

Sustainability recognition See Electrolux Group's awards and recognitions during 2023

DISCLOSURE INSIGHT ACTION Electrolux Group Sustainability Report 2023 IntroductionBetter CompanyBetter SolutionsBetter LivingExternal contextKey processes Reporting

FrameworkSustainability framework Electrolux Group has a sustainable business strategy for profitable growth that drives sustainable consumer experience innovation and increased resource efficiency in its operations. To drive this strategy for profitable growth, the Group has defined its sustainability framework — For the Better 2030 — to achieve Better Company, Better Solutions and Better Living Goals by 2030, as well as its Climate Goals. It also helps fulfill the Group's purpose to shape living for the better.

The Group's most energy and water efficient products accounted for 29% of total units sold and 38% of gross profit. food waste reduction can be achieved with new built-in refrigerator. 3) 3 millionup to 49%-30%meals donation target achieved seven years early. recycled plastic in the Group's latest range of stick vacuum cleaners. 1) ColourCare washing machines use up to 30% less energy4) and improve the use of detergent even in cold water. 98%97%6of top 285 suppliers responded to the CDP Supply Chain Program. of products with refrigerators have switched to low global warming gases. 2)products for wellbeing at home won Red Dot and IF Design awards. 1) For the parts made of plastic.

”Jonas Samuelson, President & Chief Executive Officer Electrolux Group Sustainability Report 2023 IntroductionBetter CompanyBetter SolutionsBetter LivingExternal contextKey processes Reporting FrameworkPartnerships are key to achieve our sustainability objectives Jonas Samuelson, President & Chief Executive Officer, and Elena Breda, Chief Technology & Sustainability Officer, talk about Electrolux Group's new science-based climate target, the new Electrolux and AEG EcoLine selection of appliances and other progress on its For the Better 2030 Goals. Firstly, congratulations Elena on your new role. What does your appointment mean for the Group?Elena: Thank you! Well from a Group perspective, our sustainability ambitions are unchanged as we remain committed to our For the Better 2030 Goals. But we will increasingly draw on the Group's sustainability expertise throughout the business to ensure we deliver on our 2030 agenda and beyond.

What key sustainability progress was made in Electrolux Group operations?Elena: Our manufacturing sites have made great progress on energy in recent years and have improved efficiency by 5 7% compared with 2020 We have also improved water efficiency in our operations by 39% compared to 2015 by implementing various water saving measures. In 2023, 98 3% of our total manufacturing waste was either reused or recovered — and 71% of our factories were “Zero Waste to Landfill” certified, meaning that less than 7% of the total waste is sent to landfill. “ Since signing up to the UN Cool Coalition initiative back in 2019, we have phased out high Global Warming Potential gases from 97% of our products containing refrigerators.

Human rights approach further developed in preparation for coming legislation. • Program for annual Workplace Policy factory audits implemented. 1) McKinsey 2020 Diversity wins: How Inclusion matters. mckinsey.

com/featuredinsights/diversityandinclusion/diversitywinshowinclusionmatters2) Other sources: Bourke (2016); Ali, Metz, & Kulik (2015); KabatFarr & Cortina (2014); Downey, van der Werff, Thomas, & Plaut (2015). Electrolux Group Sustainability Report 2023 IntroductionBetter CompanyBetter SolutionsBetter LivingExternal contextKey processes Reporting

Framework Human rights impact assessments in 2023 27 of Group's 34 manufacturing facilities are unionized, and an additional five have employee management committees in place, which deal with work-related issues.

Completion rates were 80% and 85% for line managers and employees respectively. Freedom of association Freedom of association is one of Group's salient human Read more on Understanding and managing Elec-rights issues. trolux Group human rights risks on In line with international conventions, employees are free to join, or not to join unions. At the end of 2023, 66% (67%) of the Group's workforce was covered by collective agreements. The Employee Voice survey in 2023 indicated a high level of Code of Conduct awareness among employees. Employees rated their understanding of what the Code of Conduct means for them at 87 (88) (average score on a scale of 1–100).

The target is to audit all facilities annually, and 2023 was the first year when this was achieved. Workplace Policy audits Number of audit findings in 2023 (34 factories) Most findings during the year were related to safety, such as evacuation drills, lighting and electrical safety. Noncompliance with shift limitations was the second most common area.

At the same time, many industries are based on virgin materials that are nonrenewable 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) However, there are opportunities to source materials with recycled content, and even biobased materials from renewable sources. Greenhouse gas emissions Materials are the Group's second largest source of greenhouse gas (GHG) emissions after product use. Virgin materials cause significant GHG emissions through their extraction and manufacturing. By sourcing recycled plastic and steel manufactured with higher scrap content, Electrolux Group can make a significant reduction to its greenhouse gas emissions from materials. 2023 HIGHLIGHTS • New 6week Circular Economy Masterclass course for selected employees. • Collaboration with Stena Recycling to develop new recycled materials from WEEE waste. The need for a circular economy According to the 2023 Circularity Gap Report by Circle Economy, 3) only 7 2% of the resources used globally are cycled back into the economy after use.