Sustainability statement

Electrolux Group is presenting its sustainability information for 2024 in a format inspired by the current interpretation of the European Sustainability Reporting Standards (ESRS), which forms part of the Corporate Sustainability Reporting Directive (CSRD). The Sustainability statement has been prepared in accordance with the Swedish Annual Accounts Act and the Global Reporting Initiative (GRI) standards. Assurance is carried out for 2024 in accordance with the GRI standards. A GRI content index is available at the Electrolux Group website electroluxgroup.com/en/category/sustainability/sustainability-reports/.

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The Group continues to make significant progress on its sustainability agenda while taking a big step towards the integration of the sustainability reporting into the Annual Report.

Therese Friberg, Chief Financial Officer, and Elena Breda, Chief Technology & Sustainability Officer, explain and highlight some of the sustainability progress made during the year.

If we start by looking at the Group's sustainability progress in 2024, what is the status of the Group's science-based climate target?
Elena: After achieving our first science-based climate target three years ahead of plan, we are now working to meet our second science-based target. Our new target is to reduce the emissions from our operations (scope 1 and 2) by 85% and the emissions mainly from our products (scope 3) by 42% between 2021 and 2030. At the end of 2024, we had decreased our scope 1 and 2 emissions by 36% and our scope 3 emissions by 31% compared with 2021. We made progress through the ongoing switch to renewable energy in our operations and resource-efficient product innovations that reduce the use of energy and resources during the product use phase.

Behind these results, actions were taken to increase the proportion of energy sourced from certified renewable sources to 64% at year end, and the continued electrification of our operations. In 2024, we also approved our first renewable energy Power Purchase Agreement (PPA) in the form of a 7.4 MW photovoltaic solar system at our manufacturing site in Porcia, Italy.

What new products in 2024 helped consumers live more sustainably?
Elena: We were excited to launch the AEG's new kitchen range[1] that can help reduce carbon footprint[2] by up to 30%[3] during the use phase through its highest energy labels[4] and by using energy-saving features, such as the AEG 9000 Pro Assist with Steam Pro, which can save up to 17% energy through PreHeat and Residual Heat functions[5].

Electrolux EcoLine includes the highest energy class of appliances within Electrolux laundry range, with selected models having an energy rating better than A in the EU energy class[6].
Therese: Our sustainable products are not only good for the environment, they contribute well to our business performance. In 2024, our most resource efficient products accounted for 24% of total units sold and 33% gross profit.

What progress was made with circularity?
Elena: During 2024, we reinforced our commitment to circularity by setting a new, ambitious target to incorporate 35% recycled material (steel and plastic) by weight into our products by 2030. Previously, our circularity target focused solely on plastics, so we are expanding our ambition to steel, the primary material we use to manufacture our products. This new target will involve almost doubling the weight of

recycled materials in our products by 2030, compared to our previous target.

I would also like to highlight that our Fixed Cost Repair service to support the useful lifetime of our products, which helps to keep the products running for longer and thus contributing to circularity, continued to be popular in Europe. We also launched a similar service in North America, helping more consumers to extend the life of their appliances.

What progress was made with social sustainability?
Elena: We have a strong focus on social sustainability and it is key for us to uphold our high workplace standards within our operations and those of our suppliers. We stepped-up our work, and rather than checking only high-risk countries, we now audit all our manufacturing sites' compliance with the Group Workplace Directive annually.

"We have taken a big step toward the full integration of our sustainability reporting into our Annual Report. The new ESRS-based reporting brings even greater transparency and more value for our stakeholders."
Therese Friberg,
Chief Financial Officer

"We have strong focus on both our second science-based target to continue reducing emissions and on our social sustainability agenda to uphold our high workplace standards within our operations and those of our suppliers."
Elena Breda,
Chief Technology & Sustainability Officer

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We reached our 2024 target for Supplier Workplace evaluation with over 90% "approved" or "accepted low risk" and set a target of 95% for 2030. We also have an ambitious safety target to achieve a Total Case Incident Rate (TCIR) of 0.30 by 2030 from the already very low rate of 0.37 in 2024.

Finally, we further developed and deepened our human rights due diligence with a focus on the areas of working hours and wages to better identify and mitigate people-related risks.

Could you elaborate on the Electrolux Group's approach to business conduct?

Therese: We firmly believe that strong business ethics are a cornerstone of our business success that helps to build trust in our brands. Upholding high standards of ethical behavior and governance is not only a responsibility but has always been a vital component of the Electrolux Group's identity. Our key principles, as set out in our Code of Conduct, are essential for building trust with our stakeholders, including consumers, customers, business partners, investors, employees and the communities we serve. By consistently upholding these principles, we create ethical business environments that drive long-term value and positive impact.

Elena: Throughout the year, we have reinforced our dedication to business ethics through developing our employee training, rigorous compliance measures and deeper dialogue with stakeholders. We remain committed to leading by example and driving ethical business practices. This includes improvements to our whistleblower mechanism - the Speakup Line - and by continuously promoting a speak-up culture for employees and a listen-up culture for managers.

What does the new sustainability reporting mean for the Group?

Therese: I'm proud to report that after intensive work throughout our business over the last two years, we have taken a big step toward the full integration of our sustainability reporting into our Annual Report. The new ESRS-based reporting brings even greater transparency and more value for our stakeholders. We are convinced that the new reporting standard will improve comparability with other companies, and their sustainability work, over time.

Elena: As one of the first companies to start reporting on sustainability in 1995, we have a long history of promoting transparency and accountability.

What's new with the Group's sustainability reporting in 2024?

Therese: We have created a Sustainability statement based on the requirements set out in the ESRS and in accordance with CSRD. Our new Sustainability statement replaces both our previous separate and voluntary Sustainability Report and the statutory Sustainability Report previously published as part of the Annual Report.

We have made good progress with our sustainability reporting and we will ensure that it will be fully compliant with the CSRD requirements for the financial year 2025. The 2024 Sustainability statement is assured according to the GRI standards.

How is the new reporting driving the Group's sustainability approach?

Elena: We are committed to the transparency and structure that ESRS brings. Applying it to our reporting has further increased sustainability integration and engagement throughout our business and further strengthened our processes.

Our For the Better 2030 sustainability framework, which guides our work through Better Company, Better Solutions, Better Living and Climate Goals, remains the cornerstone of our sustainability work.

Therese Friberg
Chief Financial Officer,
Head of Finance, Legal & IT

Elena Breda
Chief Technology &
Sustainability Officer

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1) The new AEG Kitchen Range includes the 9000 ProAssist with SteamPro Oven, the 9000 SensePro Hob, the 9000 AutoSense Hood, the 9000 MultiChill B Class, and the 7000 GlassCare with Quick-Select with EcoMeter.
2) Carbon footprint reduction by each product and for the full range has been calculated by using Life Cycle Assessment (LCA) method with reports approved by Technischer Überwachungsverein (TUV). The 9000 ProAssist with SteamPro Oven can help reduce carbon footprint by up to 17% during the use phase. The 9000 SensePro Hob can help reduce carbon footprint by up to 32% during the use phase. The 9000 AutoSense Hood can help reduce carbon footprint by up to 48% during the use phase. The 9000 MultiChill 0°C Refrigerator 925573013 with the highest energy rating B class can help reduce carbon footprint by 21% during the use phase. The 7000 GlassCare Dishwasher can help reduce carbon footprint by 38% during the use phase.

3) On average, the full New AEG kitchen range with all models listed above can help reduce carbon footprint by up to 30% during the use phase.
4) The 7000 GlassCare Dishwasher with QuickSelect with EcoMeter A class, the 9000 ProAssist with SteamPro Oven, the 9000 AutoSense Hood, and the 9000 MultiChill B Class are models with the highest energy labels among AEG lineup.
5) The 9000 ProAssist with the SteamPro Oven helps reduce energy use by up to 17%, measured through an internal test based on IEC/EN 60335 (energy consumption for ovens).
6) In energy consumption considering the EU energy consumption threshold. For washing machines exceeding top energy level A with 5% up to 40%, in washer dryers with 5% up to 15% and for tumble dryers exceeding top energy rating A+++ with 10% up to 25%.

2024 KEY HIGHLIGHTS

- Latest washing machines in Europe exceed the top A energy label.
- Strong results reduced carbon emissions in scope 1 and 2 (operations) by 36% and scope 3 (including product use) by 31% compared to 2021.
- New ambitious target to use 35% recycled content - steel and plastics – in products manufactured by the Group by 2030.
- An impressive phased out high-impact gases from 99% of products with refrigerants.
- New ambitious target to continuously drive improvements in the working conditions of employees in the supply chain.
- Strong health and safety performance with a Total Case Incident Rate of 0.37.

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General information

Strategy and business model

SBM-1   **Strategy, business model and value chain**

The Group's purpose and business model

The Group's purpose is to shape living for the better by reinventing 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 around the globe, and its customer base consists of both retailers and consumers.

To achieve the Group's purpose, its business model focuses on creating outstanding branded lifetime consumer experiences in taste, care and wellbeing.

Within these three innovation areas, the Group innovates and develops new 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 an appliance's climate impact occurs during its use phase.

Besides making its products more resource-efficient, the Group works to inspire conscious behavior by designing products that intuitively help consumers to use them in ways that reduce environmental impact. Focusing on the most resource-efficient products also makes good business sense as these products typically have higher margins. The Group's resource-efficient products accounted for 24% of total units sold[1] and 33% of gross profit in 2024.

By creating desirable solutions and great experiences that enrich people's daily lives and help to reduce environmental impact, the Group aims to be a driving force in defining enjoyable and more sustainable living. Sustainability is therefore a key part of the Group's strategy, integrated into everything it does, and operationalized through the Electrolux Group's sustainability framework — For the Better 2030.

The Group's consumer experiences in taste, care and wellbeing

Taste
As a kitchen appliance leader, Electrolux Group wants its products to enable consumers to prepare food with the right taste and texture, minimize food waste, and create healthy and nutritious meals. The Group continuously adds new functionalities in terms of control, interaction and innovative digital technologies.

61% of sales   *Product categories:* Cookers, hobs, ovens, hoods, microwave ovens, refrigerators and freezers.

Care
The Group laundry products aim to offer consumers outstanding garment care, water and energy efficiency, and effective low-temperature washing. Demand for Electrolux Group's washing machines and tumble dryers is driven by innovations that promote user-friendliness and garment care through tailored and adaptive programs combined with leading resource efficiency.

30% of sales   *Product categories:* Washing machines, tumble dryers and dishwashers.

Wellbeing
Electrolux Group strives to create wellbeing products that are differentiated by their visual appeal, and how they promote healthy indoor environments and sustainable living. The Group's wellbeing products enable more people to sustainably benefit from comfortable temperatures as well as fewer particles in the air, in the water and on surfaces.

9% of sales   *Product categories:* Vacuum cleaners, air-conditioning equipment, water heaters, and small domestic appliances.

[1] Total units sold includes Major Appliances. Read more in E1-10 on page 78.

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Key industry trends impacting the Group's strategy

The Group's strategy is impacted by key industry trends that drive change in the household appliance market. The table on this page provides a description of these trends and their respective challenges and opportunities for the Group.

Global megatrends

Global industry trends	Challenges	Opportunities
Empowered consumers Greater access to information is increasingly empowering consumers. Their ability to easily compare products places stronger demands on the sustainability performance of manufacturers.	• Growing interest in improved product environmental performance. • Growing attention on areas such labor standards.	• Greater transparency and even more sustainable business practices, which can drive future sales.
Elevating consumer experience through digitalization Consumers are increasingly benefiting from connected products that effortlessly elevate their everyday experience and convenience, with remote control functionality and advanced capabilities providing greater control and flexibility.	• Data security and privacy compliance.	• More connected appliances that improve the user's experience.
Consumers want more resource-efficient appliances Consumers are demanding more efficient and circular products. These products resonate with consumers' desire to lessen their environmental impact while also lowering their household expenses.	• Meeting the growing demand for more sustainable household appliances and more circular solutions.	• Opportunities to sell more energy- and water-efficient appliances.
Demographic trends Population growth, the growing middle class, an aging population and urbanization are increasing the demand for household appliances. Globalization and the growth of generation Z are leading to an increased awareness of inequality in the world.	• Emerging markets, older consumers and smaller households need new products and services. • Meeting ethics and human rights standards throughout the value chain.	• Consumer-focused and market-relevant product development. • Potential for new business models, e.g. shared ownership.
Global economies of scale Drawing on economies of scale and the ability to develop global product architectures are becoming increasingly important for innovation, efficient manufacturing, cost competitiveness and more sustainable products.	• Remaining at the forefront of efficient manufacturing.	• Further optimization of the manufacturing of more sustainable and high-quality products.

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, although it does not retail to or deal with certain jurisdictions due to economic sanction regimes or due to similar legislations or rules (or based on the Group's own assessments). The Group takes a holistic approach to analyzing its value chain, which helps to identify opportunities and manage or mitigate impacts. A simplified illustration of the Group's value chain is shown on pages 52–53 which identifies material sustainability-related impacts, risks and opportunities throughout the Group's value chain, and the ability it has to influence them.

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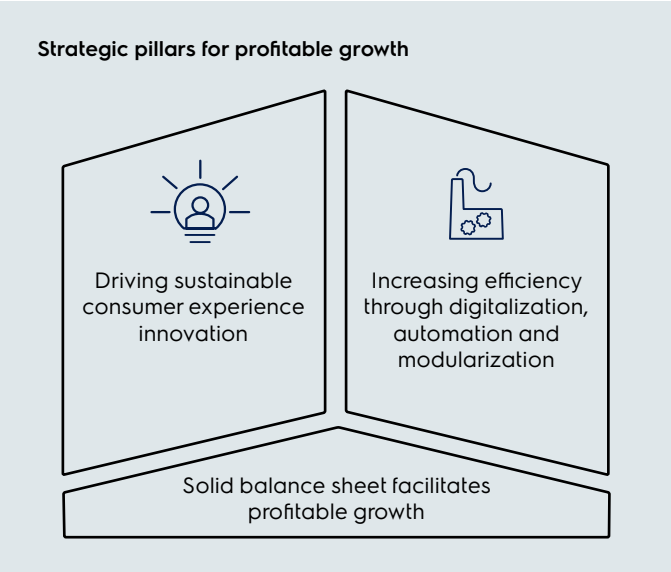| Upstream		Own operations	Downstream			
1. Product development	2. Supply Chain	3. Group operations	4. Logistics	5. Sales	6. Consumer use	7. End-of-life

Impacts, risks and opportunities along the Group's value chain[1]

Part of the value chain	Risks	Opportunities	Impacts	How impacts are managed	Ability to influence
1. Product development Close collaboration between Design, Marketing and R&D enables new products to offer better consumer experiences and more sustainable products.	• Not meeting regulatory or market requirements. • Not meeting consumer expectations. • Not adapting to a low-carbon economy.	• Developing more resource-efficient products, products with more recycled material content and more sustainable business models that can drive future sales.	• Energy-driven appliances lead to the generation of greenhouse gas emissions that have a climate impact. • The use of high-impact greenhouse gases in the Group's appliances have an environmental impact. • The use of materials such as steel and plastic to produce appliances has impacts on the environment, planetary resources and the climate. • The use of chemicals in appliances has an environmental impact.	• Integrate future requirements into product development plans. • Continuously improve product efficiency. • Increase the use of recycled materials. • Eliminate harmful materials. • Participate in the UN-led United for Efficiency program.	High
2. Supply chain Electrolux Group relies on thousands of suppliers. The focus is on safeguarding the Group's standards and developing supplier capacity to improve their sustainability performance.	• Severe weather conditions caused by climate change could negatively affect supply. • Human rights violations in the Group's supply chain could potentially impact its brand and sales. • Business interruptions due to unethical business practices in the supply chain.	• More thorough selection of supply chain partners helps to mitigate the risk of violations and creates more resilient supply chains. • Improved supply chain assessments and audits will drive performance and the achievement of the Group's sustainability targets.	• Severe human rights breaches such as the use of child labor, forced labor, or the application of substandard health and safety conditions can harm workers and their families. • Supplier selection and collaboration can influence the working conditions for thousands of workers around the world, as well as reduce negative environmental impact. • Potential business disruption and financial impact from corruption and anti-competitive behavior.	• Assess the climate impact of key suppliers. • Support key suppliers in reporting and managing their climate and environmental impacts. • Implement the Group's Responsible Sourcing Program, covering risk assessments, full audits, follow-up audits and capacity building in labor standards, human rights, health and safety and environmental management. • Apply a risk-based approach to identify suppliers in scope to conduct audit to safeguard standards. • Hold training and drive improvement programs.	Medium
3. Group operations Electrolux Group has 33 manufacturing sites, 40,894 employees and sales in around approximately 120 markets. The Group focuses on minimizing its environmental footprint, maintaining high ethical standards and working conditions, and promoting positive impact in local communities.	• Disruptions due to emissions and discharges as a result of incidents. • Disruptions caused by severe weather as a result of climate change. • Human rights violation, such as failure to provide decent labor standards and working conditions, could potentially impact Group brand, sales and operations. • Corruption related to weak governance.	• More resource-efficient operations can reduce costs. • Phasing out fossil fuels mitigates risk and enhances the Group's brands. • Continued focus on ethical behavior and human rights, including good working conditions, leads to employee attraction and retention. • High health and safety standards support business continuity. • Long-term community investment programs enhance the Group's brands.	• Group operations have environmental impacts through energy and resource use, which create greenhouse gas emissions and waste. • Potential injuries and ill health in employees, caused by inadequate health and safety standards in manufacturing sites, warehouses and offices. • Impact on employees and their families due to potential excessive overtime, failure to provide decent compensation or protecting employees from discrimination and harassment.	• Implement and maintain systems for environment, resource efficiency, and health and safety. • Assess the climate impacts on operations. • Governance systems and training to enforce sustainability policies. • Conduct human rights impact assessments. • Annual Workplace Policy audits of all manufacturing sites. • Support local community programs.	High

[1] The impacts, risks and opportunities are organized according to environment, social and governance.

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Part of the value chain	Risks	Opportunities	Impacts	How impacts are managed	Ability to influence
4. Logistics The Group uses various logistics providers to transport its goods and products around the world.	• Emissions from transportation. • Changes in modes of transportation can impact climate footprint. • Disruptions caused by severe weather. • Labor conditions in logistics companies.	• Promoting more efficient modes of transport reduces logistics-related impacts and mitigates risk.	• Electrolux Group emits more greenhouse gases transporting its goods than through the energy used in its operations. • The transport of materials and goods has a climate footprint, particularly when using suppliers that use non-renewable fuels or less efficient modes of transport.	• Implement collaborative solutions to mitigate logistics-related impacts. • Promote efficient modes of transport. • Sustainability scorecard for logistics.	Medium
5. Sales Electrolux Group sells products in around 120 markets every year, primarily through retailers.	• Failure to effectively inform consumers on product use. • Not meeting consumer expectations on product efficiency. • Limited opportunity to influence decision-making at the point-of-purchase. • Failure to meet customer expectations in areas such as anti-corruption and labor standards.	• Greater awareness of more sustainable products can drive sales and revenue. • Consumer communication can drive sales by highlighting consumer benefits such as product efficiency, reducing food waste, and promoting better garment care and wellbeing. • Promoting social standards and good business conduct.	• Underperforming on sales volumes. • Sub-standard working conditions for sales representatives if labor standards not met. • Contributing to gender stereotyping if marketing undermining diversity and inclusion is used.	• Communicate on themes such as food storage, reducing food waste and caring for clothes. • Continuously improve product performance and efficiency. • Secure the third-party endorsement of products (such as best-in-test recognitions). • Conduct Group-wide trainings on anti-corruption. • Offer products and services that cater to variety of consumer needs, avoiding approach that may inadvertently reinforce stereotypes.	Medium
6. Consumer use 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.	• Not meeting expectations on product performance. • Consumers not using products in an optimal way. • Product safety. • Data privacy issues for users of connected products.	• Intuitive design and product guidance help consumers to get the most out of their products, which boosts consumer satisfaction and drives sales. • Smarter and connected products can help optimize product use and enhance consumer relations.	• Household appliances use energy, water and detergents, which have an environmental impact. • Approximately 85% of a product's lifecycle climate footprint is generated during its use.	• Continuously improve product performance and efficiency. • Prepare for increased data privacy regulation. • Follow all product safety governance and procedures. • Increase the development and sales of smarter and connected products.	Medium
7. End-of-life Legislation on appliance recycling is being introduced in more markets. 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.	• Not meeting expectations beyond legislation can damage the Group's brands.	• Promoting proper recycling as part of producer responsibility mitigates risk and enhances the Group's brands and reputation.	• Appliances can cause environmental impacts at their end-of-life if not properly processed.	• Building resource-efficient and closed-loop systems help reduce environmental impact and overall resource consumption. • Innovative designs that allow material reuse save resources and can enhance consumer trust.	Low

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Strategic pillars for profitable growth

Driving sustainable consumer experience innovation

Increasing efficiency through digitalization, automation and modularization

Solid balance sheet facilitates profitable growth

For the Better 2030 sustainability framework

Better Company

Drive resource-efficient operations

Act ethically, lead in diversity and respect human rights

Drive supply chain sustainability

Better Solutions

Lead in energy- and resource-efficient solutions

Offer circular products and business solutions

Eliminate harmful materials

Better Living

Make healthy and sustainable eating the preferred choice

Make clothes last twice as long with half the environmental impact

Make the home a healthier place to thrive in, with half the carbon footprint

Climate Goals – Toward a net-zero value chain by 2050

Toward the Group's strategy for profitable growth

The Group's strategy for profitable growth is focused on three areas: driving sustainable consumer experience innovation; increasing efficiency through digitalization, automation and modularization; and maintaining a solid balance sheet.

For more information, please see the CEO Statement on pages 5–15.

For the Better 2030 framework

The Group's long-term sustainability framework is called "For the Better 2030". It consists of three pillars — Better Company; Better Solutions; Better Living — and the Group's Climate Goals.

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 managing chemicals carefully and continuing to replace those 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 habits and minimize nutrition loss in cooking. It also implies helping consumers to make clothes last longer and reduce the environmental impact of doing laundry while caring for all fabrics. The Group also contributes to promoting healthier homes

by enabling more people to benefit from more comfortable indoor environments with cleaner air, water and surfaces.

The Climate Goals roadmap includes the Group's science-based climate targets, which were approved by the Science Based Target initiative (SBTi) in 2023. It also includes the Group's commitment to contribute to the United Nations Global Compact Business ambition for 1.5°C.

For the Better 2030 is based on the Group's most important sustainability topics that have been identified by its materiality analysis and informed by ongoing stakeholder dialogue. For the Better 2030 contributes to the international sustainability agenda, including through various metrics, science-based climate targets and several of the UN Sustainable Development Goals (SDGs).

The three pillars include nine aggregated For the Better 2030 Sustainability Goals and the Electrolux Group Climate Goals. These Goals cover all topics that were confirmed as material in the Group's Double Materiality Assessment in 2024 as described on page 57 in Outcome of the 2024 Double Materiality Assessment.

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Sustainability targets

Below is a summary of the performance and status of the Electrolux Group 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 of the Group's businesses, customers and product categories, and are integrated into its strategy and operations. The Group's sustainability targets and metrics are reported on in detail in the topical ESRS sections on pages 67–105, together with other disclosures.

ESRS standard	Metric	Target ambition level		Base year	Target year	2024 Status	For the Better 2030 Goal (key driver)
Environment							
E1	Greenhouse gas emissions in the value chain	Net-zero		2021	2050	🟡	Lead in energy and resource-efficient solutions
	Scope 1 and 2 emissions	85%	reduction in absolute scope 1 and 2 emissions	2021	2030	🟢	Drive resource-efficient operations
	Scope 3 emissions	42%	reduction in absolute scope 3 emissions	2021	2030	🟢	Lead in energy and resource-efficient solutions
E3	Water efficiency at manufacturing sites	25%	improvement in potential water risk areas	2020	2025	🟡	Drive resource-efficient operations
		5%	improvement in all other areas				
E5	Share of manufacturing sites certified as Zero Waste to Landfill	100%	manufacturing sites certified as Zero Waste to Landfill	2018	2025	🟢	Drive resource-efficient operations
	Share of recycled content in core materials	35%	recycled content in purchased plastics[1] and steel	2024	2030	🟡	Offer circular products and business solutions
Social							
S1	Total Case Incident Rate (TCIR)	0.30	reduction of TCIR	2015	2030	🟢	Act ethically, lead in diversity and respect human rights
	Share of manufacturing sites according to ISO 45001 certified	100%	manufacturing sites ISO 45001 certified	2020	2025	🟢	Act ethically, lead in diversity and respect human rights
	Share of female People Leaders[2]	40%	share of female people leaders	2020	2030		Act ethically, lead in diversity and respect human rights
S2	Supplier Workplace evaluation	95%	of strategic suppliers evaluated as "approved" or "accepted low risk"	2021	2030	🟢	Drive supply chain sustainability

🟢 On track   🟡 Additional effort is required   🔴 Off track

[1] Plastics refers to PP, PS, ABS.
[2] 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.

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SBM-2 **Interests and views of stakeholders**

Electrolux Group cannot deliver on its sustainability framework alone. Engagement with its stakeholders is therefore of high importance. The input and context key stakeholders provide is essential for understanding the expectations on the Group as a responsible company and employer and to better evaluate the impacts, risks and opportunities for its business and the wider value chain.

This table provides an overview of how the Group interacts with various stakeholders, including how stakeholder input is considered when developing the Group's strategy and business model.

The learnings derived from stakeholder engagement are integrated into the Group's Double Materiality Assessment and contribute to the development of the Group's strategy and sustainability framework.

As an integral part of the Group's due diligence, 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.

The Group has not adopted any major changes to its business strategy or business model as a result of the recent stakeholder engagement. However, the input from stakeholders informs the further development of the For the Better 2030 sustainability framework and action planning.

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

How the Group engages with stakeholder groups

Stakeholder groups	Relevant topics for engagement							Form of engagement	How input is considered
	Climate change	Pollution	Water	Circular economy	Own workforce	Workers in the value chain	Consumers and end-users		
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.[1]
Non-governmental organizations (NGOs), academia, governmental organizations	●	●	●	●	●	●	●	*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.

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

The Group has conducted Double Materiality Assessments since 2023 and numerous impact materiality assessments before that. The Double Materiality Assessment identifies the Group's material sustainability impacts and material sustainability-related financial risks and opportunities. An ESRS topic is material if it is considered material from either of these two perspectives. The outcome provides a foundation for how the Group considers strategic and business model matters, and is a key input to the Group in setting relevant targets and metrics to further drive and improve its sustainability agenda.

The outcome of the 2024 Double Materiality Assessment, as shown is aligned with the Group's previous assessments. It therefore did not lead to any major changes in the Group's strategy and business model. However, the latest assessment influenced the introduction of new metrics and targets, and the creation of updated reporting procedures.

The 2024 Double Materiality Assessment concluded that eight out of ten ESRS topics are material to the Group and its value chain. 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 pages 58–59.*

Outcome of the 2024 Double Materiality Assessment

Environment

	E1: Climate change	Climate change adaptation
		Climate change mitigation (greenhouse gas emissions)
		Energy
	E2: Pollution	Pollution of air, water & soil
		Substances of concern & of very high concern
	E3: Water & marine resources	Water (withdrawals & discharges)
	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
		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

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Value chain overview

ESRS standard	Sub-topic	Impact		Financial		Value chain			Key materiality rationale
		Positive	Negative	Opportunity	Risk	Material in upstream operations	Material in own operations	Material in downstream operations	

Materiality characteristic spans Impact, Financial, and Value chain header groups.

Environmental

ESRS standard	Sub-topic	Positive	Negative	Opportunity	Risk	Material in upstream operations	Material in own operations	Material in downstream operations	Key materiality rationale
E1: Climate change	Climate change adaptation		●			●	●	●	Electrolux Group has a complex value chain with many vulnerabilities to climate change. The Group engages actively with its suppliers on climate-related risks. Its manufacturing sites can also be vulnerable to physical climate impacts, which requires climate adaptation measures. Investments have been made in this regard in back-up energy generation. Climate change also leads to new customer demands, which requires business adaptation.
	Climate change mitigation (greenhouse gas emissions)		●	●	●	●	●	●	Electrolux Group has significantly reduced its scope 1 and 2 emissions, but the remaining emissions are still relatively high compared to other sectors in the global economy. Fossil fuel use, such as in high temperature enamel paint ovens, will be more difficult to reduce. Scope 3 emissions during the consumer use phase and due to raw material extraction are responsible for the majority of the Group's value chain emissions. Potential costs are related to emission reductions and expected increases in carbon pricing. Mitigation can lead to lower cost of capital.
	Energy		●				●		Energy use in operations has significantly improved over the years, but as a company with a global footprint, the overall energy use is an important matter. Electrolux Group works actively to increase the energy efficiency and the use of renewable energy sources.
E2: Pollution	Pollution of air, water and soil		●			●		●	The greatest risks of significant pollution to air, water and/or soil are associated with resource extraction and material processing upstream. Pollution to air can also occur from transportation and potential pollution to air, water and/or soil from waste management downstream. The Group consistently ensures the implementation and continuous review of its environmental management system.
	Substances of concern		●			●	●	●	Substances of concern are used in the Group's products to a limited extent and there are robust management practices in place. The Group has a Restricted Materials List (RML) and a chemical management tool. Substances of concern are present in specific applications with no viable alternatives and can cause harm when disposed of at their end of life.
E3: Water	Water (withdrawals & discharges)	●	●			●	●	●	Water usage in the supply chain can be significant, particularly from the extractive and smelting industries. Water use in the Group's own operations is moderate relative to some other sectors of the global economy, but 10% of its water use comes from potentially water-stressed areas. Some household appliances use water in their use phase and providing water efficient products can have a positive impact.
E5: Circular economy	Resource inflows and outflows		●	●	●	●	●	●	The Group manages significant inflows and outflows of materials for production. It uses primary and secondary resources and reuses components. Electrolux Group is increasing the use of circular design principles, exploring the expansion of circular materials, including using more post-consumer waste, and exploring increased offerings related to product-as-service. Financial risks are related to the availability and prices of both primary and secondary materials. Financial opportunities are related to reuse, remanufacturing and new business models.
	Waste		●			●	●	●	Significant waste is generated throughout the value chain. Waste is well managed in the Group's own operations through its Zero Waste to Landfill program.

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ESRS standard	Sub-topic	Impact		Financial		Value chain			Key materiality rationale	
		Positive	Negative	Opportunity	Risk	Material in upstream operations	Material in own operations	Material in downstream operations		
Social										
S1: Own workforce	Working conditions		●				●		Social protection, freedom of association, collective bargaining, non-compliance with the Group's Working Hours Policy and social dialogue are challenges in some countries.	Given the nature of the Group's manufacturing operations, health and safety is a material topic. A number of policies, management and monitoring systems are in place for these topics.
	Equal treatment & opportunities	●	●				●		Gender equality challenges include unequal gender balance in management positions. Non-discrimination and anti-harassment are addressed in the Group's policies and trainings, yet most of the reports made via the Speakup Line	are on the topic of workplace conduct and harassment. Internal initiatives and a commitment to diversity and inclusion can have a positive impact.
S2: Workers in the value chain	Working conditions¹⁾		●				●	●	Various labor rights challenges are present across the value chain in high-risk countries and commodities, including mineral extraction and processing, based on third-party sources and some of the Group's own audit findings.	Significant health and safety risks persist, including incidences of fatalities. The Responsible Sourcing Program is designed to address these risks.
	Child & forced labor		●		●	●		●	The Group has identified cases of non-compliance with its requirements relating to forced labor and child labor. This includes practices such as withholding identity documents, restrictions for workers to leave the premises during breaks, and inadequate implementation of special working conditions	for young employees. There is increased risk of forced labor and child labor in the extended supply chain, such as in the extraction of raw materials. The Responsible Sourcing Program deals with these risks, primarily in direct suppliers.
S4: Consumers and end-users	Personal safety of consumers and/or end-users		●		●			●	Product safety is an important topic for Electrolux Group as consumers can be severely injured by products in worst case scenarios. The Group has product safety governance and procedures in place. These topics are related to high financial	impact given the potential impacts of safety issues, extent of product recalls (due to safety), reputational risks and extent of potential legal liabilities.
Governance										
G1: Governance	Corporate culture	●					●		Electrolux Group has a strong corporate culture based on ethics, integrity and respect. This is reflected in consistently high scores in Employee Voice Surveys on the questions relating to	the Code of Conduct and trust in the handling of concerns reported through the whistleblower mechanism - the Speakup Line.
	Protection of whistle-blowers	●					●		The Speakup Line can be used by both external and internal stakeholders, confidentially and in local languages.	The number of employees using the line has increased in recent years, which indicates that there is a high level of trust in the system.
	Corruption and bribery		●				●		Electrolux Group operates in some high-risk markets, and constantly educates employees and monitors risks. Risk areas	include obtaining licenses/permits, sales, purchasing, gifts and events.

¹⁾ Electrolux Group provides training on e.g. the Group Supplier Workplace Standard for suppliers, including health and safety, suggesting a positive impact.

Consideration of workers in the Double Materiality Assessment process

The scope of 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.

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

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.

In audits of its own operations as well as suppliers, the most common findings relate to health and safety. Deviations related to working hours and compensation are also persistent, but are fewer. In the supply chain, there are also rare findings relating to restrictions for employees in leaving the site during breaks, or the withholding of identity documents, which are labelled as indicators of forced labor.

Similarly, there are findings relating to not fulfilling the special working conditions required for authorized minors, which are labelled as indicators of child labor. These findings are required to be 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.

In the value chain, positive material impacts include supplier capacity building and the continuous improvement of working conditions, as a result of the Responsible Sourcing Program, 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 can potentially go beyond tier 1 suppliers.

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 Electrolux 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. But overall, the Group's products are not seen as materially unsafe for specific categories of consumers and end-users, or impact 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.

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Governance

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

The Board of Directors is ultimately responsible for the company's organization and administration.

The Board has established committees with advisory and preparatory roles, but may delegate decision-making powers on specific issues to the committees. *For more information, see the Corporate Governance Report on pages 17–28.*

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

• Audit Committee — which assists the Board in, among other things, overseeing the sustainability reporting processes, to ensure the quality of such processes and reporting.

• People Committee — which assists the Board in, among other things, overseeing some of the issues 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 Board appoints, and provides instructions and guidelines to the President and CEO, who is then responsible for the ongoing management of the Group.

The Board and its committees are thus seen as the Group's administrative, management and supervisory bodies for sustainability topics. However, the operational administration and management of sustainability topics have been delegated to the President and CEO, with support from Group Management.

Group Management and operational management of sustainability

The President and CEO appoints the members of the Group Management. The global function — Technology, Digital and Sustainability (TDS), which is headed by the Chief Technology and Sustainability Officer (CTSO) is represented in the Group Management. The CTSO is accountable for developing and operationalizing the sustainability framework within the Group.

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 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 Technology, Digital and Sustainability Council — a cross-product line council for the alignment of technology strategy and sustainability targets.

• The Ethics & Human Rights Steering Group — responsible for approving and ensuring the effectiveness of the 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 of Directors 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.

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, 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
Anti-Corruption Policy	General Counsel	G1

Supplier Workplace Standard – The same requirements as the Workplace Policy applied to suppliers.

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

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

The President and CEO reports regularly on the development of the For the Better 2030 framework to the Audit Committee and the Board of Directors. The relevant sustainability targets and metrics, including the status of the Group's overall sustainability framework and the related results, are reported to the Board. The Board decides on changes to the applicable sustainability targets and the strategic direction of the overall sustainability framework, including the oversight and confirms the outcome of the Double Materiality Assessment. At least once a year, the CTSO reports more holistically to the Board on the status of For the Better 2030, current sustainability issues and future developments.

The Sustainability Board convenes quarterly as a standard but can meet more often if and when needed. *For more information, see table "Overview of Relevant Forums and Meetings" on this page.*

During 2024, the following main topics were addressed within the governance framework:

Board of Directors, through the preparatory guidance of the Audit and People Committee:
• Double Materiality Assessment outcome.
• Sustainability targets.
• Status of the CSRD implementation.
• Status update of For the Better 2030, including the performance progress and on actions, targets, policies and governance model updates.
• Climate and Green Financing.
• Long-term incentive program proposal, ahead of the AGM.
• Speakup Line reports and trends.
• Analyses and decisions related to sustainability targets by the Board of Directors.

President and CEO, through the guidance of the Sustainably Board and Ethics & Human Rights Steering Group:
• Status update of For the Better 2030, 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, including a science-based climate target update.
• 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 the Board, Board members, Audit Committee members and People Committee members	Development of sustainability strategy (For the Better 2030) including relevant targets, metrics and their 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 the 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 the People Committee and People Committee members	Reporting of social targets, Speakup Line cases and the Long-Term Incentive Plan (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 2030, including status on targets, upcoming regulations, risks, progress of key initiatives and governance updates.	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.			

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

To increase the internal focus on actions to reduce 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 allocation of shares in the 2024 program is determined by the position level and the outcome of two objectives: (1) cumulative earnings per share and (2) CO_2 reduction. The performance outcome of (1) and (2) is determined by the Board after the expiry of the three-year performance period. The CO_2 reduction element of the long-term incentive program supports the Group's science-based target ambition. Metrics that are in the current programs include scope 1 and 2, transport and products in use. *See Note 27 on Performance-share programs.*

20% of the Group's long-term incentives are linked to climate-related considerations.

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, which engages representatives from across global functions and regions, as well as external stakeholders such as investors, unions and civil society organizations. A broad value chain approach to human rights is applied in the assessments, which 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 low-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 S4-1 on page 101.*

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 is presented 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; ii. ESRS 2 GOV-3: Integration of sustainability-related performance in incentive schemes; and iii. ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model.
b) Engaging with affected stakeholders in all key steps of the due diligence	i. ESRS 2 GOV-2; ii. ESRS 2 SBM-2: Interests and views of stakeholders; iii. ESRS 2 IRO-1; iv. ESRS 2 MDR-P; and v. Topical ESRS: S1-2, S2-2, S4-2.
c) Identifying and assessing adverse impacts	i. ESRS 2 IRO-1; and ii. ESRS 2 SBM-3.
d) Taking actions to address those adverse impacts	i. ESRS 2 MDR-A; and ii. E1-1, E1-3, E1-8, E1-10, E2-2, E3-2, E5-2, E5-5, S1-3, S1-4, S2-3, S2-4, S4-3, S4-4.
e) Tracking the effectiveness of these efforts and communicating	i. ESRS 2 MDR-M; ii. ESRS 2 MDR-T; and iii. Metrics and targets reported in the topical standards E1, E2, E3, E5, S1, S2, S4 and G1.

GOV-5   Risk management and internal controls over sustainability reporting

The risks in the sustainability reporting process are continuously assessed as part of the ongoing work with internal controls over sustainability reporting. Controls will be designed to address the main risks identified in the reporting process. 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. The Group is implementing controls to address and mitigate these risks, including reporting process controls such as completeness, review, reconciliation controls as well as application controls (where applicable) for quantitative and qualitative data in the Sustainability statement. The ongoing work with sustainability reporting controls includes governance such as the definition of roles and responsibilities throughout the organization.

The scoping of processes and the development of related internal controls is based on the Double Materiality Assessment and includes material and mandatory disclosures and 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.

In 2023, internal controls were designed and are under implementation to address the sustainability reporting risks in the data point reporting processes for the E1 and S1 ESRS reporting standards. The work to develop more controls to address risks in prioritized areas is ongoing and will continue in the coming years according to the defined roadmap for internal controls over sustainability reporting.

The Audit Committee is continuously updated and informed on sustainability reporting risks and the ongoing work of designing mitigating controls. Once the sustainability reporting controls are formally included into the internal control framework — the Electrolux Control System — which is a framework for financial reporting, the communication and reporting to the Audit Committee will be aligned with the regular reporting on the monitoring and effectiveness of the Electrolux Control System. Information on the status of the Electrolux Group Control System 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.

External auditors have performed limited assurance on the Group's Sustainability statement. *Read more on the external assurance activities in the assurance report on page 106.*

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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 many sustainability materiality assessments in recent years, including Double Materiality Assessments according to ESRS since 2023. 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 a sub-sub-topic approach, which considers both impacts and financial materiality according to the ESRS requirements. The main steps are as detailed in the table.

The views of the Group's stakeholders are assessed and integrated into the Double Materiality Assessment on an annual basis. Global functions and business areas summarize feedback provided through engagement with key stakeholders, interactions with sustainability experts and users of the Sustainability statement.

Assessing sustainability topics 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, as disclosed in *E1-6 on page 77*.

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 requirement for all production sites to be certified to ISO 14001 and to meet 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 manufacturing sites exposed to water risks and informs target-setting regarding water efficiency.

The Group's process to identify material IROs related to biodiversity and ecosystems consisted of desk-based research regarding the household appliances value chain as a whole. While no site-specific information was used, the assessment took account of the requirement for manufacturing sites to be certified to ISO 14001 and relevant commitments that sites should not be located in environmentally-sensitive areas. The Group plans to conduct further investigation of biodiversity-related impacts and dependencies.

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 pages 84–85.*

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 the consideration of anti-bribery and corruption. *Read more on the Double Materiality Assessment results in SBM-3 on page 57.*

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 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 17 and the Risk section in the Annual Report on page 42.*

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

The Group's 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 56.*

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.

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. External experts assist in the relevant assessments, where necessary.

Calibration of material impact and risk
The Double Materiality Assessment and the defined material sustainability topics have undergone multiple calibration sessions with internal stakeholders across relevant global functions within the Group. External expertise is sought for assistance, where 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 and GOV-2 on pages 61–62 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 and 2024, the CSRD Steering Committee was setup to manage the program and was heavily involved in the Double Materiality Assessment process.

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Basis for Preparation

BP-1 **General basis for preparation of the sustainability statement**

The 2024 Electrolux Group Sustainability statement presents the nine Goals of the company's sustainability framework — For the Better 2030 — and its Climate Goals. Using the GRI sustainability reporting guidelines as a starting point, the report aims to deliver the information needs of different stakeholders on the Group's work with sustainability matters.

The Sustainability statement is presented within the Annual Report and published in February 2025. The Group's previous Sustainability Report was published in March 2024.

Based on a materiality analysis, the Group's sustainability framework 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 2030 Goals and Climate Goals.

Sustainability information is integrated throughout the Electrolux Group Annual Report 2024, and as a Sustainability statement section including EU-taxonomy. Targeted at shareholders and other stakeholders, the Annual Report focuses on how sustainability issues relate to the Group's business strategy, as well as its risk assessment, objectives and performance.

Reporting realm

The scope and boundaries of the Sustainability statement are defined by the GRI Index. The GRI Index leads readers to information on relevant disclosures as defined by the GRI Standards. The GRI Index is available on our website at electroluxgroup.com/en/category/sustainability/.

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 that has been collected throughout the 2024 calendar year — from January 1 to December 31. At year end, the total number of employees was 40,894 (43,940) including the Group's majority-owned operations. The number of employees in the Electrolux Group decreased by 6.9% during 2024.

AB Electrolux (publ) is a publicly listed company, and its ownership structure is approximately as follows:
• Swedish institutions and mutual funds, 49%
• Foreign investors, 38%
• Swedish private investors, 13%

The Group is headquartered in Stockholm, Sweden.

Unless otherwise indicated, sustainability disclosures include all operations that contributed to Group performance across all material topics for the calendar year 2024. However, Group manufacturing sites and offices with less than 30 employees are not included in this report, if not otherwise stated.

No adjustments for minority interests are applied. Reported data excludes discontinued operations unless otherwise stated. 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, 2023 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

Work-related injury rate: 2023 data restated due to three additional injuries that were confirmed as recordable cases after the end of the reporting period.

Number of supplier audits: 2023 data was restated to include 19 audits completed during the year that were not captured. There were two additional zero-tolerance findings in these audits.

A new target was introduced for recycled materials during the year and replaced the previous target. For more information, see topical chapter E5. Furthermore, a target for Supplier Workplace evaluation was introduced, *see topical chapter S2*.

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

Top metric and uncertainty factors:

Metric	Reason for uncertainty	Refence to topical chapter
Scope 3	Limitations due to a spend-based approach, and energy standards as the basis for energy use.	E1
Water discharge	Diffuse paths of water discharge. Engineering estimates are required.	E3
Materials	Lifecycle assessment inventory data used to assess materials weight.	E5

External assurance

The Sustainability statement (as referenced in the GRI index) is reviewed in accordance with the standard ISAE 3000. Furthermore, this report is approved by the Board.

The Group's Sustainability statement (previously the Sustainability report) has received external limited assurance, since 2012. *Read the Auditor's Limited Assurance Report on page 106.*

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

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Environmental information

EU Taxonomy report

The Electrolux Group EU Taxonomy report is prepared in accordance with the EU Taxonomy regulation. As a global household appliance company, the Group must adhere to local legislation, including product energy efficiency and product labelling, wherever it operates in the world. There are no global performance standards for appliances but rather fundamental differences in the standards for various markets around the world.

The EU Taxonomy describes which economic activities are within the scope ("taxonomy eligible activities") and the activities that qualify as environmentally sustainable ("aligned economic activities"), by meeting the EU Taxonomy's technical screening criteria. For the Group's products to be deemed "aligned" with the screening criteria, activities must comply with certain EU specific standards (EU Regulation 2017/1369).

Principles of key performance

According to the EU Taxonomy framework, Electrolux Group is a manufacturer of "energy efficiency equipment for buildings" and "electrical and electronic equipment". The first category is related to Climate Change Mitigation (CCM) and the second to Circular Economy (CE). The Group's current understanding of these two objectives' reporting criteria is that they will be based on the same eligible product categories.

The Climate Change Mitigation technical screening criteria to assess the Group's relevant products as "aligned economic activities"

is based on the EU framework for the energy labelling of appliances and air conditioners (under the EU Labelling Framework).

The screening criteria further stipulate that only products that are within "the highest two populated classes of energy efficiency", in accordance with EU Regulation 2017/1369, can be considered as aligned economic activities.

Based on the above and for future comparability, the Group only includes products that could meet the applicable technical screening criteria for taxonomy alignment in this report. The following products that are sold by the Group under its own brands, will act as numerators in the report's tables:
• Household appliances (washing machines, washer dryers, tumble dryers, dishwashers, refrigerators/freezers and ovens).
• Cooling and ventilation systems (hoods and air conditioners).

Electrolux Group's reporting scope includes both (a) the above-mentioned products sold in all its markets, in which energy efficiency standards exist and (b) economic activities under the circular economy objective.

The Climate Change Mitigation scope only impacts the reporting of "taxonomy eligible activities" but not what is considered "aligned economic activities". None of the products sold outside of the EU market meet the EU Taxonomy screening criteria for alignment. This is because such criteria are based on EU-specific energy efficiency standards, which are not compatible with the energy efficiency standards or legislation for products sold in non-EU markets.

The Group has tested the alignment requirements for Circular Economy and reached the conclusion that some of the criteria for substantial contribution to the transition to a circular economy are not yet met.

Reporting on key performance

The reporting of aligned economic activities for the Climate Change Mitigation objective in 2024 shows that:
• Turnover increased due to a better product mix, driven by higher sales of the Group's more efficient products. A positive development was observed in EU countries (partially offset by developments in the other business areas), where the net sales share of taxonomy-aligned products over total, increased by 6%pts (to 22%) compared to 2023. This growth was mainly driven by the Group's fabric care products and a favorable sales mix in Central and Southern Europe.
• CapEx and OpEx increased slightly their share compared to 2023. If only considering the EU market, CapEx increased by 5 percentage points compared to 2023 (to 23%).

Electrolux Group is investing in new product architectures with further improved energy efficiency with the objective of meeting the current and future technical screening criteria for aligned economic activities. A top priority is to bring more efficient products to consumers.

The Group's long-term ambition is to ensure that its entire value chain is net zero by 2050. To achieve this, improving product efficiency is fundamental as approximately 85% of the lifecycle climate footprint of an appliance is generated when it is in use.

Since 1997, the company has internally tracked its most resource-efficient products sold, and over the years its product efficiency criteria has become more ambitious.

Overview of KPIs for 2024

	Turnover		CapEx		OpEx	
	mSEK	Share in %	mSEK	Share in %	mSEK	Share in %
Taxonomy-aligned activities	8,481	6	421	9	599	13
Taxonomy-eligible but not aligned activities	90,444	66	2,627	57	2,870	60
Total taxonomy-eligible activities	**98,924**	**72**	**3,048**	**66**	**3,469**	**73**
Taxonomy-non-eligible activities	37,226	27	1,600	34	1,291	27
Electrolux Group	**136,150**	**100**	**4,647**	**100**	**4,760**	**100**

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Turnover[1]

Financial year 2024 Economic activities	Code[2,3]	2024 Turn-over mSEK	Proportion of Turnover, year 2024 %	Climate change mitiga-tion	Climate change adapta-tion	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation Y/N	Climate change adaptation Y/N	Water Y/N	Pollution Y/N	Circular economy Y/N	Bio-diversity Y/N	Minimum safeguards Y/N	Proportion of Taxonomy aligned (A.1) or eligible (A.2) turnover, year 2023 %	Category (enabling activity) E	Category (transitional activity) T
						Substantial contribution criteria						**DNSH criteria (Do No Significant Harm)**							
			%; Y; N; N/EL	%; Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL										
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of energy efficient equipment for buildings/ Manufacture of electrical and electronic equipment	CCM3.5 /CE1.2	8,481	6	Y	N/EL	N/EL	N/EL	N	N/EL	-	Y	Y	Y	Y	Y	Y	5	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		8,481	6	6						-	Y	Y	Y	Y	Y	Y	5		
Of which Enabling			6	6						-	Y	Y	Y	Y	Y	Y	5	E	
Of which Transitional			0														0		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of energy efficient equipment for buildings/ Manufacture of electrical and electronic equipment	CCM3.5 /CE1.2	90,444	66	EL	N/EL	N/EL	N/EL	EL	N/EL								67		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		90,444	66	66													67		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)[4]		98,924	72	72													72		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		37,226	27																
TOTAL		136,150	100																

[1] Turnover is the proportion of net turnover that is derived from products or services, which equals Electrolux Group total Net Sales. See the Consolidated statement of comprehensive income on page 70.

[2] EU economic activity code.

[3] Climate Change Mitigation: CCM — Climate Change Adaptation: CCA — Water and Marine Resources: WTR — Circular Economy: CE — Pollution Prevention and Control: PPC — Biodiversity and ecosystems: BIO.

[4] Eligible economic activities are those that have technical screening criteria to formally permit such activities to potentially being deemed as aligned economic activity within the EU Taxonomy framework, i.e. sales of washing machines, washer dryers, tumble dryers, dish washers, refrigerators/ freezers, ovens, hoods and air conditioners under own brand names.

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CapEx[1]

Financial year 2024 Economic activities	Code[2,3]	2024 CapEx	Proportion of CapEx, year 2024	Climate change mitiga-tion	Climate change adapta-tion	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Minimum safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) turnover, year 2023	Category (enabling activity)	Category (transitional activity)
		mSEK	%	%; Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of energy efficient equipment for buildings /Manufacture of electrical and electronic equipment	CCM3.5 /CE1.2	421	9	Y	N/EL	N/EL	N/EL	N	N/EL	-	Y	Y	Y	Y	Y	Y	7	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		421	9	9						-	Y	Y	Y	Y	Y	Y	7		
Of which Enabling			9	9						-	Y	Y	Y	Y	Y	Y	7	E	
Of which Transitional			0														0		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of energy efficient equipment for buildings /Manufacture of electrical and electronic equipment	CCM3.5 /CE1.2	2,627	57	EL	N/EL	N/EL	N/EL	EL	N/EL								62		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2,627	57	57													62		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		3,048	66	66													69		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		1,600	34																
TOTAL		4,647	100																

[1] Capital expenditure (CapEx) are additions to tangible and intangible assets during the year. The total CapEx is reported in Note 12 and 13.
CapEx refers to Electrolux Group's investments in assets used to manufacture these products regardless of where they are located.
Goodwill is excluded. For CapEx and OpEx, an allocation key has been used based on the turnover split between aligned and non-aligned products.
For CapEx and OpEx, an allocation key has been used based on the turnover split between aligned and non-aligned products.

[2] EU economic activity code.

[3] Climate Change Mitigation: CCM — Climate Change Adaptation: CCA — Water and Marine Resources: WTR — Circular Economy:
CE — Pollution Prevention and Control: PPC — Biodiversity and ecosystems: BIO.

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OpEx[1)]

Economic activities	Code[2,3)]	OpEx	Proportion of OpEx, year 2024	Climate change mitiga-tion	Climate change adapta-tion	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Minimum safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) turnover, year 2023	Category (enabling activity)	Category (transitional activity)
Financial year 2024		**2024**		**Substantial contribution criteria**						**DNSH criteria (Do No Significant Harm)**									
		mSEK	%	%; Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of energy efficient equipment for buildings /Manufacture of electrical and electronic equipment	CCM3.5 /CE1.2	599	13	Y	N/EL	N/EL	N/EL	N	N/EL	-	Y	Y	Y	Y	Y	Y	8	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		599	13	13						-	Y	Y	Y	Y	Y	Y	8		
Of which Enabling			13	13						-	Y	Y	Y	Y	Y	Y	8	E	
Of which Transitional			0														0		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of energy efficient equipment for buildings /Manufacture of electrical and electronic equipment	CCM3.5 /CE1.2	2,870	60	EL	N/EL	N/EL	N/EL	EL	N/EL								66		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2,870	60	60													66		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		3,469	73	73													74		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		1,291	27																
TOTAL		4,760	100																

[1)] Operating expenditure (OpEx) in this table, includes only expenses associated with research and development and maintenance.
Other categories of operating expenditure as defined within the EU Taxonomy framework are deemed non-material and thus not included.

[2)] EU economic activity code.

[3)] Climate Change Mitigation: CCM — Climate Change Adaptation: CCA — Water and Marine Resources: WTR — Circular Economy:
CE — Pollution Prevention and Control: PPC — Biodiversity and ecosystems: BIO.

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Turnover

%	Proportion of turnover / Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	6	72
CCA	n/a	n/a
WTR	n/a	n/a
CE	0	72
PPC	n/a	n/a
BIO	n/a	n/a

Only the CCM and CE objectives are applicable for Electrolux Group currently.

CapEx

%	Proportion of CapEx/ Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	9	66
CCA	n/a	n/a
WTR	n/a	n/a
CE	0	66
PPC	n/a	n/a
BIO	n/a	n/a

Only the CCM and CE objectives are applicable for Electrolux Group currently.

OpEx

%	Proportion of OpEx / Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	13	73
CCA	n/a	n/a
WTR	n/a	n/a
CE	0	73
PPC	n/a	n/a
BIO	n/a	n/a

Only the CCM and CE objectives are applicable for Electrolux Group currently.

Excluded activities

As most of the Group's products (approximately 70%) are sold outside the EU, they are not in the scope of the EU framework regulation for energy labelling. Although most of the Group's products sold outside the EU are included in the eligibility calculation, they are not included in the calculation for EU Taxonomy alignment. *Read more in "Reporting on Key Performance Indicators" on page 67.*

Further, private brand products, produced by Electrolux Group for third parties according to their specifications, are not included. Lastly, several product categories sold by the Group, including vacuum cleaners and small appliances are not included in any energy regulation framework and are therefore assessed in this report as neither taxonomy eligible nor aligned.

Minimum Safeguards

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. It is the assessment of Electrolux Group 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 below, 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.[1]

Human rights

Electrolux Group conducts human rights impact assessments at both Group and local level, in line with the UN Guiding Principles on Business and Human Rights. *Read more on human rights on page 64.*

Corruption

The Group has zero tolerance for corruption and works continuously to raise awareness among employees to minimize the risk for corruption. *Read more on corruption in G1-1 on page 103.*

Taxation

One important aspect of the Group's purpose — Shape living for the better — is to act as a good corporate citizen and taxpayer wherever it operates. *Read more on taxation in the Corporate Governance Report, "Electrolux Group as a taxpayer" on page 20.*

Fair competition

The Group's commitments, including fair competition, are specified in its Code of Conduct and Anti-Trust Policy, including the supporting guidelines. *Read more on the Code of Conduct in S1-1 on page 88.*

Do No Significant Harm criteria

Climate mitigation activities will only be considered as aligned if they do not negatively impact the five "do no significant harm" criteria listed below.

Climate change adaptation

The Group's ERM framework and related processes identify, mitigate, communicate and report risks that can significantly affect the business — including climate change. It follows a risk mapping process for the collection and incorporation of risk information into decision making and governance processes. The ERM includes climate-related risks in line with the Climate Risk Disclosure. Climate-related risks usually have a longer time-horizon than other ERM risks. *Read more about risk management on page 45 and climate risks in E1 on page 73.*

Water and marine resources

The Group's water management is based on external tools that help identify the Group's manufacturing sites that are located in potential water-risk areas. The Group's Green Spirit program, which is Group's system to monitor its energy and water consumption, shares water management best practice, monthly reporting on water performance indicators and global water mapping. *Read more on water in E3 on page 81.*

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[1] The French Competition Authority (FCA) has completed the previously communicated second investigation regarding alleged breaches of antitrust rules in France by Electrolux Group and various other parties within the home appliance sector during 2009 to 2014. For more information see Press Release, December 19th, 2024.

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Circular economy

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. It also designs its products to optimize longevity and recyclability at their end-of-life. In the Group's operations, the Zero Waste to Land-fill program promotes material reuse and recycling. *Read more on resource use and circular economy in E5 on page 84.*

Pollution

The Group complies with all relevant regulations related to sub-stances in products through the Electrolux Group Restricted Material List (RML). Substances that are restricted and banned according to relevant EU and global legislation are included in the RML. 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. *Read more on pollution in E2 on page 79.*

Biodiversity and ecosystems

All Electrolux Group European manufacturing sites are certified to the ISO 14001 environmental management system, which integrates biodiversity considerations. The Electrolux Group Workplace Policy prohibits it from operating in protected areas. These manufactur-ing sites abide by environmental permits to meet local legislation, including protecting local biodiversity and ecosystems.

Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to con-struction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen pro-duction, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO

Row	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to con-struction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat genera-tion facilities that produce heat/cool using fossil gaseous fuels.	NO

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E1 – Climate change

Electrolux Group's long-term target 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 2030 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),[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 climate impact (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 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.

E1-1   Transition plan for climate change mitigation

The information in E1 sets out the framework for the Electrolux Group's first Climate Transition Plan. Based on the most recent 2024 data and insights, it lays out the Group's climate targets and the decarbonization levers the company can utilize to reduce emissions in its own operations and throughout its value chain. The plan constitutes an outline of the progress and near-term strategies to transition the Group's entire value chain to net-zero carbon emissions by 2050 in line with the Paris Climate Agreement. *For more information on the Group's actions and resources in relation to climate change, see*

E1-3. For more information on the targets related to climate change mitigation and adaptation, see E1-4 on pages 75–76.

E1-2   Policies related to climate change mitigation and adaptation

The **Group Environmental Policy** covers the environmental aspects of its operations, including the commitment to reach net-zero carbon emissions.

The **Group Workplace Policy** outlines the requirements for environmental management within the Group's operations. The **Group Supplier Workplace Standard,** which mirrors the Group's Workplace Policy, applies to the operations of the Group's suppliers. The policy and standard are detailed through the **Group Workplace Directive**, which specifies the environmental management requirements for the Group's own operations and those of its suppliers.

E1-3   Actions and resources related to climate change policies

Direct operations (scope 1 and 2 emissions)
Electrolux Group prioritizes reducing energy consumption in its operations through the implementation of energy efficiency measures. Opportunities for process electrification and switching to renewable energy sources are then identified. These steps create the foundation for the Group's further actions to decarbonize and to achieve net-zero carbon emissions in its operations. *For more information on the targets related to climate change mitigation and adaptation, see E1-4 on pages 75–76.*

Energy Efficiency
During 2024, energy efficiency at the Group's manufacturing sites improved by 10% (6%) while fossil fuel usage efficiency improved by 24% (13%). These improvements are a result of better energy management, the electrification of additional processes, and certifying more manufacturing sites to the ISO 50001 energy management system. As an example of these improvements, the Group is in the final stage of executing SEK 8bn of re-engineering investments focused on the modularization and automation of five manufacturing sites in Europe and the Americas. These investments drive resource-efficient operations and reduce the Group's dependence on fossil fuels within its operations.

[1] IPCC. ipcc.ch/report/sixth-assessment-report-cycle/

2024 HIGHLIGHTS
- Strong progress on reducing carbon emissions in scope 1 and 2 (operations) by 36% and scope 3 (including product use) by 31% compared to 2021.
- 94% of the electricity, and 64% of the total energy used in operations, was sourced from renewables.
- The most resource-efficient products accounted for 24% of total units sold and 33% of gross profit.

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The Group intends to continue to invest in energy efficiency initiatives, with the goal of increasing energy efficiency at its manufacturing sites by an additional 12.5% by 2025 compared with 2020.

Electrification

Electrification is a pillar of Electrolux Group's strategy to phase out fossil fuels. Recent electrification projects include the installation of electrified enamel furnaces, electric boilers and water heating systems, electric packaging machines and heat pumps for space heating. In addition, the Group has converted most of its forklift fleets from propane to electricity procured from renewable sources. Over the coming three years, the plan is to fully electrify forklift fleets throughout the organization and electrify furnaces and boilers at its manufacturing sites.

Renewable energy

A key aspect of the fossil fuel phase-out strategy is the shift to renewable energy. At the end of 2024, the proportion of the Group's total energy and electricity derived from renewable sources was 64% (60%) and 94% (96%), respectively. The Group's objective is to increase the proportion of renewable energy for its operations to 65% by 2025.

To achieve this goal, the Group plans to continue to boost the proportion of energy sourced from certified renewable sources and explore innovative solutions, such as piloting biofuels and further opportunities for solar Power Purchase Agreements (PPAs). The first 7.4 MW solar PPA system was approved at the Porcia manufacturing site in Italy in 2024.

Value chain (scope 3 emissions)

The following section identifies key actions and investments that will help achieve the Group's scope 3 target by 2024. To meet this target, the company plans to reduce its scope 3 emissions from the use of its sold products, purchased goods in its supply chain, transportation and business travel gradually between 2024 and 2030.

Products

As product energy use is responsible for approximately 85% of Electrolux Group's climate impact, product energy efficiency is where the company can make its greatest contribution. Sustainable innovation is a key focus of the Group's R&D program, and the company sets annual improvement targets for energy performance across its major product categories. By the end of 2024, the Group's emissions from the use of products had decreased by more than 32% (28%) compared with 2021 due to sustainability-related product innovations. The decline in sales volumes relative to 2021 also contributed to the result. During the year, the Group's most resource-efficient

products accounted for 24% of total units sold and 33% of gross profit. Product resource efficiency is directly related to the Group's financial performance and supports the strategy for long-term profitable growth.

To continue further reduce emissions from the use of its products sold, the Group aims to continue to invest in developing more energy- and water-efficient products and increase the proportion of such products in its portfolio. It will continue to monitor energy labeling legislation globally to ensure compliance and continued progress in product energy efficiency.

Sustainable materials

The materials used in the Group's products are its second largest source of carbon emissions after product use. The Group is committed to using more sustainable materials with a lower climate impact. This also includes increasing the proportion of recycled content in its products. *For more information about the Group's work with more sustainable materials in its products, see E5 on pages 84–87.*

Suppliers

To help suppliers reduce their emissions, the Group actively supports climate-related initiatives throughout its supply chain. This involves collecting supplier greenhouse gas data for analysis, conducting engagement campaigns to educate suppliers about climate change, providing training and sharing best practices on reducing climate footprints, and working with suppliers to explore corporate renewable energy mechanisms.

The Group is involved in the CDP Supply Chain program, which is an initiative that supports suppliers to disclose their emissions and set targets. In 2024, the Group had a CDP supplier response rate of 98% (98%) compared with an industry average of 40%. This showcases the commitment of the Group's suppliers to a more sustainable value chain.

To continue to reduce supplier-related emissions and meet the target to ensure net-zero carbon emissions throughout the value chain by 2050, the Group aims to increase the proportion of key suppliers that commit to reporting to CDP, expand the usage of supplier management tools, set improvement targets and launch pilots at selected key suppliers.

Transportation

The Group has an extensive program in place to drive decarbonization in its logistics. This includes increasing the share of rail and inter-modal transport modes for overland transport and reducing the use of air freight among its logistics suppliers. The Group is also switching to more sustainable fuels for land and sea transport, such as biofuels and electrification.

The Group has made continuous progress since 2015, reducing emissions from land and sea transportation by 23% (24%) and 44% (31%) respectively by 2024. During the year, 28% (34%) of the Group's sea cargo was transported using more sustainable fuels, such as biofuel. By shifting from air transport to these more sustainable transportation modes, the Group had decreased its air transport climate impact by more than 77% by the end of 2024 since 2021. This ongoing work is expected to halve the Group's transportation emissions by 2025 compared with 2015.

Business travel

The Group aims to half its business travel. To support the carbon transition, investments are made in IT tools and infrastructure to facilititate digital meetings as an alternative.

High-impact greenhouse gases

To address the high global warming potential of hydrofluorocarbons (HFCs), the Group is transitioning to hydrocarbon refrigerants (HCs), which have a significantly lower climate impact. The Group has made significant progress since first signing up to the UN-led Cool Coalition initiative in 2019. As of the end of 2024, the Group had phased out high-impact GHGs in 99% (97%) of its products with refrigerants.

Some delays have occurred in the phase-out plan due to factors such as local legislation, the availability of supply, and technical issues. The Group re-submitted a phase-out plan to the Cool Coalition in 2024 and aims to implement a full transition across all relevant product lines by the end of 2026. This phase-out plan will help to reduce the Group's scope 1 and 3 emissions.

Business strategy and financial resources

The Group's long-term strategy is dependent upon its ability to keep ahead of energy efficiency regulations and adapt to growing consumer demand for sustainable products. As a result, each business area and global product line is responsible for contributing to the fulfillment of the Group's sustainability strategy, and several performance indicators are broken down and monitored at business area level.

Additionally, the Group's Long-Term Incentive program introduces performance-based compensation incentives for top senior managers and key employees based on performance against its climate targets. These mechanisms ensure that the sustainability ambitions are fully aligned with and embedded into the Group's business and financial strategy.

The company has allocated significant financial resources, both in terms of capital expenditure (CapEx) and operational expenditure (OpEx), to various sustainability projects. CapEx and OpEx spend-

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ing includes funding for manufacturing site investments, renewable energy projects and certificates, and R&D in sustainability product innovation. In 2024, the Group's R&D expenditure amounted to SEK 4.4bn.

Much of the Group's investment in sustainability innovation is supported by the Sustainable Financing programs. At the end of 2024, Electrolux Group outstanding Green Bonds, issued under the Green Financing Framework, amounted to SEK 3.5bn, funding projects in product energy efficiency, resource-efficient operations and the elimination of harmful materials. During 2024, the Group also established a Sustainability-Linked Financing Framework under which it issued one bond of USD 100m.

In addition to the frameworks, the Group has in place a sustainability-linked loan from the Nordic Investment Bank of USD 150m as well as a USD 282m loan from the European Investment Bank with the purpose to support research, development and innovation on more energy-efficient household appliances.

This investment and financing have already led to significant reductions in emissions. In the next 5–10 years, the Group will continue to invest in the development and implementation of new technologies, more energy-efficient manufacturing processes, and more sustainable materials.

Electrolux Group has no significant amounts of CapEx invested in coal, oil and gas-related economic activities or significant locked-in greenhouse gas emissions to report in 2024.

E1-4 Targets related to climate change mitigation and adaptation

Electrolux Group's overall climate target is to achieve net-zero carbon emissions throughout its entire value chain by 2050, which aligns with the 1.5 C trajectory outlined in the 2015 Paris Climate Agreement and the Group's science-based climate target. The Group has set near-term targets as stepping-stones towards this goal.

The Group's first climate target, approved by the SBTi, was launched in 2018. The target was to reduce 80% of absolute emissions in operations (scope 1 and 2) and 25% of emissions in the use-phase of sold products (scope 3) by 2025 from a 2015 baseline. Through investments in energy efficiency, renewable procurement, and innovation, Electrolux Group achieved this target in 2022, three years ahead of schedule.
In late 2023, the SBTi approved Electrolux Group's second near-term science-based target. The target aims to reduce 85% of its absolute emissions in operations (scope 1 and scope 2 market-based emissions) and 42% of its absolute scope 3 emissions by 2030 compared with 2021. Achieving this new SBTi target would equate to a 97%
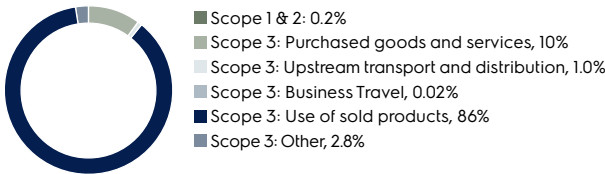
Electrolux Group has a new and expanded Science Based Target (SBT 2, set in 2023)
Carbon emission reduction targets

2021	Target 2030	Target 2050
Scope 1 and 2	85%	Net zero
Scope 3	42%	
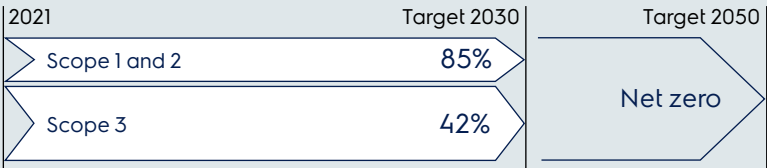
SBT 2 (Base year 2021)
Scope 1, direct emissions, scope 2, indirect emissions
Scope 3, other indirect emissions, including categories:
• Purchased goods and services (new)
• Upstream transportation and distribution (new)
• Business travel (new)
• Use of sold products

Average Carbon dioxide impact during the lifetime of appliances[1]

■ Scope 1 & 2: 0.2%
■ Scope 3: Purchased goods and services, 10%
■ Scope 3: Upstream transport and distribution, 1.0%
■ Scope 3: Business Travel, 0.02%
■ Scope 3: Use of sold products, 86%
■ Scope 3: Other, 2.8%

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

reduction of the Group's scope 1 and 2 emissions by 2030 compared with 2015.

The scope of the Group's scope 3 emissions was also broadened in the second target to include not only the use of sold products but also emissions from purchased goods and services, upstream transportation and distribution, and business travel. The scope 1 and 2 targets are company-wide, and the new scope 3 target — including purchased goods and services, upstream transport and distribution, business travel and use of sold products — covers around 73% of the company's total scope 3 emissions.

In the 2021 base year, scope 1 and 2 emissions amounted to 103 metric ktons CO_2e, while scope 3 emissions were 39.5 metric Mtons CO_2e (for the categories included in the target scope). By the end of 2024, Electrolux Group had reduced its absolute scope 1 and 2 GHG emissions by 36% (33%) and scope 3 emissions by 31% (27%) compared to 2021.

In 2024, location-based scope 2 greenhouse gas emissions were reduced by 24% and market-based scope 2 emissions by 25% compared with the base year.

To achieve its climate target, Electrolux Group has identified key decarbonization levers:
Scope 1 and 2 levers:
• Resource and energy-efficient manufacturing.
• Increased proportion of renewable energy.
• Phase-out of fossil fuels in operations.
• HFC phase-out.

Scope 3 levers:
• Use of more sustainable materials.
• Transition to more sustainable logistics.
• Increased product efficiency.
• Improved product mix including more energy-efficient products.
• HFC phase-out.

Progress is tracked against established targets and roadmaps, with annual greenhouse gas inventory and target progress reports publicly available.
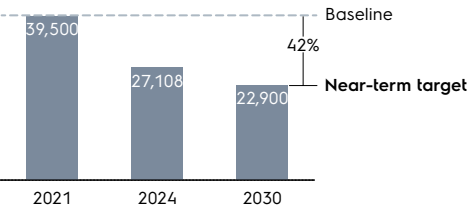
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Near-term target on scope 1 and 2 greenhouse gas emissions reduction
(kt CO$_2$e)
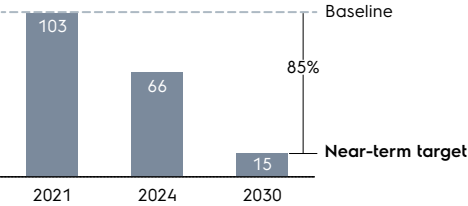
Near-term target on scope 3 greenhouse gas emissions reduction
(kt CO$_2$e)

E1-5 Energy consumption and mix

The Group's energy consumption and mix in 2024 and the energy intensity per net sales are shown in the tables on this page.

Methodology: Energy data collection
The Group's energy data collection process involves the systematic gathering, recording and management of information related to the consumption, production and utilization of energy resources within its operations. This comprehensive process encompasses the collection of various data points, including utility invoices (majority source of data), meter readings and other relevant documents that quantify the energy used in the form of electricity, natural gas and other fuels.

The Group has had a global platform for collecting energy data since 2012, where each site reports its own data. This centralized system streamlines the process by converting all different types of energy and various units to megawatt hours (MWh). 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.

The Group's energy data undergoes both internal and external verification processes to ensure accuracy and reliability. Internally, a stringent "four eyes principle" approach is employed, requiring three distinct verification steps on a quarterly basis. This internal review safeguards against errors or discrepancies by involving multiple individuals in the verification process. Additionally, external verification is conducted annually to provide an independent assessment of the data and enhance transparency and accuracy in the reporting.

The Group's approach to classifying renewable energy sources aligns with globally recognized definitions, e.g. RE100 (a global corporate renewable energy initiative), which specifies the electricity sourced from certified renewable sources, such as wind or solar power. Additionally, on-site electricity generated, such as from solar panels, is also classified as renewable. Electrolux Group has sites with solar photovoltaic systems in Italy, Thailand, Australia, China, South Africa, Mexico and Sweden. The Group's first solar PPA was approved at the Porcia manufacturing site in Italy and a 7.4 MW system was installed in 2024. Electricity not obtained from renewable sources is classified as non-renewable.

Methodology: Energy certificates
The Group assesses nuclear exposure by considering the national grid mix when not sourcing Energy Attribute Certificates (EACs). The grid mix represents the composition of different energy sources used to generate electricity within a particular country. If nuclear power is a component of the national grid mix, the Group applies the percentage of nuclear energy in the grid mix to the country's total electricity consumption. Therefore, the Group evaluates its total nuclear exposure across all sites and ensures transparency and consistency in its energy reporting practices.

Energy efficiency per net sales
The Group utilizes its annual consumption as the numerator and the denominator consists of the company's total net sales for its intensity metric. *For more information, see the Consolidated statement of comprehensive income on page 108 and in Note 1: accounting principles for the basis of preparation for net sales.*

Energy intensity per net revenue	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)	6.3	5.8	-7.7%

Energy Consumption and Mix

Energy consumption and mix	Comparative (2023)	Year 2024
(1) Fuel consumption from coal and coal products (MWh)	–	–
(2) Fuel consumption from crude oil and petroleum products (MWh)	771	710
(3) Fuel consumption from natural gas (MWh)	287,535	229,997
(4) Fuel consumption from other fossil sources (MWh)	16,324	12,148
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	32,780	41,370
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	337,410	284,225
Share of fossil sources in total energy consumption (%)	40	36
(7) Consumption from nuclear sources (MWh)	6,346	5,847
Share of consumption from nuclear sources in total energy consumption (%)	0.75	0.74
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	–	–
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	502,701	499,301
(10) The consumption of self-generated non-fuel renewable energy (MWh)	10,954	11,561
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	513,655	510,862
Share of renewable sources in total energy consumption (%)	60	64
Total energy consumption (MWh) (calculated as the sum of lines 6, and 11)	851,065	795,087

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

Greenhouse gas emissions

The Group calculates its emissions in accordance with the Greenhouse Gas Protocol using the operational control approach. Primary data is used on the GHG accounting for all emission categories included in the SBTi targets, accounting for 73% of the Group's total GHG inventory.

In 2024, greenhouse gas emission savings of 9.8 metric Mtons CO_2e were achieved throughout the value chain compared with 2021. The total greenhouse gas emissions for the Group, including scope 1 and 2 (market-based) and 3, were 44.6 metric Mtons of CO_2e. The proportion of contractual instruments, Energy Attribute Certificates (EAC), for scope 2 Market-based emissions was 94%.

In the scope 1 and 2 inventory, manufacturing sites and offices with less than 30 employees as well as company cars are excluded from mandatory reporting due to the insignificant impact. For scope 3 category 6, a few countries have their business travel excluded due to data availability. Five associated companies have been excluded from scope 3 calculations due to recent divestments. All exclusions were submitted to and accepted by the SBTi during target validation.

Methodology: Emission scopes
For scope 1: Electrolux Group calculates its emissions from fuel combustion using data on fuel quantity from invoices, meters, or purchase records, converted to MWh based on the fuel's density or heating value. The carbon content of the fuel is estimated with relevant emission factors, considering oxidation fractions, and applied to determine total emissions. The 2006 IPCC Guidelines for National Greenhouse Gas Inventories is the main source for emission factors and The IPCC Fifth Assessment Report (AR5 – 100 year) is the source for CO_2 and HFCs greenhouse warming potential (GWP). Currently, the Porcia manufacturing site in Italy is the only site with scope 1 GHG emissions regulated by an emission trading scheme.

For Gross scope 2, location-based emissions: Electrolux Group employs a centralized system to monitor indirect emissions from purchased electricity at its manufacturing sites and offices worldwide. Each site reports its electricity consumption and emissions are calculated using country-specific emission factors provided by the International Energy Agency (IEA).

For Gross scope 2, market-based approach: Electrolux Group utilizes contractual instruments, Energy Attribute Certificates (EAC), in line with RE100 definitions. Certified renewable energy is assigned an emission factor of 0 $kgCO_2$ per kWh. The Group scope 3 emissions accounting includes all applicable categories, the explanation below emphasizes the methodologies for the categories covered by the Group's SBTi targets.

Category 1 – Purchased Goods & Services: The Group calculates emissions from purchased goods and services using a hybrid approach that combines lifecycle assessment (LCA) principles and spend-based methodologies. For purchased goods, emissions are calculated based on conducted LCAs representing product groups, applied to annual sales volumes. Emissions related to indirect spend, e.g. IT, office supplies, and professional services, are calculated using spend data matched to relevant categories. This adaptable approach ensures comprehensive and accurate estimates and it is periodically reviewed to maintain alignment with evolving best practices.

Category 4 – Upstream Transportation & Distribution: Emissions are calculated using the Fuel-based method, which determines emissions by multiplying the fuel consumption by specific upstream emission factors for each type of fuel and transport mode. The factors used include emissions from fuel combustion and, where possible, cradle-to-gate emissions, which account for the full lifecycle of the fuel.

Category 6 – Business Travel: The Group estimates emissions from business travel using a combination of mainly fuel, distance and type of travel methods, tailored to regional contexts to ensure accuracy. Emissions are calculated by multiplying fuel consumption or travel distance by appropriate emission factor from credible sources including DEFRA and IATA.

Category 11 – Use of Sold Products: Calculated based on average annual energy consumption (AEC), as defined by reference use pattern per product in each major market, weighted by sales volumes per category, estimated product lifetime, and energy emission factors. This process captures emissions of sold products over their expected lifetime, including energy consumption as well as those related to greenhouse gases released during use. Product and sales data are sourced from company systems and from Product Lines, R&D and commercial organizations. The International Energy Agency (IEA) emission factors database is utilized, providing emission factors for electricity from national grids. The IEA database is updated annually, and the most recent version is used. These factors correspond to emissions at the electricity generation point (combustion only, including energy used by the plant). For gas appliances, the emission factors used for natural gas combustion are obtained from the GHG Protocol and are consistent with the IPCC emission factor database.

Other scope 3 categories: The Group calculates emissions using methodologies aligned with the GHG Protocol. Categories such as Capital Goods and End-of-Life Treatment of Sold Products are assessed using spend-based or average product methods, leveraging reliable lifecycle emission factors. Fuel- and Energy-Related Activities are calculated using upstream emission factors from DEFRA, while Waste Generated in Operations applies waste-type-specific factors to the reported disposal data. Employee Commuting uses average data assumptions based on commute distances and vehicle emission factors. For Downstream Transportation & Distribution, emissions are extrapolated from upstream data, adjusted for transport flows and modes.

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 108 and Note 1: accounting principles for more on the calculation of net sales.

Group Emissions
(metric ktons)

	Total				SBTi near-term target scope				
	Base year (2021)	Comparative (2023)	N (2024)	% N / N-1	Base year (2021 – % covered by target)	Base year (2021)	Comparative (2023)	N (2024)	Annual % target / Base year
Scope 1 GHG emissions									
Gross scope 1 GHG emissions (ktCO₂eq)	83	61	51	-17%	100%	83	61	51	-39%
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	5.9%	5.4%	7.3%	n/a	100%	5.9%	5.4%	7.3%	n/a
Scope 2 GHG emissions									
Gross location-based scope 2 GHG emissions (ktCO₂eq)	217	173	165	-4.8%	n/a	n/a	n/a	n/a	n/a
Gross market-based scope 2 GHG emissions (ktCO₂eq)	20	8	15	87%	100%	20	8	15	-25%
Scope 1 and 2 (Market-based) GHG emissions									
	103	69	66	-4.6%	100%	103	69	66	-36%
Scope 3 GHG emissions									
Total Gross indirect (scope 3) GHG emissions (ktCO₂eq)	54,252	44,955	44,520	-1.0%	73%	39,503	28,743	27,108	-31%
Total GHG emissions									
Total GHG emissions (location-based) (ktCO₂eq)	54,552	45,189	44,736	-1.0%	n/a	n/a	n/a	n/a	n/a
Total GHG emissions (market-based) (ktCO₂eq)	54,356	45,024	44,586	-1.0%	73%	39,606	28,811	27,174	-31%

Greenhouse gas intensity per net revenue	2024	2023	% N / N-1
Total emissions (location-based) per net revenue (tCO₂e/SEKm)	*329*	*336*	*-2.2%*
Total emissions (market-based) per net revenue (tCO₂e/SEKm)	*327*	*335*	*-2.2%*

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E1-7 Greenhouse gas removals and mitigation projects financed through carbon credits

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, renewable energy use, 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.

E1-8 Internal carbon pricing

As part of its commitment to sustainability and to achieve net-zero carbon emissions by 2050 according to its science-based climate target, the Group continuously explores various strategies and initiatives to reduce the generation of greenhouse gases. The Group does not currently have an internal carbon pricing scheme in place, but it is exploring the possibility of implementing one.

E1-10 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.

The Group measures the proportion of annual sales volumes and gross profit from its most resource-efficient major appliance products in main markets compared with its global offering. The criteria used to define the Group's most resource-efficient products are continually assessed and gradually updated, to make them more ambitious and reflect market and energy standards evolution.

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, and calculates it based on annual energy consumption (as defined by standard use pattern per product for each major market), normalized sales volumes per category and estimated product lifetime. During 2024, an average reduction of 1.3% (1.8%) was achieved at Group level.

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E2 Pollution

Electrolux Group protects people and the environment by managing chemicals carefully and continuing to replace those that cause concern.

The Group's work with pollution is part of its For the Better 2030 sustainability framework in terms of eliminating harmful materials from its products that are used in the homes of millions of consumers around the world.

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

Various chemicals are used in the household appliance industry and the impact of chemicals on people and the environment is high on the Group's agenda. 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 to people and the environment.

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.

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 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:
- may represent hazards to the environment or people, customers or consumers,
- could have an impact on end-of-life properties,
- 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.

The RML is regularly updated, and the latest version can be found on the Group website at electroluxgroup.com/rml.

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 sets out the mandatory requirements and clear expectations. The RML is prepared and updated by considering new and upcoming legislation and research globally, as well as demands from customers, consumers and NGOs.

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.

Implementation through employees and suppliers
To support RML implementation, 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 E2-7 on page 80.*

In addition, ISO certification actions take place at all manufacturing sites annually. By the end of 2024, 100% of Group sites were ISO 14001 certified and had implemented a chemicals and hazardous substances management system.

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

2024 HIGHLIGHTS
- The Restricted Material List was updated following the latest science.
- 3,800 components were tested for chemical compliance, resulting in 20,800 tests on materials used in products.
- 795 suppliers requested to provide information on regulated substances used in products.

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E2-3   Targets related to pollution

The Group has integrated chemical management into processes along with actions to support phase-out plans.

Despite not having a corporate target related to pollution, Electrolux Group has specific data management systems and follows-up the progress on chemical management by monitoring SVHC phase-out plans, the non-conformities rate based on dedicated testing programs, as well as supplier engagement. *For more information, see E2-7.*

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

The Group registers products that contain Substances of Very High Concern (SVCHs) according to current European notification obligation SCIP[1] 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 2024, Electrolux Group reached out to 795 suppliers globally with a focus on products sold in Europe, for them to provide information on SVHCs according to SCIP obligations.

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

E2-7   Entity-specific metrics

Component testing

Electrolux Group has various chemical testing programs at different sites that 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 79.*

During 2024, 3,800 (3,200) components were tested by the Group in Europe. This included both components used for internal production and in sourced products resulting in 20,800 tests at homogeneous material level. For internal production, this represented 16% of the components that have been identified as having a higher risk of containing hazardous substances.

Components and products are selected according to internal risk-assessment procedures aligned with the indications reported in IEC 63000[2], such as the probability of restricted substances being present, the trustworthiness of the supplier, historical data and technological evolution.

[1] SCIP database – Article 9, Waste Framework Directive 2008/98/EC.
[2] IEC 63000 Technical documentation for the assessment of electrical and electronic products with respect to the restriction of hazardous substances.

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E3 Water and marine resources

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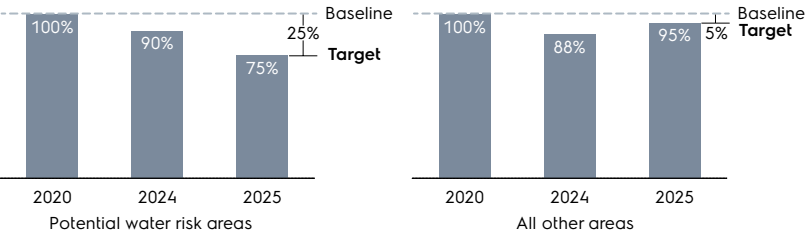
As a manufacturer of dishwashers and washing machines, Electrolux Group also has an important role to play in supporting consumers to use less water in their homes.

The Group's work with water and marine resources is part of its For the Better 2030 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. Water scarcity around the world is an increasing issue with 14 out of 20 of the world's largest cities already experiencing inadequate supplies and two-thirds of the world's population expected to live in water-stressed areas by 2025.[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. As consumers become more affected by and are aware of the water crisis, it is important for the Group to help improve the availability of clean water in the communities where it operates. Mitigating the water crisis is essential to sustain the Group's business. 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, it has implemented structured water management practices across its operations to ensure the efficient use of water.

E3-1   Policies related to water and marine resources

The **Group Environmental Policy** covers the environmental aspects of its operations, including water topics related to the Group's operations.

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 is committed to advancing water stewardship through strategic actions, resource allocation and stakeholder collaboration to promote more sustainable water management now and in the future.

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.

Water-efficiency measures in operations

Many of the Group's manufacturing sites have adopted water recycling processes, with some operating closed-loop systems for water reuse. Rainwater harvesting systems are in place at manufacturing sites in Thailand, Brazil and Australia to reduce dependency on fresh/ground water sources. The systematic approach by the Group includes water use mapping of sites and processes, identifying focus areas for improvement, conducting cost-benefit analyses, and developing robust action plans to achieve targets.

In addition, the company's program shares water management best practices, common water saving levers, monthly reporting on water performance indicators as well as water mapping globally. Every site reports monthly water withdrawal data, and this data is aggregated on a regional and global level against performance indicators.

Operational and capital expenditure are dedicated to water management initiatives, aligned with environmental objectives. Future financial resources are designated for expanding water recycling systems and enhancing water efficiency technologies.

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[1] WWF. worldwildlife.org/threats/water-scarcity
[2] WBCSD. wbcsd.org/Programs/Cities-and-Mobility/Sustainable-Cities/Blueprint-for-a-sustainable-built-environment/
[3] The United Nations World Water Development Report 2023, p.1. unesdoc.unesco.org/ark:/48223/pf0000384655.

2024 HIGHLIGHTS
- Improved water efficiency in potential risk areas by 10.3% and 12.5% in other areas since 2020 across the world.

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Collaboration with suppliers

Supplier 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 new products with enhanced environmental performance, including innovations like SmartSelect that "nudges" laundry consumers to use more efficient laundry programs and AutoDose systems to minimize the water and 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 overarching target is 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. Applying water risk tools with information on water stress, scarcity, quality and regulatory issues globally provides a better understanding of the Group's water risks and set stricter water saving requirements in potential water risk areas.

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

The Group is currently evaluating how to address the responsible management of marine resources and if it is relevant to the business.

Water efficiency targets
(%)

	2020	2024	2025	
Potential water risk areas	100%	90%	75%	Baseline / 25% Target
All other areas	100%	88%	95%	Baseline / 5% Target

E3-6   Entity-specific metrics

Water withdrawal and discharges

The Group's water data collection process involves the systematic gathering, recording and management of water withdrawal information from its operations. This comprehensive process involves the collection of various data points, including mainly utility invoices, as well as meter readings and other relevant documents that quantify water withdrawal.

Water efficiency at manufacturing sites

By the end of 2024, the Group had improved its water efficiency in potential risk areas by 10.3% and 12.5% in other areas since 2020 through water management practices at its manufacturing sites around the world.

Methodology: Withdrawal and discharge categories
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.

Discharge categories

Type	Definition
Third-party destinations	Waste water to municipal treatment
Fresh surface water	Water discharge to rivers, lakes etc.

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 measured in two distinct ways:

1. **Monthly spot comparison** — this approach compares the water efficiency of a specific month with the same month in the previous year, e.g., the water efficiency of January 2024 is compared to January 2023. This method helps to identify short-term trends and seasonal variations in water usage to allow timely adjustments and interventions.
2. **Year-to-Date (YTD) comparison** — This method aggregates water efficiency data from the beginning of the year to the current reporting period to provide an annual cumulative view of water efficiency improvements. For instance, water efficiency from January to December 2024 is compared to the same period in 2023. This long-term perspective tracks sustained progress and the effectiveness of water management over time while offsetting seasonal fluctuations.

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Water withdrawal[1]

Total water withdrawal from all areas in megaliters

Year	Fresh surface water	Ground water renewable	Rainwater	Wastewater from other organizations	Third-party-sources, municipal water	Total water withdrawal
2024	46	1,850	4	–	916	2,816
2023	35	2,070	4	–	962	3,071
2022	56	2,510	4	–	1,100	3,670
2021	108	2,350	1	–	1,244	3,703
2020	56	1,979	4	–	1,158	3,197

Total water withdrawal from all areas with water risk in megaliters

Year	Fresh surface water	Ground water renewable	Rainwater	Wastewater from other organizations	Third-party-sources, municipal water	Total water withdrawal
2024	–	–	4	–	302	306
2023	–	–	4	–	294	298
2022	–	–	2	–	352	354
2021	38	78	1	–	436	553
2020	33	68	3	–	598	702

Water discharge[1]

Total water discharge to all areas in megaliters

Year	Third-party destinations		Fresh surface water		Total
	Untreated	Pre-treated	Untreated	Pre-treated	
2024	928	283	1,357	248	2,816
2023	1,043	282	1,641	104	3,070
2022	1,255	262	1,912	140	3,569
2021	1,396	375	1,713	216	3,700
2020	1,217	379	1,393	203	3,192

Total water discharge to all areas with water risk in megaliters

Year	Third-party destinations		Fresh surface water		Total
	Untreated	Pre-treated	Untreated	Pre-treated	
2024	162	105	39	–	306
2023	220	77	–	–	297
2022	266	88	–	–	354
2021	434	104	38	9	585
2020	462	206	–	34	702

[1] Risk areas defined by the WWF Water Risk Filter.

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E5 Resource use and circular economy

The Group has a waste management target to certify all its manufacturing sites as Zero Waste to Landfill by 2025. It has also set a target for 35% recycled content in core materials (steel and plastics) for products manufactured by the Group by 2030.

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 2030 sustainability framework in terms of driving resource-efficient operations and offering circular products and business solutions.

As the global middle class continues to grow,[1] the demand for material resources, such as steel, plastic and electronic components, will increase. 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 2024 Circularity Gap Report by Circle Economy,[3] only 7.2% of the resources used globally are cycled back into the economy after use. This compares to 9.1% in 2019. 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.

E5-1 Policies related to resource use and circular economy

The **Group Environmental Policy** covers the environmental aspects of its operations, including its commitment to transitioning to circular practices and business models.

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

Circular business models

In 2024, the Group re-calibrated its approach to circularity to ensure it continues to align with its priorities. Some circular business initiatives continued during the year and several circular business model pilot projects were completed around the world in early 2024. The knowledge from the circular business initiatives and pilots is being used to guide the Group's approach to circularity going forward and to develop new business opportunities. A new Circularity Roadmap will be launched in 2025.

Electrolux Group's fixed-price repair service continues to be well received in Europe and has now been piloted in the North America as well. 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 good spare parts availability and well-developed service organization.

The circular business model pilot projects completed in 2024 provided valuable insight into the needs, behaviors and features required to make such business models attractive for consumers and businesses while being profitable for the Group. The pilots included offering the Group's products as a service in Europe and Asia — from proactive maintenance and the automatic shipments of accessories, to product support and replacement. Other pilots involved leasing and maintaining household appliances such as washing machines to landlords and municipal housing companies. Recycling and refurbishment programs were also piloted in Latin America. *For more information, see E5-3 on page 85 and E5-5 on pages 86–87.*

Recycled materials in products

The Group has stepped up its efforts to increase the proportion of recycled content the company uses in its products, including setting a new target as described in E5-3. A new guideline was also launched to evaluate recycled plastic formulations, establish a new approval process and ensure 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 recy-

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[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 l OECD Environment Policy Papers l OECD iLibrary (oecd-ilibrary.org)
[3] Circle Economy Foundation. circularity-gap.world/2024

2024 HIGHLIGHTS

- An impressive 88% of the Group's manufacturing sites are now Zero Waste to Landfill certified.
- New ambitious target to use 35% recycled content – steel and plastics – in products manufactured by the Group by 2030.

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| metric tons | Waste disposed | | Waste-to-energy | | Waste recovered | | | Waste not included in |
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Total	Zero Waste to Landfill
2024	86	2,033	522	1,844	1,070	146,715	152,270	3,582
2023		2,440		2,524		140,402	145,367	2,697
2022		3,733		3,185		148,270	155,188	14,149

cled plastic formulations. Such ongoing initiatives will help the Group to increase the proportion of recycled plastic it uses in its products.

It also signed an initial agreement with a European steel supplier for a more sustainable steel option, with the first delivery scheduled by the end of 2026. This steel will be produced with electricity from fossil-free sources and green hydrogen instead of coal.

Zero Waste to Landfill program

The third-party certified Zero Waste to Landfill program is the Group's main initiative to avoid sending waste from its manufacturing sites worldwide to landfill. The initiative establishes comprehensive waste reporting and aims to minimize the amount of waste sent to landfill or incineration without energy recovery to less than 1%, and to reduce the waste sent to waste-to-energy facilities to less than 3%. *For more information about the program's targets, see E5-3, its implementation in E5-5 on pages 86–87, and the progress in E5-6 on page 87.*

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.

E5-3 Targets related to resource use and circular economy

Recycled content in core materials

In 2024, the Group set a new target to increase the share of recycled content in core materials — defined as steel and plastics — used in products manufactured by the Group to 35% by 2030.

This new target replaces the previous recycled plastic target and expands the Group's focus to its two most highly utilized materials by weight. Adding steel to the target increases the material in scope to more than 40% of all material purchased by the Group — around three times what was in the scope of the previous target.

Additionally, the weight of recycled steel and plastics generated by the 35% target is more than double the weight covered by the previous recycled plastics target. Besides expanding the materials in focus, the new target allows the Group to reinforce other targets it has set, such as reducing GHG emissions from the steel it sources. *For more information, see E1 on pages 73–78.*

Today, many of the more sustainable steel options on the market are higher in recycled content compared to conventional steel options. By including steel in this target, the Group promotes progress and enhances results in multiple environmental areas.

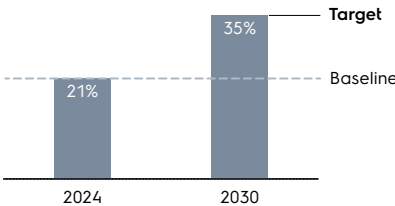#### Zero Waste to Landfill certification

The Group's waste management target is to certify all its manufacturing sites as Zero Waste to Landfill by 2025. The target supports Electrolux Group's transition to a circular economy, as outlined in its Environmental Policy.

An extensive benchmarking review was conducted to identify the most effective target for advancing waste management in the Group's manufacturing sites and to align with stakeholder expectations. Zero Waste to Landfill certification was identified as the preferred target due to its comprehensive approach to waste management.
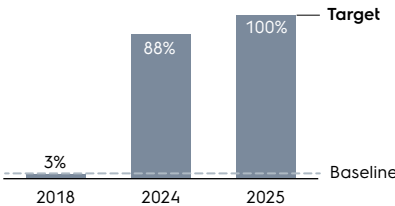
The target aligns with the principles of the EU Directive 2008/98/EC on waste and the SDGs, specifically SDG 12 (Responsible consumption and production) and SDG 13 (Climate action). Additionally, it supports the EU Circular Economy Action Plan by adhering to the Commission's objectives to "significantly 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.

Target on recycled content in core materials
(%)

Target on the share of manufacturing sites certified to Zero Waste to Landfill
(%)

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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.[1] 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 E5-6 on page 87.*

The absolute weight of secondary materials used to manufacture the Group's products and services (including packaging) was 131 metric ktons in 2024.

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.

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
Plastics and rubber	Petrochemical processes	Oil extraction
Other metals	Smelters	Mining
Electronics	Assembly of components	Combination of above
Glass and ceramics	Glass smelters	Silica extraction

Detailed information down to product category level on the Group's material use is available for 89% of its total product mass.

Methodology: Total weight of products
The total product weight or mass 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 material use data. The material content 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 reference products collected as part of the inventory phase of LCA studies. Disassembly activities are also used to create the detailed bill of materials 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. The Group's LCA methodology for appliances is validated in accordance with ISO 14040:2006 and ISO 14044:2006.

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.

Biological materials sustainably sourced weight vs total product weight.

Weight in both absolute value and percentage of secondary reused or recycled components and secondary intermediary products
The recycled and reused weight of products is calculated with baseline values, including various primary data and industry averages. Targets for specific materials are in the process of being defined.

Materials in product

metric ktons	Aluminum	Electronics	Glass	Other metals	Others	Packaging	Plastics	Steel	Total
2024	45	20	97	58	288	59	347	633	1,547
2023	43	19	91	53	266	54	315	587	1,429
2022	45	21	100	56	274	57	319	620	1,492

Metals and plastics contain recycled materials.

E5-5 Key products and materials in outflows

Key products and materials
The Group's taste, care and wellbeing product groups use the following key materials: carbon steel, plastics, stainless steel, copper and aluminum. *For more information about the Group's product groups, see page 50.*

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. A common benchmark would require the global harmonization of standards and usage methods. The Group monitors various metrics that together account for the durability of a product, including quality metrics, consumer ratings and repair rates.

Product reparability
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.

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: documentation, disassembly, availability of spare parts, price of spare parts, and product-specific aspects and — to ultimately provide a score out of 10. Belgium is in the process of creating a similar index.

The average repairability score in 2024 for the Group's products across categories in France was 7.9. Vacuum cleaners average at 6.7, dishwashers average at 8.2 and washing machines average at 8.2.

Repairability index in France
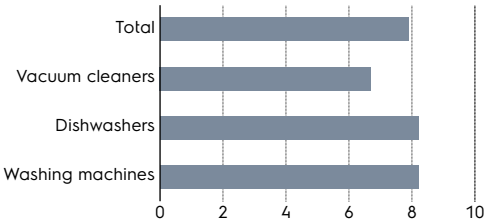
Product recyclability
While recyclability is not systematically measured, the Group strives to continuously increase its knowledge of the environmental impact of its products. Internal assessments of recyclability have been conducted on certain products in Europe, using a standardized method (EN 45555: 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 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 appli-

[1] European Commission, Study on the Critical Raw Materials for the EU 2023 — Final Report

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ances are disposed of properly. Other materials pose a special chal-lenge for recycling, e.g. foam. Some of them can even be harmful if they are not disposed of professionally (e.g. refrigerants). Therefore, the 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 technol-ogies, and e-waste management regulations.

In total, approximately 50%[1] of the materials in the Group's prod-ucts in Europe and Americas are recyclable.

Waste

Waste streams and the composition of the waste
The Electrolux Group Zero Waste to Landfill program requires that its manufacturing sites report their monthly waste data in a standard-ized way at Group level to ensure comparability. The most relevant waste streams for the company's manufacturing sites are metal waste and packaging materials. In 2024, 56% (58%) of waste was metal, 15% (14%) paper and cardboard, 12% (13%) wood and 6% (5%) plastic. Each of the remaining 18 waste groups account for less than 5% of the total waste.

Methodology: Zero Waste to Landfill program
The program tracks all waste streams, including waste generated onsite by external suppliers. Man-ufacturing 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.

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. Additionally, waste is reported as hazardous or non-hazardous and classified into three primary destinations: recovery, waste to energy and disposal.

Recovery involves recycling, composting, processing or selling to third parties for reuse. Waste to energy encompasses any process converting waste into energy or combustible fuel commodities, such as gasification or pyrolysis. Disposal operations include landfilling and incineration without energy recovery.

Certain waste streams are exempted from the program due to factors such as traceability, non-recurring items, or the need for comparability between sites. Exemptions are municipal wastewater, the water fraction of industrial wastewater, construction/demolition waste from non-recurring activ-ities like renovations or new constructions, and toilet paper disposed of in bins in countries where the sewage system cannot manage with it. All exemptions are approved by the business area and the program coordinators.

Uploaded waste data is automatically processed by a web-based application for data analysis and validation. The percentage of non-recovered waste is calculated by dividing the total amount of waste sent for disposal (landfilling and incineration without energy recovery) by the total amount of discarded waste excluding the exemptions.

The certified sites undergo an annual third-party audit that includes data cross-checks.

% of waste by waste group
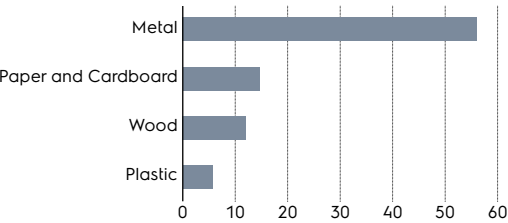
Total amount of radioactive waste
Electrolux Group operations do not generate radioactive waste.

Hazardous waste

	Data
Total Waste generated	152,270
Hazardous waste diverted from disposal	1,592
Non-hazardous waste diverted from disposal	148,559
Hazardous waste directed to disposal	86
Non-hazardous waste directed to disposal	2,033
Non-recovered waste	2,119

E5-6 Entity-specific metrics

Number of Zero Waste to Landfill certified sites
Group manufacturing sites are certified and audited according to the Zero Waste to Landfill program. The audits are performed glob-ally 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 the ongoing implementation of the waste management practices.

During 2024, four additional manufacturing sites were certified. This means that by the end of the year, a total of 29 (25) manufactur-ing sites — representing 88% (74%) of the Group's manufacturing sites — were certified in Argentina, Australia, Brazil, Chile, Egypt, Germany, Italy, Mexico, Poland, Thailand, USA, China, Romania and Hungary. *For more information on the program, see E5-2 on pages 84–85, the program's targets in E5-3 on page 85 and its implementation in E5-5 on pages 86–87.*

Recycled core materials in products
The target is calculated using the weight of recycled materials purchased by the Group, which is used in the Group's own manu-facturing operations or dispatched to third-party component man-ufacturers, to produce specific components, in relation to the total weight of materials in scope.

In 2024, the Group reached 21% in recycled content in core mate-rials in products.

Methodology: Recycled core materials in products
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 third-party component manu-facturers, to produce specific components, in relation to the total weight of materials in scope.

The recycled content of individual materials requires some form of validation. The preferred source is a 3rd party certification of recycled content or a certificate of self-declaration from the supplier. In cases where certificates are not available, the Group requests other forms of declaration from the supplier. In remaining cases, the Group takes recycled content published by suppliers in their annual report or in industry databases. The intent is to go beyond industry averages for the calculation.

As the Group has just launched the target, the recycled content gathering process is currently being refined, with efforts put to gathering third-party certificates or self declarations for as many suppliers as possible.

[1] According to most recent recycling rate of materials from e-waste recyclers, EU EUROSTAT e-waste statistic, US EPA, industry associations (e.g. abal.org.br, abiplast.org.br), and to Group's material footprint.

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 and an aspirational target to increase the proportion of female people leaders to at least 40% by 2030. 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.

The For the Better Goal "Act ethically, lead in diversity 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. Diversity and inclusion (D&I) can also promote innovation and help attract top talent, and more diverse companies outperform those that do not invest in this area.[1,2]

The Electrolux Food Foundation is a non-profit organization established by the Group in 2016 to focus the Group's 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.

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.

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** details 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. The Group is committed to addressing and remediating issues and grievances that are identified through its procedures and those that are reported to the Group.

Line managers across the Group are responsible for ensuring that the company's policies are followed.

2024 HIGHLIGHTS

- Strong health and safety performance with a Total Case Incident Rate of 0.37.
- For the first time, the Group reported on living wages, gender pay gap and compensation ratio, providing a benchmark for future years.
- Two global assessments on wage practices and working hours were conducted as part of the human rights due diligence work.

[1] McKinsey 2020. Diversity wins: How Inclusion matters. mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters
[2] Jason Miller 2023. The Power of Diversity And Inclusion: Driving Innovation And Success.

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Diversity and inclusion

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 D&I framework, which embodies its vision to become a leader in diversity by 2030. At the heart of the Group's approach is its aspiration to increase the diversity of its workforce, nurture an inclusive workplace and ensure the equal treatment of all employees. To achieve this, where lawful, we consider diversity during succession planning and other significant decision making process. The Group has introduced various activities to nurture an inclusive workplace where all employees feel they belong and can be their authentic self.

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. *For more on diversity metrics, see S1-9 on page 93, work-life balance metrics in S1-15 on page 94, compensation metrics in S1-16 on page 94, gender balance in people leaders and the Employee Voice Survey in S1-18 on pages 95–96.*

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 Health and Safety 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 pages 92–93.*

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 IndustryAll, which is a federation of unions, to discuss potential concerns and maintain constructive relations.

All manufacturing sites have health and safety 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 S1-18 on pages 95–96.*

Workplace Policy audits and Human Rights Impacts Assessments

The implementation of the Workplace Policy is followed up by 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 G1-7 on pages 104–105, and the Employee Voice Survey in S1-18 on pages 95–96.*

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. Outsourced 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.

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 pages 90–91.*

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 G1-7 on pages 104–105, and see S1-18 on pages 95–96.*

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 assessments and HRIAs, see S1-2 on page 89.*

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. The action plan will be validated by the final date to ensure that the issue is resolved, and this is reported to the steering group. *For more information on the Ethics & Human Rights Steering Group, see GOV-1 on page 61.*

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 due diligence
Electrolux Group works to regularly identify and assess human rights impacts globally, in line with the UN Guiding Principles on Business and Human Rights, and common practices for HRIAs. The resulting salient human rights issues are listed in the table below, alongside actions taken in the reporting year.

Overview of salient issue and actions

Salient issue	Summary of actions
Freedom of association	Training of EWC representatives.
Wages	Deep dive assessment wages versus living wage benchmarks.
Working hours	Deep dive assessment into working hours impacts on production workers and root causes of breaches of overtime limitations. Monitoring of compliance with 60 hours maximum working week and one day of rest.
Non-discrimination, equality and diversity	Updated D&I objectives framework, trainings, mentorship and internship programs, diversity events and celebrations.
Corruption and bribery	*See G1 disclosure requirements on pages 103–105.*
In the supply chain • Child labor • Forced labor • Migrant workers • Health and safety	*Read more in S2 on pages 97–100.*

Additionally, the Group conducts HRIAs in high-risk locations to identify and assess impact and potential impact relating to the Group's salient issues and specific local issues.

The Group maps its operations using the Verisk Maplecroft Human Rights and Corruption Risk Atlas. 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 2024, the Group conducted two deep dive assessments in the areas of wage practices and working hours for production workers. *For more information on wages, see S1-10 on page 93.*

The Group also conducted a local assessment of its German operations and supply chain, which concluded that the German operations are low risk in terms of human rights impacts, whereas a number of suppliers of the German factory were assessed as high risk. As a result, these suppliers are part of an audit plan for 2025, or lined up for additional assessments.

During the year, the EWC representatives were trained by an external expert in rights, responsibilities and duties as part of their roles and the meaning of the EWC Directive[1]. The intention was to further strengthen the dialogue between employees and management representatives.

Workplace Policy audits
The Group measures the annual performance on material sustainability topics 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. The Group is committed to annually audit all its manufacturing sites with regards to the Workplace Policy and Workplace Directive requirements.

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, firefighting and other safety procedures, barriers to prevent falls, and unmarked or poorly contained chemicals. The category with the second most findings is that of working hours, working schedules and overtime. 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 continuous improvement. The number of findings per category is presented in the table on page 95.

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[1] 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

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The Group does not see widespread or systemic material negative impacts such as child labor or forced labor in any of its operations.

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 blocked.	Enhance marking and information preventing recurrence.
Some employees have not completed mandatory evacuation drills within the required intervals.	Implement procedure to ensure all employees participate in mandatory training and drills within the stipulated intervals.
Unmarked and poorly contained chemicals.	Ensure chemicals marking and containment, including secondary containment, is in accordance with the applicable Material Safety Data Sheet (MSDS).
Lacking barrier to prevent fall at inspection point higher than 1.5 meters.	Install appropriate barrier.
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.

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 2024, there was a slight increase in the number of injuries, primarily resulting from production instability related to market demand. In response, a thorough root cause analysis was conducted, which led to a robust action plan. Key initiatives included launching a program to re-prioritize safer behaviors among employees, enhancing safety measures in maintenance and warehouse operations, and refining processes in material handling. *For more information, see S1-5 on page 91, S1-14 on page 94, and S1-18 on pages 95–96.*

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" engages employees in various preventative and promotional wellbeing activities and initiatives, which are mostly organized on a local, regional or country level.

Diversity and inclusion
The Group updated its D&I framework in 2024. Actions to fulfill the objectives take place at Group, business area and local levels. Actions during the year included:
• Updated KPIs and objectives to monitor progress.
• Delivered a hiring for potential program to enable hiring managers to be aware of biases and mitigate negative impact in the hiring process.
• Challenge bias training program.
• An internal mentorship program established and available for all employees, with a focus on providing underrepresented groups (such as female talent) the opportunity to develop their careers.
• Gender pay analysis performed (see S1-16).
• Global Electrolux Talent Internship program to recruit talent from different backgrounds.
• Annual diversity events to celebrate different groups.

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 D&I framework, the Group has set an aspirational target for the proportion of female people leaders to be at least 40% by 2030. People leaders are defined as those individuals in the workforce 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 and D&I 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 S1-18 on page 95.*

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 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 2024 target is 0.34. 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 94 and progress on the TCIR target in S1-18 on page 95.*

ISO 45001 certification
Electrolux Group is committed to certify all its manufacturing sites to the ISO 45001 occupational health and safety management standard by 2025. 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 94 and on the progress to the ISO 45001 certification target in S1-18 on page 95.*

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

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 (male/female) 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 data represents the workforce as of December 31, 2024. Gender other than female and male is not reported as the Group has employees in countries where this reporting is not legally permitted.

Headcount by gender in 2024

Headcount by gender	Number of employees (headcount)
Female	16,204
Male	24,664
Other	n/a
Not reported	26
Total	**40,894**

Headcount in countries with at least 50 employees in 2024

Country	Number of employees (headcount)
Brazil	7,398
United States of America	5,507
Poland	5,275
Italy	4,518
Mexico	3,422
Egypt	1,971
Thailand	1,739
Sweden	1,519
Germany	1,431
Chile	820
Argentina	703
Australia	701
Hungary	695
China	692
Romania	610
Switzerland	452
Malaysia	394
United Kingdom	320
Ukraine	283
Netherlands	237
Belgium	206
France	186
Colombia	184
Canada	137
Peru	131
Spain	105
Czechia	95
Singapore	89
Denmark	86

Country	Number of employees (headcount)
Indonesia	85
Ecuador	84
Austria	77
Vietnam	76
India	66
Finland	64
United Arab Emirates	53
Taiwan	52

The total number of employees by headcount or full-time equivalent (FTE) by contract

Electrolux Group discloses headcount and full-time equivalent (FTE) for permanent and temporary employees broken down by gender (male/female).

Methodology: FTE definition
FTE is defined by the standard number of hours per week in the country where the employee is hired. There are default weekly working hours for each country.
Based on the default weekly hours, the FTE is automatically calculated. For example, in Stockholm, where 38.7 hours per week is default, everyone working 38.7 hours is considered as an FTE.
The data is provided by the global HR data system as per December 31, 2024.

Headcount by contract type and gender in 2024

	Female	Male	Other[*]	Not disclosed	Total
Number of employees	16,204	24,664	n/a	26	40,894
Number of permanent employees	15,452	23,384	n/a	26	38,862
Number of temporary employees	752	1,280	n/a	n/a	2,032
Number of non-guaranteed hours employees	n/a	n/a	n/a	n/a	n/a
Number of full-time employees	15,402	24,428	n/a	26	39,856
Number of part-time employees	802	236	n/a	n/a	1,038

Headcount by contract and region in 2024

	Europe and Asia Pacific including Middle East and Africa	North America	Latin America	Total
Number of employees	22,483	9,091	9,320	40,894
Number of permanent employees	21,022	9,084	8,756	38,862
Number of temporary employees	1,461	7	564	2,032
Number of full-time employees	21,665	9,087	9,104	39,856
Number or part-time employees	818	4	216	1,038

Employee turnover

The Group reports employee turnover for the reporting period. During 2024, 7,914 (9,278) employees left the company, and the employee turnover was 15% (21%).

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 2024 will be the average of the full year, from January 2024 and including December 2024). The data was provided by the HR database as per December 31, 2024.

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.

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 more than 50 employees within the European Economic Area.
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.

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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 2024

	Collective bargaining coverage	Social dialogue
Coverage rate	(EEA)	(EEA)
0–19%	Croatia Czech Republic	Croatia Czech Republic Finland
20–39%		
40–59%		
60–79%		
80–100%	Belgium Denmark Finland France Germany Hungary Italy Netherlands Poland Romania Spain Sweden	Belgium Denmark France Germany Hungary Italy Netherlands Poland Romania Spain Sweden
Total Coverage	**99%**	**99%**

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 S1-18 on page 95.*

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.

Methodology: The gender distribution in percentage at management level
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 following formula is used for calculating gender distribution:

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

The data is provided by the HR master data management system.

Workforce breakdown by age in 2024

Employee group	% of FTEs	%HC
< 30 years old	14%	14%
30–50 years old	60%	59%
> 50 years old	26%	27%

Proportion of gender distribution in percentage at management level (%)

	2024	2023	2022
Proportion of women in all management positions (people leaders)	30	30	29
Proportion of women in junior management positions (people leaders)	32	32	31
Proportion of women in senior management positions (people leaders)	28	28	27
Proportion of women in Top Management positions	32	35	35
Proportion of women in management positions in revenue-generating functions (based on three functions: Sales, Consumer Care/Customer Care and Product Line, which have been identified as revenue-generating functions)	28	29	29

S1-10 Adequate wages

Electrolux Group is committed to adequate, fair and competitive compensation. The Group tracks adequate wages according to relevant metrics as defined in the ESRS. As a minimum, the Group always respects the legal minimum wage and collective agreements. For countries where the living wage benchmark as provided by Wage-Indicator is higher than the legal minimum and/or the collective agreements, the Group applies this benchmark as the adequate wage estimate.

The Group aims to regularly review its salary structures, which is the main reference defining the paid employees' salaries, to ensure they reflect changes in the living wages in the various countries where it operates.

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 the WageIndicator's benchmarks for a "typical family" and the "lower bound of the range":
• A typical family is composed of two adults whereas the number of children is derived from the national fertility rate as calculated by the World Bank database (2020–2022). One adult is assumed to work according to the full-time standard work week and the other adult to the national labor participation rate.
• The lower bound of the range reflects what should be paid to afford at least a modest yet decent life (while WageIndicator provides data on multiple levels, the Group uses this level as the main reference benchmark for living wages).

For this analysis, the Group refers to:
• 2024 annual average data from the WageIndicator database as a benchmark.
• 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 2024

According to WageIndicator data, as of October 2024, the statutory minimum wages exceed living wage for a "typical family" in the "lower bound range" in 8 out of 56 countries where the Group has operations, and a statutory minimum wage is defined.

Based on an analysis made in October 2024[1], 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.

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[1] In conversations with WageIndicator, it has been acknowledged that certain elements of the cost of living in their benchmark data for Egypt will be updated. Therefore, the benchmark for this country is based on the legal minimum wage in 2024.

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:

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

The number of total hours worked relates to employees assigned to or located at manufacturing sites, warehouses and regional headquarters as well as contractors conducting activities at these locations. The hours worked by contractors are excluded from the data in accordance with the Electrolux 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.

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 2024, 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.

During the year, there were 123 (118) recordable work-related injuries for the Group's own workforce, and the rate of work-related injuries for the Group's own workforce was 1.66 (1.55) per 1,000,000 hours worked.[1]

There were 0 (2) ill-health cases and 0 (0) work-related fatalities in the reporting period. 2,996 (3,340) days were lost due to work-related injuries and ill-health. There were 74 million (76 million) hours worked by all employees in total assigned to or located at manufacturing sites, warehouses and regional headquarters, and the contractors conducting activities at these locations.

S1-15 Work-life balance metrics

Parental leave

Electrolux Group is committed to its Parental Leave Policy. All 40,894 Group employees have access to parental leave, either through a global Minimum Parental Leave Policy, or as provided by the public system in their 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 brings added benefits for employees in 41 countries where the Group has operations.

During 2024, a total number of 677 employees took parental leave, which is 1.6% of all employees. Out of the employees who took parental leave, 82% were women and 18% were men.

Methodology: Parental leave and carer's leave
The data includes all employees on parental leave longer than four weeks during 2024 — including both those benefiting from the Group's policy and those using state parental benefits. Employee data is provided by the HR data system. Data on carer's leave is not consistently collated across all entities. The Group is preparing global reporting on carer's leave in 2025.

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.[2]

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 2024

At Electrolux Group, the overall unadjusted gender pay gap for 2024 is 12.7%. 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.

To address this gap, the Group is committed to increasing female representation in senior leadership. The Group's goal for the next coming five years is to raise the proportion of women among people leaders from the current 30.3% to 40%[3].

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 2024

At Electrolux Group, the 2024 total remuneration ratio to the median stands at 77:1.

Electrolux Group is a manufacturing company where 59% of its employees work in production. The Group's employees are located across 56 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 2024, there were 172 reports via the Group Speakup Line relating to discrimination and harassment and 103 relating to other work-related incidents. 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 pages 89–90 and in G1-7 on pages 104–105.*

In 2024, 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 2024, there were no material 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.

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[1] Note that the number of hours worked also includes contractor hours, whereas the recordable work-related injuries only relates to the Group's own workforce.
[2] In 2024, 92% non-production employees received regular performance and career development reviews. Additionally, parts of the Group's manufacturing organization have implemented performance appraisals for production employees.
[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.

S1-18 Entity-specific metrics

Total Case Incident Rate (TCIR)

In 2024, there were a total 137 (134) 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 0.37 (0.35)[1] compared to the interim target of 0.34 by 2024, and the target of 0.30 by 2030.

In 2024, there was a slight increase in the number of injuries, primarily resulting from production instability related to market demand. In response, a thorough root cause analysis was conducted, which led to a robust action plan. Key initiatives included launching a program to re-prioritize safer behaviors among employees, enhancing safety measures in maintenance and warehouse operations, and refining processes in material handling.

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

	2024	2023	2022
TCIR	0.37	0.35[1]	0.36

Target on TCIR
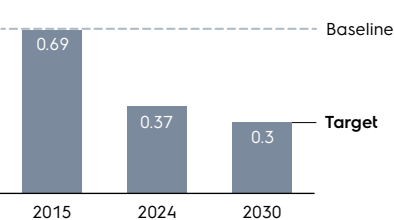
### Gender balance among people leaders

The chart "Target share of women leaders" presents the progress on the proportion of female people leaders from December 31, 2020, until December 31, 2024[2].

At year end, there were 1,181 (1,325) female people leaders in the Group, compared with a total of 3,904 (4,383) people leaders. This means that 30.3% (30.2%) of the Group's people leaders were women at the end of 2024. *For more information about the Group's diversity metrics, see S1-9 on page 93.*

Proportion of female people leaders

|	2024	2023	2022	2021	2020
Proportion of female people leaders	30.3%	30.2%	29.5%	28.3%	25.9%

Target on share of women leaders
(%)
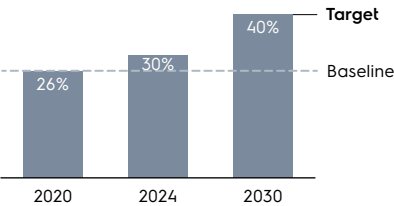
ISO 45001 certification

In 2024, two additional sites certified their health and safety management according to ISO 45001, which meant that 31 (29) of the Group's 33 (34)[3] sites were certified by the end of the year — toward the target of all manufacturing sites being certified by 2025.

### Target on share of manufacturing sites certified to ISO 45001
(%)
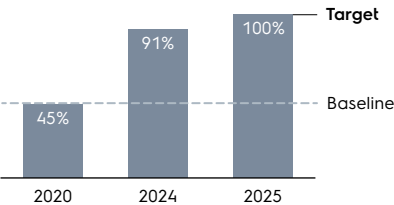
Workplace audit findings

In 2024, audits were conducted at 31 out of 33 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 90–91.*

Methodology: Workplace audit findings
The audits 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 every other year, with every other audit 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 2024
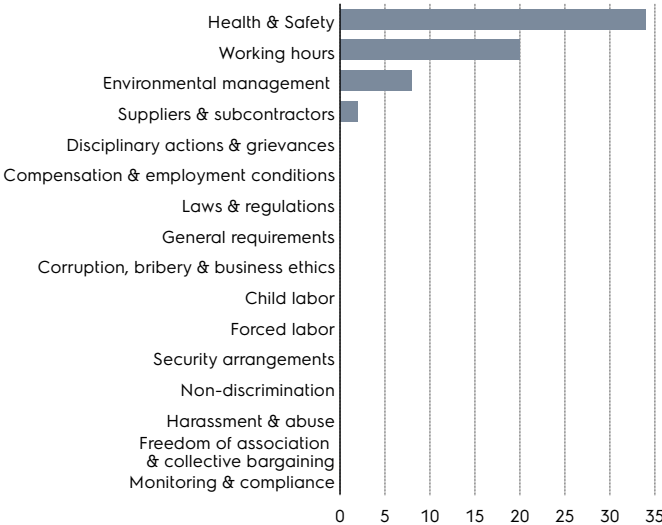
Employee Voice Survey

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. While the seven key scores relevant to S1 showed a slight decline, overall levels have remained steady despite significant organizational changes in recent years. Identified improvement areas are being actively addressed by people leaders and Group functions as part of the 2025 strategic planning.

[1] 2023 data was restated after three additional injuries were confirmed as recordable cases following the end of the reporting period.
[2] 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.
[3] Data for 2023 includes units in South Africa that was sold during 2024.
[4] The sites announced for sale in 2023 in Egypt and South Africa were part of the audit program in 2023, and were not audited in 2024.

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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 35 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.

The following metrics are disclosed as part of this Sustainability statement:

1. **Engagement index** — The index is based on the scores of two questions:
   How happy are you working at Electrolux Group?
   I would recommend Electrolux Group as a great place to work.
2. **Code of Conduct** — I understand how I am expected to act in order to follow the Code of Conduct. *Read more in G1-1 on page 103.*
3. **Speakup Line** — I trust that the concerns reported through the Speakup Line are handled confidentially and fairly. *Read more in G1-7 on pages 104–105.*
4. **Equal opportunities** — Regardless of background, everyone at Electrolux Group has an equal opportunity to succeed.
5. **Non-discrimination** — I work in an environment that is free from harassment and discrimination.
6. **Inclusion team** — Electrolux Group promotes a climate in which diverse perspectives are valued.
7. **Belonging** — I feel a sense of belonging at Electrolux Group.

Employee Engagement Survey Question	2024	2023	2022
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.	76	77	79
Code of Conduct — I understand how I am expected to act in order to follow the Code of Conduct.	86	87	88
Speakup Line — I trust that the concerns reported through the Speakup Line are handled confidentially and fairly.	76	77	78
Equal opportunities — Regardless of background, everyone at Electrolux Group has an equal opportunity to succeed.	67	68	71
Non-discrimination — I work in an environment that is free from harassment and discrimination.	79	79	80
Inclusion team — Our team has a climate in which diverse perspectives are valued.	76	76	75
Belonging — I feel a sense of belonging at Electrolux Group.	76	77	77

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S2 Workers in the value chain

Electrolux Group takes its sustainability leadership agenda into the supply chain. The Group aims for 95% strategic suppliers 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 2030 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 Original Equipment Manufacturers. 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.

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. The Group supports this with 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 88*.

The **Group Human Rights Directive** is aligned with the UN Guiding Principles on Business and Human Rights. It details procedures to fulfill the company's human rights commitment, by identifying, assessing, prioritizing, preventing, mitigating and accounting for harm to people that can be caused directly by the Group, or indirectly in the value chain.

The Group's social sustainability procedures outline the processes for risk identification and assessment at supplier level. Such assessments, including engagement with value chain workers, and measures to remedy adverse impacts, are implemented via the Group's Responsible Sourcing Program, which is managed by the Social Sustainability team. The program focuses on four types of 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 risk assessments** are conducted regularly at least annually and on a needs basis together with the Purchasing, Sourcing and Licensing departments, with a focus on suppliers in high-and-medium-risk countries and based on the responsible sourcing criteria and sourcing data. The assessments enable the Social Sustainability team to determine which suppliers should be audited. Additionally, the Group evaluates indirect material suppliers.

• **Supplier evaluations and audits** guide formal sourcing decisions. Prioritized suppliers should be subject to an audit at least every second year 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.

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

The Social Sustainability team conducts supply chain risk assessment and monitoring, including audits and follow-up activities. The team works closely with the Group's sourcing functions, suppliers and value chain workers to assess, monitor and ensure compliance

2024 HIGHLIGHTS

• A new ambitious target to continuously drive improvements in the working conditions of employees in the supply chain was launched.

• 366 supplier audits were conducted, including 248 full audits and 118 follow-up audits.

with the Group Supplier Workplace Standard and Workplace Directive. The most senior managers within the Group that have responsibility for engagement with value chain workers are the CTSO and the Chief Procurement Officer.

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 the external third-party auditors conduct confidential interviews directly with the supplier's 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.

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.

The effectiveness of engagement is evaluated through follow-up measures. The Social Sustainability team determines if the actions taken are sufficient to address the identified issues. This data also supports the 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. 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. *For more information on the Speakup Line, see G1-7 on pages 104–105, and actions in S2-4 on pages 98–99.*

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.

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 pages 89–90 and in G1-7 on page 104–105.

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.*

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 work continues to onboard new suppliers and ensure the enhancement of the performance across the supplier base.

Responsible sourcing risk assessments and supplier workplace audits
The Social Sustainability team performs responsible sourcing risk assessments and supplier workplace audit processes, as described in S2-2, including the follow-up and closing of the findings.

To ensure that the audit processes are effective in providing or enabling remedies for the material negative impacts on value chain workers, the supplier is required to present a detailed action plan to address all audit findings within seven working days of the completion of the audit. The action plan shall include the responsible employees and deadlines for the implementation of actions. The Social Sustainability team then assesses whether the actions are appropriate to remediate the findings. The team also oversees compliance with the action plan, reviews and assesses evidence to determine whether the actions have been implemented and if the findings can be closed. If needed, a follow-up audit may be arranged to verify the evidence provided. *Read more about the audits in S2-3 on page 98.*

To evaluate the effectiveness of the Responsible Sourcing Program, the Group works to ensure more of its strategic suppliers achieve the grade "approved" or "accepted low risk" in the Supplier Workplace Evaluation. *Read more about targets in S2-5 on page 99, and supplier audit findings in S2-6 on pages 99–100.*

Supplier digital learning platform and trainings
The Group uses the QuizRR tool, which is a digital learning platform, to engage with the employees of suppliers. In 2024, the Group piloted the training in Mexico to raise worker awareness on human and labor rights topics.

During 2024, the Group held one face-to-face training with suppliers in Thailand, to increase the understanding of its expectations in the Group Workplace Directive.

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.

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Conflict minerals and cobalt due diligence

To mitigate emerging material risks related to conflict minerals, the Group conducts annual Conflict Minerals and Cobalt surveys. The surveys are aimed at assessing how first-tier suppliers implement the Group's Conflict Minerals and Cobalt Due Diligence programs throughout the value chain. *For more information, see Conflict Minerals Report—Electrolux Group at electroluxgroup.com/en/category/sustainability/conflict-minerals-reports/.*

Opportunities in the supply chain

The Group's opportunities related to value chain workers include promoting best practices and improved working conditions for thousands of workers in the value chain. This is the aim of the Responsible Sourcing Program. Additionally, the Group incentivizes high-performing suppliers through the Electrolux Group Supplier Awards.

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

Supplier Workplace 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 with an interim target to achieve 90% by the end of 2024. Suppliers with open zero-tolerance cases and/or poor audit performance that have other indications of being high risk with some significant effort needed to reach acceptable status, are not approved for new business nor are they part of the metric.

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, Purchasing 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".

For more information about the methodology and progress to the target, see S2-6 on pages 99–100.

S2-6   Entity-specific metrics

Supplier Workplace evaluation

In 2024, 92% of "strategic suppliers" were "approved" or "accepted low risk" based on the Supplier Workplace evaluation, compared to the 2021 base year, which represents an increase of 26 percentage points. *Read more about the target in S2-5 on this page.*

Methodology: Supplier Workplace evaluation
Following risk assessments 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 Workplace evaluation over the total number of accepted 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 assessment 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, including none of which that are critical.

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 account for around 80% of the Group's total spend and play a pivotal role in ensuring business cost competitiveness, innovation and overall success by delivering high-value, strategically important goods or services.

The metrics are calculated as follows:

Supplier Workplace evaluation (%) =

$$\frac{\text{Number of strategic suppliers with the grading "Approved" or "Accepted low risk"}}{\text{Total number of strategic suppliers which are either "Approved", "Accepted low risk" or "Accepted with restrictions"}} \times 100$$

Progress is measured with the base year 2021 and the base value of 66%.

Supplier Workplace evaluation target

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

2021	2024	2030
66%	92%	95%

Target · Baseline
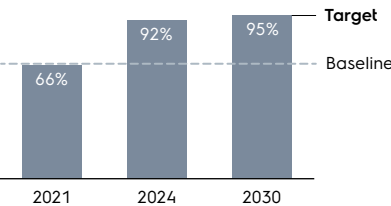
Supplier audit findings

In 2024, 366 (388)[1] audits were conducted, including 248 (260) full audits and 118 (128) follow-up audits.

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 30 (14) zero-tolerance findings were uncovered in 2024. These were related to the following situations: request of pregnancy tests before hiring, requests for written manager approval for workers to leave premises, and retention of passports and work permits. Although serious in nature, such issues were quickly addressed by escalating them within relevant suppliers and conducting duly follow-up measures to ensure closure.

The table summarizes the main types of impacts/findings in 2024 and examples of what actions the suppliers committed to implement, in order to address the findings.

[1] 2023 data was restated to include 19 audits completed during the year that were not captured. There were two additional zero-tolerance findings in those audits.

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Main findings and actions as part of the Supplier Workplace audits in 2024

Area of finding	Impact/potential impact	Actions
Emergency preparedness, including emergency lighting, blocked escape routes, lack of fire drills.	Employees being harmed in an emergency scenario.	Conduct a new round of evacuation drills, including the night shift, and review the process to ensure regular drills. Provide training to employees on the importance of keeping escape routes unblocked, and perform visual checks to ensure all fire suppression equipment is present and readily available in case of an emergency.
Lacking use of personal protective equipment, such as safety glasses, ear plugs, gloves.	Harmed vision or hearing, lacerations.	Educate employees on the importance of proper personal protective equipment usage, ensure personal protective equipment is provided as needed, and verify proper distribution and use during monthly health and safety assessment rounds.
Excessive overtime.	Insufficient work-life balance can heighten the risk of fatigue.	Conduct a root cause analysis to identify the factors contributing to excessive overtime. Obtain consent before assigning overtime, adjust workloads according to peak and low production periods to ensure adequate resources, and extend production forecasts beyond immediate orders.
Unsafe handling of chemicals and hazardous waste.	Spills and leakages presenting significant risks to both health and the environment.	Properly identify chemicals, provide appropriate secondary containment, ensure Material Safety Data Sheets (MSDS) are translated into the local language, and conduct employee training.
Salary payments, as delayed payments.	Adverse impacts on the private finances of employees.	Conduct a root cause analysis to determine the cause of the deviation and review processes to ensure timely payments.

Health and safety, and environmental governance, continue to be the areas with the highest number of findings, in part due to the fact that the number of requirements is high in these areas. Deviations related to the Group's policy on working hours, compensation and benefits are also common.

For more information on how risks and impacts in the supply chain are addressed, see S2-4 on pages 98–99.

2024 distribution of audit findings in each region
(%)

Electrolux Group Workplace Directive chapter		Europe	Asia Pacific including Middle East and Africa	North America	Latin America	Group
1	General requirements	7.1%	1.4%	–	3.9%	2.0%
2	Laws and regulations	0.6%	0.6%	6.4%	2.0%	1.2%
3	Suppliers and subcontractors	6.5%	1.4%	0.6%	2.8%	1.9%
4	Corruption, bribery and business ethnics	1.3%	0.4%	–	0.8%	0.5%
5	Child labor	–	1.0%	–	0.3%	0.7%
6	Forced labor	–	1.4%	–	0.3%	1.0%
7	Security arrangements	–	1.3%	–	3.1%	1.4%
8	Worker health and safety	49.7%	39.5%	41%	36.1%	39.8%
9	Non-discrimination	–	1.2%	0.6%	–	0.9%
10	Harassment and abuse	–	–	–	–	–
11	Disciplinary actions and grievances	–	0.6%	–	0.6%	0.5%
12	Working hours	5.8%	22.7%	17.9%	9.8%	19.2%
13	Compensation and employment conditions	10.3%	15.7%	7.5%	1.1%	12.5%
14	Freedom of Association and collective bargaining	1.3%	1.5%	–	0.8%	1.3%
15	Environmental governance and procedures	12.9%	11.3%	23.7%	34.7%	15.9%
16	Monitoring and compliances	4.5%	0.1%	2.3%	3.6%	1.1%
Number of audits in 2024:		41	241	53	31	366

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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. Product safety is aligned to For the Better 2030 sustainability framework in terms of the Goal "Eliminate harmful materials" in the Better Solutions Pillar. The Group will protect people and the environment by managing the chemicals in its products carefully and continuing to replace those that cause concern. *Read more about how the Group works to eliminate harmful materials in E2 on pages 79–80.*

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.

S4-1 Policies related to consumers and end-users

The **Group 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 and compliant with applicable product safety laws and standards.

The **Group Risk Directive** includes the objective to protect human welfare.

The most senior managers responsible for ensuring implementation of the Quality Policy and the Risk Directive are the Head of Quality and Head of Risk Management respectively, together with the Heads of the business areas and heads of global product lines (for Quality).

S4-2 Processes for engaging with consumers and end-users about impacts

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.

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 part of the core requirements, assessed by tests to ensure compliance with applicable safety norms and standards. Product safety assessments are also conducted to evaluate the detailed design and technologies used. All products are designed and tested to meet the relevant regulations and product safety standards.

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

Information received by the Group through its channels regarding product malfunctions or product safety concerns is processed and escalated internally for further reviews and analyses.

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. 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.

The Group's work with product safety includes both ensuring compliance with laws or relevant product safety standards and the safe use of products by consumers and end-users. The Group undertakes laboratory product tests and interacts with consumers and end-users in usability tests during the R&D phase. Product safety concerns, and/or potential defects, are continuously monitored. 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, and all such committees must regularly report their respective product safety status to the Group's Product Safety Advisory Committee.

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** sets out the key processes and actions for its applicable Product Safety Committees, which:
- Ensure oversight on any corrective actions that are identified as being required in particular markets.
- Ensure 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.
- Ensure that the Alleged Incident Report (AIR) scheme is implemented 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.

The Group's focus areas on consumer product safety are:
- Appliance safety at supply voltages up to 400 volts. Products designed and manufactured to fail safe, without electrical faults or fires.
- Comparative tracking index (CTI) to ensure higher specifications than required by the applicable international standards.
- Water spillage tests to simulate water spills on products.
- Sharp edge and point design requirements and testing to prevent users or service engineers becoming injured when moving, cleaning, installing or servicing any of the Group's branded products.
- Extensive fire testing to identify and prevent potential ignition points and to assess potential fire risks from leaking refrigerant gases in refrigeration products and products with heat pumps.

S4-5   Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The Group has not publicly adopted any targets on product safety related to consumers and end-users, and there are no plans to do so. Target setting is complicated by the Group's broad and varied product categories, ever-changing product developments, consumer and end-user needs and legislative developments. However, several metrics and short- to mid-term targets are used internally in operational processes to handle both current and potential future product safety issues.

The Group has established both stringent governance structures and underlying operational processes to ensure product safety issues are handled correctly and that relevant issues are identified, assessed, managed and subject to applicable remediation actions if necessary. This is both in relation to potential and actual product safety issues but also to consider, prevent, detect and mitigate future product safety concerns.

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Governance information

G1 Business conduct

Electrolux Group works with business conduct by upholding the standard for acting ethically, lead in diversity and respect human rights.

The Group's work with business conduct is part of its For the Better 2030 sustainability framework, committed to fair and legal business practices. It 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 therefore, the Group's managers are expected to actively promote high standards of business conduct — clearly setting "the tone from the top".

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 offence, can cause substantial harm to the Group's business, reputation and its brands.

G1-1 Business conduct policies and corporate culture

In addition to the **Electrolux Group Code of Conduct**, the Group has key Group policies related to corporate culture and business conduct. 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 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.

The Group provides ethical business conduct training for its employees. It 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 G1-7 on pages 104–105, and on the Employee Voice Survey see S1-18 on pages 95–96.*

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. 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

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and fraud) from taking place. The application of these processes and tools is determined by a risk-based approach.

During 2024, the completion rate of the bi-annual anti-corruption training was 76% for all eligible employees.

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 parties, such as suppliers can report possible non-compliances through the Speakup Line. *For more information on the Speakup Line, see G1-7 on pages 104–105.*

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 are reported back to business operations 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 G1-7 on pages 104–105.*

Governance
The Ethics & Human Rights Steering Group is responsible for the Speakup Line and the related processes *(read more in S1-2 on page 89 and GOV-1 on page 61)*. 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 2024, the Group had no (0) convictions of violations of anti-corruption and anti-bribery laws.[1] The Group did not pay any fines during 2024 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 2024, 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.*

G1-7 **Entity-specific metrics**

Speakup Line Reports
The Speakup Line is the Group's global whistleblowing mechanism, 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.

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 89 and S2-3 on page 98.*

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 S1-18 on pages 95–96.* 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.

[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.

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Introduction   ESRS2   EU Taxonomy   E1   E2   E3   E5   S1   S2   S4   G1

Speakup Line reports 2024

		Assessed breaches[2]	Unsubstantiated[3]
1. Total number reports in 2024	**633**		
2. Total number of closed reports in 2024[1]	**618**		
Dismissed reports due to lack of information	86		
Total number of investigated reports in 2024	532		
Key sub-categories:			
Discrimination	*17*	*3*	*14*
Harassment	*127*	*43*	*84*
Health and safety	*28*	*8*	*20*
Conflict of interest	*24*	*9*	*15*
Corruption and bribery	*1*	*–*	*1*
Fraud and theft	*8*	*5*	*3*
Other (including non-compliance with workplace policy, employment terms etc)	*327*	*84*	*243*
Total:	*532*	*152*	*380*
3. Dismissals as a result of reports closed in 2024	**28**		

[1] Reports investigated during the year may include reports submitted and/or otherwise reported on in previous years (i.e. not this reporting period of 2024) and also, may not include all reports submitted during 2024.
[2] The investigation resulted in evidence substantiating, fully or partially, the allegation(s).
[3] The investigation did not result in evidence substantiating the allegation(s).

| CEO statement | Governance and control | Sustainability statement | Financial reports | Additional information | Electrolux Group Annual Report 2024 | **106** |

| Introduction | ESRS2 | EU Taxonomy | E1 | E2 | E3 | E5 | S1 | S2 | S4 | G1 |

Auditor's Limited Assurance Report on AB Electrolux' (publ) Sustainability Report and statement on the Statutory Sustainability Report

Unofficial translation

To the annual general meeting of AB Electrolux (publ), corporate identity number 556009-4178

Introduction
We have been engaged by the Board and Group Management of company AB Electrolux (publ) to undertake a limited assurance of AB Electrolux (publ) Sustainability Report for the year 2024. The company has defined the scope of its sustainability report on page 47. It consists of the parts of the GRI Sustainability Reporting Standards applicable to the Sustainability Report and the statutory sustainability report. The sustainability information and format are inspired by the current interpretation of the European Sustainability Reporting Standards (ESRS) which forms part of the Corporate Sustainability Reporting Directive (CSRD). This part of the Sustainability report has not been subject to our limited assurance and is not covered by this report.

Responsibilities of the Board and Group Management
The Board of Directors and Group Management are responsible for the preparation of the Sustainability Report, including the statutory sustainability report, in accordance with the applicable criteria and the Annual Accounts Act. The criteria are described on page 47 of the Sustainability Report, and consists of the parts of the GRI Sustainability Reporting Standards which are applicable to the Sustainability Report, as well as the accounting and calculation principles that AB Electrolux (publ) has developed. This responsibility also includes the internal control which is deemed necessary to establish a sustainability report that does not contain material misstatement, whether due to fraud or error.

Responsibilities of the auditor
Our rresponsibility is to express a conclusion on the Sustainability Report based on the limited assurance procedures we have performed and to provide a statement on the statutory sustainability report. Our assignment is limited to the historical information that is presented and thus does not include future-oriented information.

We conducted our limited assurance engagement in accordance with ISAE 3000 (revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report and applying analytical and other limited assurance procedures. We have conducted our examination regarding the statutory sustainability report in accordance with FAR's recommendation RevR 12, the Auditor's Opinion on the Statutory Sustainability Report. A limited assurance engagement and an examination according to RevR 12 have a different focus and a considerably smaller scope compared to the focus and scope of an audit in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

The audit firm applies ISQM 1 (International Standard on Quality Management) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent in relation to AB Electrolux (publ) according to generally accepted auditing standards in Sweden and have fulfilled our professional ethics responsibility according to these requirements. The procedures performed in a limited assurance engagement and an examination according to RevR 12 do not allow us to obtain such assurance that we become aware of all significant matters that could have been identified if an audit was performed. The conclu-

sion based on a limited assurance engagement and an examination in accordance with RevR 12, therefore, does not provide the same level of assurance as a conclusion based on an audit has.

Our procedures are based on the criteria defined by the Board of Directors and the Group Management as described above. We consider these criteria as suitable for the preparation of the Sustainability Report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion below.

Conclusion
Based on the limited assurance procedures we have performed, nothing has come to our attention that causes us to believe that the Sustainability Report is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and Group Management.

A Statutory Sustainability Report has been prepared.

Stockholm, 19 February 2025

PricewaterhouseCoopers AB

Johan Rippe
Authorized Public Accountant
Partner in charg

Helena Kaiser de Carolis
Authorized Public Accountant