant, ethical and sustainable manner. It serves as an introduction to the Group Policies and Directives, and its purpose is to provide clarity on what the company's principles mean for employees.

The Electrolux Group Code of Conduct, together with our Group Policies and Directives, shapes our corporate culture. We initiated the integration of KPIs into Group Policies to strengthen our ability to monitor policy effectiveness and related processes. Awareness of our Code, corporate culture and key policies like the Group Anti-Corruption and Bribery Policy is promoted and assessed through mechanisms such as the Employee Voice Survey, mandatory Code of Conduct and compliance trainings, Speak-Up Line reports and compliance risk assessments. Electrolux Group has no targets in relation to G1.

The Group Policies and Directives are mandatory instructions approved by Group Management, covering corporate culture and business conduct. They define acceptable practices within specific areas or processes and apply to all employees and individuals acting for, or on behalf of Electrolux Group.

The Board of Directors reviews and approves the Code of Conduct, while Group Management is responsible for approving both the Code and the Group-wide Policies and Directives. Each Group Policy is assigned a policy owner—a senior manager responsible for overseeing the implementation of the Policy and providing guidance, and related steering documents. In addition, policy holders are accountable for implementing and monitoring the policy across the organization, including developing supporting directives, guidelines, or tools as needed.

The Group's main policy in relation to its business integrity and conduct is its Anti-Corruption Policy. This policy describes the key principle of "zero-tolerance for corruption and/or bribery" in any form and provides further guidance on this principle to all employees and other persons acting for or on behalf of the Group.

The Group's General Counsel owns the policy and oversees its implementation and monitoring. The Group Head of Compliance serves as the policy holder, responsible for day-to-day implementation. Additionally, Heads of Product Lines and Heads of Business Areas are responsible for applying the Group Anti-Corruption Policy within their respective operations.

Implementation typically involves communication, training, and—where relevant—acknowledgement procedures for all or selected employees. The Anti-corruption Policy, along with other Group Policies and Directives, is accessible via the company intranet.

The **Group Anti-Corruption Policy** is global in scope and is foremost directed towards the Group's own workforce, although external stakeholders indirectly benefit from it. For example, its key principles are also to be found in the **Group Supplier Workplace Standard**, which is directed toward the Group's suppliers and stakeholders in the upstream value chain.

Legislation and third-party standards are also considered and applied by the Group. For example, the Group's Anti-Corruption Policy is aligned with the Swedish Anti-Corruption Institute's Code to Prevent Corruption in Business. Similarly, the Group Directive on Internal Investigations is aligned with the EU Whistle-blower Directive. We are subject to the legal requirements under national laws transposing the EU Whistleblower Directive in those markets where such provisions apply to our legal entities.

The Group provides Code of Conduct training for its employees every third year. In November 2025, an updated Code of Conduct training was launched, reaching 55% completion rate among eligible employees by year end. The Group also requires suppliers to train and inform their employees on the Group's minimum requirements of the Group Supplier Workplace Standard. The Group uses internal awareness campaigns to highlight how to conduct ethical business.

The Group's global whistleblower mechanism, the Speakup Line, and the related processes are considered effective tools to both understand and analyze corporate culture issues and ensure that actions are taken to handle any suspected misconduct. The use of the Employee Voice Survey also focuses on key issues in relation to good business practices and helps to further understand, strengthen and develop the corporate culture. *For more information on the Speakup Line, see G1-ES on page 129 and on the Employee Voice Survey see S1-ES on page 117.*

G1-3 Processes for preventing and detecting corruption and bribery

The Group uses various processes and tools to prevent, detect, investigate and respond to allegations and/or incidents relating to corruption and bribery (including fraud). These tools, activities and processes are generally part of the Group's global Compliance Program, which focuses both on internal and external stakeholders and their behavior.

Preventing non-compliance or business misconduct

The Group uses its policies and training programs to ensure that its workforce, and to a certain extent its suppliers' workforce, receive information and training on acceptable business conduct, including anti-corruption and bribery.

Our approach to mandatory training for eligible employees is designed to ensure that they understand their responsibilities under our Code of Conduct and internal policies—particularly in areas such as anti-corruption, data privacy, competition, and ethical business conduct.

Each training module has a designated content owner, and all e-learning courses must be approved by the Head of Compliance. Mandatory training follows a clearly defined recurrence schedule and is subject to regular review to ensure continued relevance and effectiveness.

Although training programs and specific awareness campaigns are key actions to prevent corruption and bribery from occurring, the Group's global functions have additional processes to mitigate the risk of illegal payments (including bribes and fraud) from taking place. The application of these processes and tools is determined by a risk-based approach.

Functional areas such as manufacturing, R&D, sales, supply chain, quality, purchasing & sourcing, marketing, and people are considered most at risk for corruption and bribery due to their involvement in significant decision making and frequent external interactions.

In 2025, the completion rate of the bi-annual and mandatory anti-corruption training was 79% for all eligible employees. Completion rates were as follows for key groups:

- For functional areas at risk, 79% of eligible employees completed the anti-corruption training.
- 81% of People Leaders across the organization completed the training in 2025.
- 70% of eligible employees in high-risk geographies completed the training in 2025. The reported figure covers jurisdictions of Electrolux Group operations, which have scored 0-50 in the 2024 Corruption Index published by Transparency International.

The training covers various aspects of the Group's Anti-Corruption Policy, such as gifts, meals, entertainment, hospitality, sponsorships and donations, hiring decisions and managing intermediaries' risks. This mandatory training alongside other mandatory business conduct trainings and the Code of Conduct document, are received for signature and completion upon start of employment.

Detecting suspected compliance breaches or business misconduct

Employees can raise suspected cases with their line manager and/ or staff functions including the People and Communications, Group Internal Audit or Legal department. Both employees and third par- ties, such as suppliers can report possible non-compliances through the Speakup Line.

> For more information on the Speakup Line, see G1-ES on page 129.

In addition to these global processes and tools, operational structures and governing bodies within the Group monitor corruption, bribery and fraud risks, as well as escalating and acting on suspected cases.

Investigations and corrective actions

The outcomes of Speakup Line investigations and related analytics which may cover corruption or bribery related matters are reported back to business operations quarterly through the business area Compliance Committees. Group Internal Audit also conducts investigations on cases, which sometimes are reported outside of the Speakup Line processes. The committees may decide on further operational corrective actions, including targeted training or changes to local work instructions. Typically, investigations that result in the confirmation of wrongdoings lead to disciplinary action, such as warnings and retraining, and in some severe cases, to dismissal. As applicable, the Group cooperates with the relevant law enforcement authorities on corruption and bribery cases. *For more information on the Speakup Line, see G1-ES on page 129.*

Governance

The Ethics & Human Rights Steering Group is responsible for the Speakup Line and the related processes *(read more in S1-2 on page 108 and GOV-1 on page 70).* The Speakup Line reports and related trends are reported to each business area Compliance Committee at regular intervals during the year. The reports and outcomes of investigations are also reported to the People Committee and Audit Committee as applicable. In addition, Group Internal Audit also reports on investigated fraud cases to the Audit Committee.

The governance structures and processes to combat corruption and bribery are a central part of the Group's Compliance Program and Ethics Program. These processes include steps and actions that are repeated at necessary intervals. For such reasons, the related costs and expenditure are part of the Group's standard operational budget and are not disclosed separately.

G1-4 Incidents of corruption or bribery

In addition to the Group's governance structures and processes to track, monitor and combat corruption and bribery, it also has processes to monitor on-going and/or potential lawsuits or similar legal cases. These include monitoring and collecting data on convictions and fines in relation to corruption and bribery.

In 2025, the Group had no (0) convictions of violations of anti-corruption and anti-bribery laws[1] The Group did not pay any fines during 2025 for these types of breaches of anti-corruption and anti-bribery laws.[2]

No external body or organization has validated the reported convictions or fines, as such validation is not considered necessary for the Sustainability statement. In 2025, no specific actions were taken to address breaches in anti-corruption and anti-bribery procedures and standards due to the reported court cases above, as there were none. However, the Group's work to combat corruption and bribery is central to the Group's Compliance Program.

For more information, see G1-3 on page 128.

G1-ES Entity-specific metrics

Speakup Line Reports

The Speakup Line is the Group's global whistleblowing mechanism provided by a third-party that enables employees — and external parties — to report suspected non-compliant business conduct in relation to the Group and its value chain. It can also be used to report on suspected breaches of European Union law, as required under the EU Whistleblowing Directive. The Speakup Line also functions as a grievance mechanism under the German Supply Chain Act (LkSG), which allows workers, affected communities and other stakeholders to report suspected violations of human rights or environmental standards.

Retaliation against individuals who, in good faith, raise or report concerns, including any report made through the Speakup Line is not accepted and explicitly prohibited in our Code of Conduct, our Group Workplace Policy and our Group Directive on Internal Investigations.

Electrolux Group's whistleblower mechanism was launched in 2011 and has since been developed and improved over time. *For more information, see S1-2 on page 108 and S2-3 on page 120.*

An intra-Group Ethics Coordination Group (reporting to the Ethics & Human Rights Steering Group) is responsible for handling any Speakup Line reports and dispatching them to independent, trained investigators for further investigation. This Ethics Coordination Group follows up on the status of ongoing investigations and is responsible for maintaining the procedures for investigations. This Group is also responsible for ensuring that no conflict of interest exists in applicable matters and that the investigators have the necessary competence. External investigators are engaged when deemed appropriate. The trust in the Speakup Line is measured through the Employee Voice Survey. > *For more information on the Employee Voice Survey, see S1-ES on pages 117.* The upward trend that the number of employees using the Speakup Line has increased in recent years indicates that there is a high level of trust in the whistleblowing mechanism and that the Ethics program is having a positive impact, particularly when considering that the number of "substantiated cases" has not increased to the same extent. Awareness and trust with the grievance mechanisms is also followed up with confidential interviews and employee roundtables that form part of Workplace Policy audits and human rights impact assessments.

Speakup Line reports 2025

1. Total number reports in 2025	**570**			
2. Total number of closed reports in 2025*	**540**			
Dismissed reports due to lack of information	112			
Total number of investigated reports in 2025	428			
Key sub-categories:	Reports*	Incidents**	Assessed breaches***	Unsubstantiated****
Discrimination	22	15	4	11
Harassment	58	54	24	30
Health and safety	24	19	9	10
Conflict of interest	24	18	6	12
Corruption and bribery	1	1	1	0
Fraud and theft	9	9	5	4
Other (including non-compliance with workplace policy, employment terms etc)	290	201	91	110
Total:	428	317	140	177
3. Dismissals as a result of reports closed in 2025	**15**			

*) Reports investigated during the year may include reports submitted and/or otherwise reported on in previous years (i.e. not this reporting period of 2025) and also, may not include all reports submitted during 2025.
**) Multiple reports may have been made regarding the same incident or complaint and are then investigated as one incident
***) The investigation resulted in evidence substantiating, fully or partially, the allegation(s).
****) The investigation did not result in evidence substantiating the allegation(s).

1) The information presented is in relation to convictions and or fines related to corruption and/or bribery that were issued by a court of law and/or a governmental agency against a Group entity (of which such decisions cannot be subject to further appeals or when the Group entity has decided to not use further appeal rights).
2) Any fines or convictions disclosed are based on the monetary value of fines issued during the reporting year, although payment may be made in full or in part in a future reporting year.

Auditor's Limited Assurance Report on AB Electrolux' (publ) Statutory Sustainability Statement

To the general meeting of the shareholders of AB Electrolux (publ), corporate identity number 556009-4178

Conclusion
We have conducted a limited assurance engagement of the sustainability statement for AB Electrolux (publ) for the financial year 2025. The sustainability statement is included on pages 59-129 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes,

- whether the sustainability statement meets the requirements of ESRS,
- whether the process the company has carried out to identify reported sustainability information has been conducted as described in ESRS 2 section of the sustainability statement,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8.

Basis for conclusion
We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.
We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other matter
The Sustainability Report for 2024 was prepared in accordance with the Global Reporting Initiative and was subject to our review. Limited assurance of the comparative figures in the Sustainability Report for 2025, in accordance with the current wording of the Annual Accounts Act after 1 July 2024, has therefore not been performed.

Other information than the sustainability statement
This document also contains other information than the sustainability statement and is found on pages 1-58 and 130-186. The Board of Directors and the Managing Director are responsible for this other information.
Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.
In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.
If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director
The Board of Directors, and the Managing Director, are responsible for the preparation of sustainability statement in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act, and for such internal control as the Board of Directors and the Managing Director determine necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility
Our responsibility is to express a conclusion on whether the sustainability report has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.
The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.
Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.
We are independent of AB Electrolux (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.
A limited assurance engagement involves performing procedures to obtain evidence about the sustainability statement. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Managing Director prepares the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the company's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

The review procedures primarily include:
Summary of the work performed

Our procedures regarding the process that the company has implemented to identify sustainability information to be reported included, but were not limited to, the following:

- Obtaining an understanding of the process by:
  - Making inquiries to understand the sources of information used by management (e.g., stakeholder dialogues, business plans, and strategy documents); and
  - Reviewing the company's internal documentation of its process; and
- Evaluating whether the information obtained from our actions regarding the process implemented by the company is consistent with the description of the process in ESRS 2 section of the sustainability statement.

Our procedures regarding the sustainability report included, but were not limited to, the following:

- Through inquiries, obtain a general understanding of the internal control environment, reporting processes, and information systems relevant to the preparation of the information in the sustainability statement.
- Evaluate whether the information identified by the Process is included in the sustainability statement;
- Evaluate whether the structure and the presentation of the sustainability statement is in accordance with the ESRS;
- Perform inquires of relevant personnel and analytical procedures on selected information in the sustainability statement;
- Perform substantive assurance procedures on selected information in the sustainability statement;
- Through inquiries and analytical procedures, evaluate supporting evidence to the methods, assumptions and data for developing significant estimates and forward-looking information;
- Obtain an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability statement;
- The review of taxonomy disclosures included, but was not limited to, the following review procedures:
  - Conducted inquiries of management and other persons within the company to obtain an understanding of the process and sources of information used in the taxonomy disclosures.
  - Performed analytical procedures on selected taxonomy disclosures.
  - Evaluated whether the presentation of the taxonomy disclosures is consistent with the requirements of the EU Taxonomy Regulation.

Inherent limitations in preparing the sustainability statement

In reporting forward-looking information in accordance with ESRS, the Board of Directors and the Group Management of AB Electrolux (publ) are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by AB Electrolux (publ). Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Stockholm, 18 February 2026

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