



Electrolux  
Professional  
Group

# Sustainability Report 2022



Making our customers' work-life easier, more profitable  
– and truly sustainable every day





# Sustainability Report 2022

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**Electrolux Professional Group**



# This is Electrolux Professional Group

Electrolux Professional Group is one of the leading global providers of professional food, beverage and laundry solutions, serving a wide range of customers globally, from restaurants and hotels to healthcare, educational and other service facilities.

Sustainability is a key part of our strategy, culture, and day-to-day operations. We want our solutions and operations, today and tomorrow, to support a more sustainable world, and we use the UN's Sustainable Development Goals (SDGs) as our compass to guide what we do to contribute to a better society.



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# Sustainability leader in our industry

Electrolux Professional Group is the sustainability leader in our industry. Sustainability is quite simply a part of our legacy, engrained into our culture, day-to-day operations, and strategy.

Our leadership was underlined when we were ranked highest among the listed companies in our industry on the climate change list, in the Carbon Disclosure Project (CDP), and on the environment, social, and corporate governance (ESG) risk rating by Sustainalytics.

Our sustainability targets center on climate, health & safety, and diversity. Electrolux Professional Group is a signatory of the UN Global Compact, and our sustainability work is based on the United Nations Sustainable Development Goals. We fully recognize the importance of taking action to mitigate climate change and we support the ambitions of the Paris Agreement.

Our overarching, and ambitious, target is to become climate neutral in our own operations by 2030. In 2022, the carbon emissions

related to our industrial operations had reduced by 45% (31) compared to 2015. See more on page 18. Since product use constitutes the majority of our emissions impact, around 95%, we have developed a Science Based Target for our scope 3 emissions which is currently awaiting approval from the Science Based Target Initiative (SBTi). Our target is to continue developing products that have lower consumption of resources. In practice this means reducing impact from product-use related to energy, water, and detergents. This is good for both our customers' running costs as well as the environment.

**Alberto Zanata,**  
*President and CEO*



“ Our target is to continue developing products that have lower consumption of resources. ”

**Alberto Zanata,** President and CEO



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# Our business model – how we create value

## Our resources

- > 4,000 committed employees
- > 12 manufacturing sites
- > More than 3,000 large customers in 110 countries
- > Long-term relations with stakeholders in our value chain
- > Strong brand – known for innovative, sustainable solutions and the OnE offering
- > Raw materials and components

## Our business model

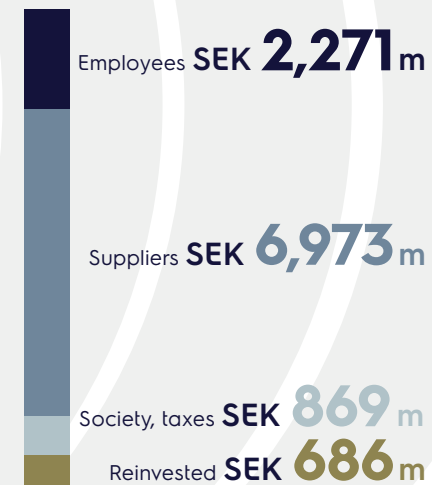
- > **Product development**  
and innovation of smart products offering sustainable solutions.
- > **Production**  
World-class manufacturing focused on lower environmental impact and an excellent working environment.
- > **Marketing**  
focused on making our customers' work-life easier, more profitable and truly sustainable.
- > **Sales**  
mainly through dealers and distributors.
- > **Customer Care**  
and sales of chemicals, accessories, spare parts and consumables.

## Creating financial value

### For our customers

- Lower total costs over the lifecycle of the equipment by
- > Reduced energy consumption
  - > Improved speed, flexibility and ease of use in customer operations
  - > Reliability of the overall equipment system

### Distributed value



Created value  
**SEK 10,799 m**

## Creating sustainable value

### For our customers

- > Reduced energy consumption and carbon footprint
- > Improved quality of the food, beverage or laundry service
- > Ergonomic and human-centric design
- > Enhanced hygiene

Read more on page 11. →

### For our employees

- > Diversity and inclusion
- > Long-term employer
- > Good, safe work environment
- > Skills development

Read more on page 23. →

### For society

- > Greater resource efficiency
- > Address social challenges

Read more on page 20. →

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# 2022 activities



- > Retained B-score in our second participation in the Carbon Disclosure Project ranking (CDP).
- > Sustainalytics, Morningstar, ranked the Group with a low ESG-risk rating.
- > Developed targets for reduction of Scope 1, 2 and 3 greenhouse gas emissions which have been submitted to Science Based Targets initiative (SBTi) for validation.
- > Support to Red Cross donation drive for the relief efforts in Ukraine.



> Application to participate in I-REC organization, to increase share of renewable electricity in Thailand operations.

> To generate innovative ideas addressing sustainability topics, a company-wide Sustainability challenge was introduced. Read more on this page.

> Training for Purchasing team on responsible mineral sourcing.

> Identification of climate-related transition risks, physical risks, opportunities, and their financial impact in accordance with the TCFD framework.

> Launch of products for increased hygiene and sanitization, such as the Safe Box Hold and the hygiene & clean commercial Dishwasher line.

### Silver certified by EcoVadis

In 2022, Electrolux Professional Group was evaluated for the first time by EcoVadis, a global provider of business sustainability ratings. After assessment in four areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement, Electrolux Professional Group received a silver rating certification from EcoVadis.

Being EcoVadis certified allows the company to be considered as a preferred supplier to high profile customers as sustainability disclosures are increasingly becoming a requirement in their procurement processes.



> During the year, several digital campaigns was launched, promoting our many energy saving solutions such as Heat Pump dryers, washing machines, and eco-friendly detergents.

> Company-wide recognition of Product and Operations Water improvements on UN World Water Day and of Gender diversity on International Women's day.



> Common activities on Environmental day and Global Safety Day, reinforcing the importance of building a positive health and safety culture.



### The 2022 Sustainability Challenge

The 2022 Sustainability Challenge was an activity to collect ideas from employees across the organization.

More than 110 ideas were submitted through the challenge. The innovation and sustainability teams came together to prioritize the ideas and selected eleven finalists in six different action areas: manufacturing, our facilities, distribution, product use, post-use, and out-of-the-box.

Finally, the finalists pitched their ideas to management executives who then selected the winner. The sustainability challenge winner's idea was the "second life program", an initiative for the install base refurbishment of Speedelight. This concept, and a selection of other finalists' ideas, will be prototyped to validate whether further implementation is valid.

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## Mission

**Making our customers' work-life easier,  
more profitable – and truly sustainable every day**

## Our sustainability commitment

**We act according to our  
ethical principles.**

**We constantly strive for  
improvement throughout  
our value chain.**

**We act fairly and commit to  
the trust we are given by our  
stakeholders.**

## Our guiding principles



**Be customer obsessed**



**Build trust**



**Be bold**



**Act sustainably**

[Read more on page 24.](#)

## Strategic framework and materiality

We want to do our part to improve society and generate value for our stakeholders. We believe that the Agenda 2030 and the UN's Sustainable Development Goals (SDG's) are good indicators of the priorities and challenges that the world is facing. Electrolux Professional Group has identified six SDGs where we believe we have a greater impact and opportunity to make a difference. Read more on page 8.

We also believe that commitment to, and application of, standardized

frameworks such as the UN Global Compact, ILO Convention, GRI and ISO standards, simplifies the understanding and fulfillment of stakeholder expectations.

Electrolux Professional's materiality assessment is based on the magnitude of our social, environmental, and economic impacts and value generation for our stakeholders. We gain a deeper understanding of stakeholder expectations through stakeholder dialogue, presented on page 22.

## Value generation for stakeholders

- > Build product and employee branding
- > Value generation for customers
- > Reduced or mitigated risks
- > Reduced costs through efficient use of resources
- > Availability of sustainable and green investments
- > Economic value, generated and distributed
- > Improved environmental and social footprint within our value chain





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# Sustainability strategy

## Sustainable operations

Improve sustainability performance within our operations through proper management and a systematic approach, with an emphasis on improving our environmental and social performance every day.

## Sustainable solutions

Set the pace in the professional food, beverage, and laundry industries, through innovations in sustainability and energy efficiency, underpinned by a connected and digital platform to meet customer needs.

## Ethics and relationships

Maintain strong and sustainable relationships with the stakeholders impacted by our business, and demonstrate our commitment through actions and procedures.

Our climate ambition for 2030  
**To become climate neutral within our industrial operations by 2030.**

# Sustainability targets

## Climate target for 2025

Reduce CO<sub>2</sub> emissions  
Scope 1 and 2 emissions from our industrial sites

**>50%**  
by 2025 (base year 2015)

### OUTCOME 2022:

Scope 1 and 2 CO<sub>2</sub> emissions in 2022 amounted to 6.2 kton, which is -45% compared to 2015 with recalculated baseline\*.

### Comment on 2022 outcome

The total emission has increased due to the acquisition of Unified Brands in the US. With a recalculated baseline\*, the reduction since 2015 is 45%. The decrease in 2022 is mainly due to the increased share of renewable electricity in Rayong, reduced electricity consumption in Louisville and Shanghai, and reduced natural gas consumption in Rayong and Vallenoncello.

## Climate target for 2030

Reduce CO<sub>2</sub> emissions  
Scope 1 and 2 emissions from our industrial sites

**>70%**  
by 2030 (base year 2019)

### OUTCOME 2022:

With a recalculated baseline\* including Unified Brands, reduction since 2019 is 29%.

### Comment on 2022 outcome

Electrolux Professional Group will continue to increase its share of renewable energy focusing on reducing natural gas consumption through electrification and increasing share of electricity from renewable sources at sites located outside of Europe. Remaining emission will be off-set to reach climate neutral ambition.

## Health and safety target for 2025

Lost time injury rate (LTIR)  
As measured by work-related accidents per 200,000 work hours

**<0.3**  
by 2025

### OUTCOME 2022:

The number of accidents resulting in lost work time decreased in 2022, and the lost time injury rate improved to 0.6 (0.7).

### Comment on 2022 outcome

The lost time injury rate improved by 7% compared with 2021. During the year we have continued to address root causes of accidents, and worked preventively with near misses, unsafe acts, and improving conditions at our manufacturing sites. We have a zero tolerance for work related accidents.

## Gender diversity target for 2030

Gender diversity  
Distribution men/women or women/men

**40/60**  
distribution across managerial positions by 2030

### OUTCOME 2022:

The percentage of women in all managerial positions was 26% (26) in 2022.

### Comment on 2022 outcome

Gender diversity across managerial positions was unchanged compared to 2021. During the year the company has carried out activities related to diversity and inclusion such as Guiding Principle workshop, and education of hiring managers.

\* Recalculation has been done by distributing the first reported emission footprint backwards to previous years.

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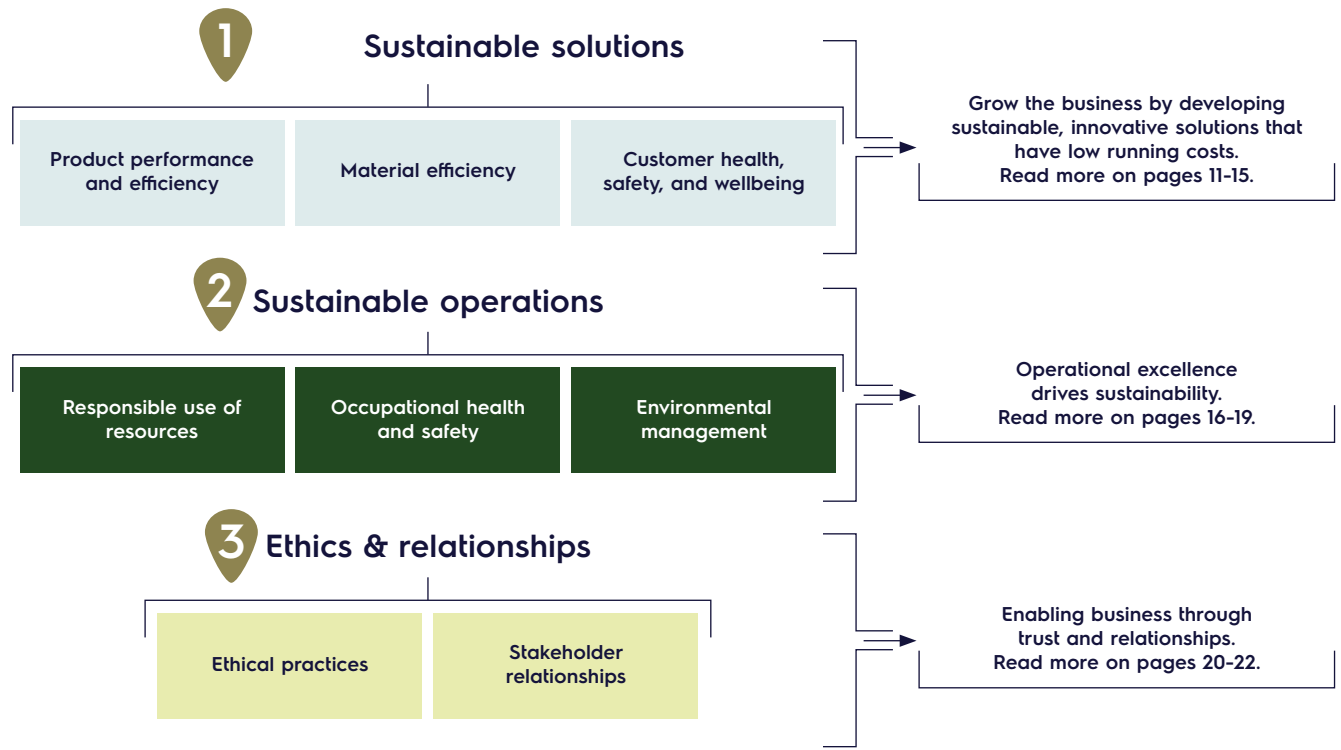
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## The OnE Sustainable Partner

Our Sustainability framework “The OnE Sustainable Partner” frames how we work with our material sustainability topics. We perform impact analyses and strategic assessments, which together with stakeholder expectations and dialogues serve as the basis for our sustainability efforts and materiality analysis. Read more about our material topics on pages 11–22.





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# Sustainable Development Goals

Electrolux Professional Group uses the SDGs as our compass to guide what we do to contribute to a better society. We have identified six SDGs where we believe we have a greater impact and opportunity to make a difference. We believe that the SDG's are good indicators of the priorities and challenges that the world is facing.



## SDG 7 Clean and affordable energy & SDG 13 Climate action

We can make a difference throughout our value chain by developing energy-efficient products and working with energy efficiency in our operations.

### OUR MAIN ACTIONS

- Energy-efficient and low-consuming products
- Implement alternatives to HFC (Hydrofluorocarbon) gases
- Gradual shift from natural gas to renewable energy use in our operations.
- Energy efficiency improvements in all our operations to reduce the overall energy demand and switch to renewable electricity.



## SDG 8 Decent work and economic growth

Knowing that our employees are the single most important factor in achieving long-term success, we are committed to continuously developing a work environment that enables sustainable performance where all employees can deliver their best.

### OUR MAIN ACTIONS

- Occupational Health and Safety program
- User ergonomics and product safety integrated in product development, including third-party certifications
- Drive employee engagement
- Zero tolerance for slavery, trafficking, and child labor
- Respect labor rights (ILO conventions)



## SDG 12 Responsible consumption and production

To reduce the environmental footprint related to our products and operations, we have a major focus on developing sustainable products for our customers.

### OUR MAIN ACTIONS

- Environmental performance in operations (water, energy, waste etc.)
- Efficient use of materials
- Sustainable innovations and product efficiency



## SDG 6 Clean water and sanitation

As a number of our products consume water, we can make a difference by developing and offering water-efficient products.

### OUR MAIN ACTIONS

- Provide more water-efficient/low-consuming products
- Improve water efficiency in our own operations, with a special focus in water risk countries
- Management of water discharge to control quality and destination



## SDG 5 Gender equality

We value diversity and inclusion and has zero tolerance for discrimination and harassment. We aim to increase the share of female leaders at all levels of the company.

### OUR MAIN ACTIONS

- Anti-discrimination policies
- Actively promote diversity and inclusion



### Other SDG's relevant to us

- SDG 3 – Health and wellbeing
- SDG 11 – Sustainable cities and communities
- SDG 16 – Peace, Justice and Strong Institutions
- SDG 17 – Partnerships for the goals

WE SUPPORT





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## The climate challenge

Electrolux Professional Group recognizes that actions related to climate change mitigation are highly important and we support the ambitions of the Paris Agreement. Our products and operations generate emissions. This is why we believe we can make a difference by reducing emissions stemming from both our operations and our products.

### Morningstar Sustainalytics rating

During 2022\* Electrolux Professional Group received a top rating from Sustainalytics, Morningstar, confirming our strong position in ESG work compared to our competitors.

\* November 23, 2022



### Ranking Industry group

Machinery, no. 3 out of 558 companies.

**Global ranking**  
1,048 out of 15,478 companies.

### CDP questionnaire for climate change 2022





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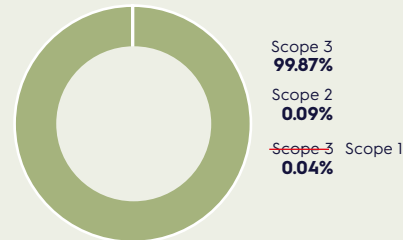
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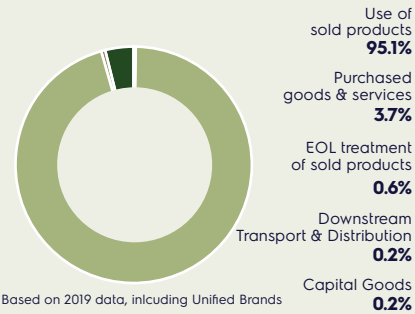


Distribution of our carbon footprint (Scope 1, 2, 3), %\*



\* Based on 2019 data, including Unified Brands

Distribution of our carbon footprint (Scope 3), %\*



\* Based on 2019 data, including Unified Brands

### Scope 1, 2 and 3 emissions

Definitions according to the GHG Protocol:

**Scope 1** – are emissions produced directly by an organization, for instance through the combustion of fuels, e.g. natural gas combustion for heating.

**Scope 2** – includes indirect emissions generated through the consumption of purchased energy, e.g. through electricity use.

**Scope 3** – other indirect emissions due to the activities of an organization, but that are produced and controlled by a different emitter, e.g. emissions resulting from the use of a company's products.

### Impacts and targets

#### Scope 1 and 2 emissions

In 2020 we communicated our ambition to become carbon neutral in our industrial operations by 2030 (as measured by scope 1 and 2 emissions). During 2020 we also set a scope 1 and 2 emission target aimed at reducing emissions by 50% by 2025 (including contributions from acquisitions made in 2015-2019). During 2022 we extended our scope 1 and 2 emission target aimed at reducing emissions by 70% by 2030 with a base year of 2019 (including contributions from acquisitions made in 2022). Remaining emission is planned to be off-set to reach our climate neutral ambition.

Our scope 1 and 2 emissions constitute only a small portion, approximately 0.1%, of our total carbon emissions. Our carbon emissions mainly stem from energy consumption, but some are related to the use of HFC (Hydrofluorocarbon) gases. For our European sites the focus is to find alternative solu-

tions for natural gas and for other sites we also focus on increasing share of renewable electricity. During 2022 we have worked with setting up science-based targets of scope 1, 2 and 3 emissions, which have been submitted to the Science Based Target Initiative for approval.

#### Scope 3 emissions

##### Product use

During 2022 we investigated the data regarding our greenhouse gas emissions within scope 3 (year 2019). It showed that our scope 3 constitutes around 99.9% of our total emissions. The data also highlights that our main climate impact occurs during the product use phase (~95%). The main source of emissions within the usage phase relates to the product's energy consumption. For many years, we have had a clear strategy to develop and offer energy-efficient and low-consuming products. Read more on pages 12-15.

As the energy cost often is a significant part of the total cost of ownership for our customers, energy efficiency is also a core argument for the customer's investment decision.

As the company's scope 3 emissions are highly significant, we have also worked with setting up science-based targets for scope 3, this has been submitted to the Science Based Target Initiative for approval.

#### Disclosure on climate related topics

Climate change is already impacting every region on Earth and further warming continues to increase the risk of extreme weather events. The risk mitigation and transition to a low carbon economy might have an impact on all stakeholders in society and have political, legal, and technological impacts on organizations. During 2021 we issued our first CDP disclosure (Carbon Disclosure Project), receiving a B rating in Climate Change and

during 2022 the company retained the B score although the questionnaire this year was more extensive. Electrolux Professional Group is seeing an increased interest in climate-related disclosures under the Taskforce on Climate-related Financial Disclosure (TCFD). We have also identified climate-related transition risks, physical risks, opportunities, and their financial impact. Read more in the Group Risk report on page 27.

#### Managing sustainability related risks and opportunities

Fire, natural disasters, and extreme weather conditions could affect the Group's manufacturing capacity. All manufacturing sites are surveyed annually through a loss-prevention group standard which includes risk management, emergency procedures, business continuity, and security. Read more about operational risks on page 29.

Carbon taxes and/or borders might impact material, energy, and transportation costs, due to the

distribution of our carbon footprint. Increased costs for energy might further accelerate the demand for energy-efficient and low energy consuming products. We have been investing in developing such products for many years, and resource and material efficiency is an integrated part of our sustainability strategy.

There are very few energy-labeling directives in the professional appliance industry. We welcome more energy standards or directives since they would improve transparency and give customers the opportunity to make informed purchasing decisions.

In areas where water availability and water supplies are becoming more unpredictable or scarce, requests for water-efficient products can be expected to increase. As some of Electrolux Professional Group's products consume water when operating, we have a clear strategy and targets to develop low-consuming and water-efficient products.

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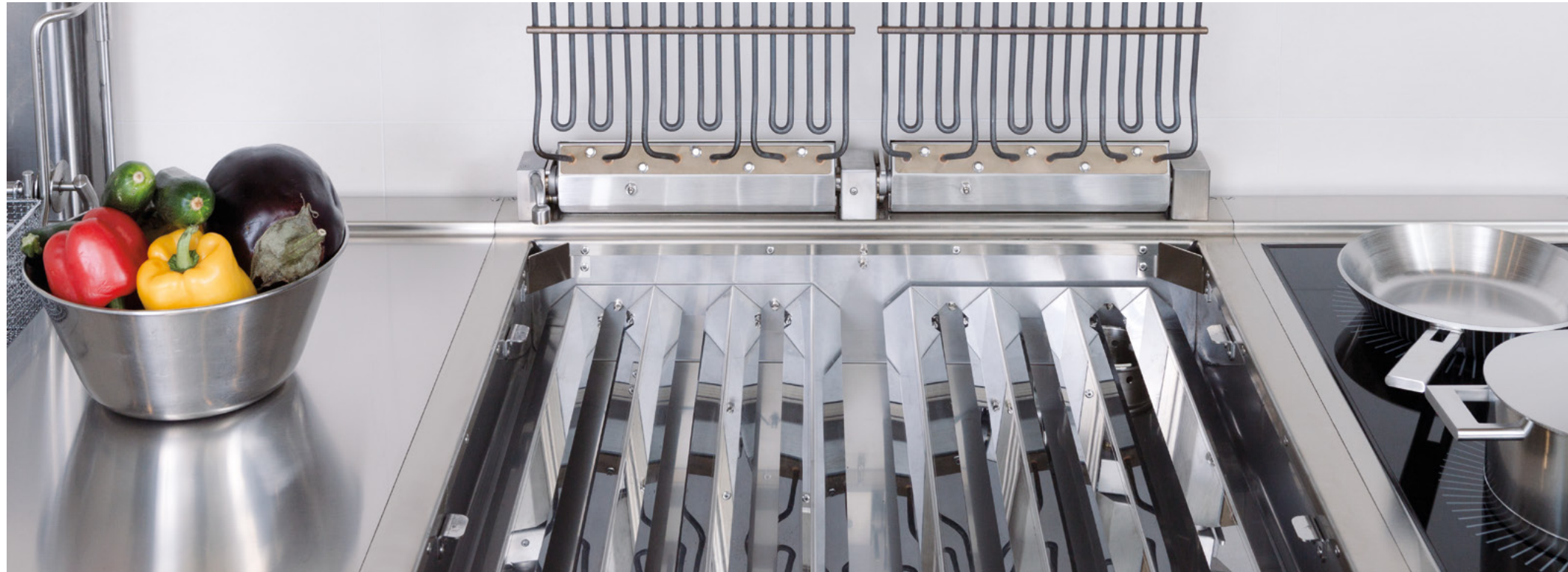
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## Sustainable solutions



We serve a wide range of customers globally, from restaurants, hotels and laundrettes to healthcare and service facilities. Our solutions consume energy, water, and detergents and impact the users as well as the consumer of the service they provide.

We want to set the pace within the professional food, laundry, and beverage industry through innovation in sustainability and energy efficiency, and offer connected and digital platforms that meet customer needs.

Product design influences or determines numerous environmental and social impacts throughout the value chain. The choices made will have an impact on materials use, manufacturing, distribution, product use, and end of life.

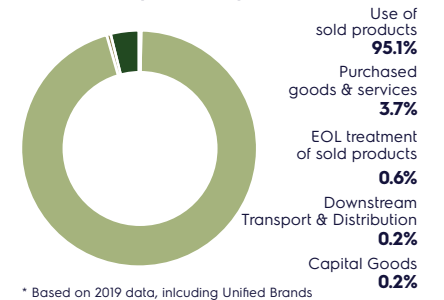
As our main environmental impact occurs during the product-use phase, integration of sustainability into product development is essential to reduce our overall impact.

**Focus on developing innovative and sustainable solutions**  
For most of our products the main climate impact occurs during the product-use phase.

As there are few energy directives and certification schemes externally, Electrolux Professional has created an internal indicator to reflect technical solutions that can offer opportunities for carbon reduction. The intention is to track products that can technically support carbon reduction. For the purpose of the indicators, we do not benchmark against our competition in the market as this might be precarious due to the lack of objective measurement methods. Further, we

do not include technical solutions that support, but do not actually ensure, efficient user behaviors.

Distribution of our carbon footprint (Scope 3), %\*



\* Based on 2019 data, including Unified Brands



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# 1 We have identified three priority areas within sustainable solutions

## Product performance and efficiency

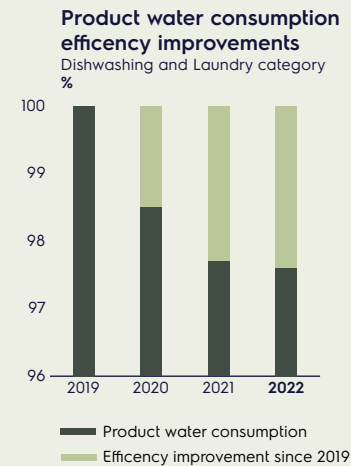
### Efficient and low-consuming products

Our main environmental and climate impact occurs during the product-use phase. As our products are used, they consume resources such as energy, water, and detergents. These resources impact the product's environmental footprint as well as the customer's operating costs. The Group invests significant resources into its global R&D activities. During 2018–2022 the company's R&D expenditure totaled an average of approximately 4.4% of net sales per year.

Around 95% of the company's climate impact occurs as the products consume energy. For many years, we have had a clear strategy to develop and offer energy-efficient and low-consuming products. This is positive both for the environment and the customers' operating costs. Some of our products use innovations and technologies that help save energy and/or reduce carbon emissions.

As some of our products consume water, we have set a target to increase water efficiency within

our dishwashing and laundry product ranges (base year 2019). In 2022 we have improved water consumption efficiency by 2.4%. This corresponds to lifecycle water savings of around 2 billion litres of water (based on 2022 sales figures). Two billion litres of water equal around 1.4 days of consumption for the entire Swedish population (ten million people consuming 140 l/day). Read more about our sustainable product offering on pages 12–15.



## Efficient use of material

The majority of our material use is related to steel and other metals. As the materials used and waste generated have a negative impact on the environment, more efficient use is required to reduce our impact. An efficient approach means using materials for as long as possible, working towards closing material loops, and reducing waste. Material efficiency is supported by a circular transition.

Our products are used frequently, either by professional businesses or user-operated within the sharing economy. By designing durable and long-lasting products, material efficiency can be increased. We invest in lifetime testing and quality assurance to verify that our products meet durability and reliability requirements. See more about our approach to Zero defects on page 43 in the annual report.

### Service and maintenance

During the product lifetime we offer a wide range of spare parts, services, and customer support that can help to prolong the product lifespan. Maintenance and service can also help to ensure that efficiency and performance are maintained during the product lifetime. See more about our

service offering on page 27 i the annual report.

### End-of-life management and recovery

We have a restricted material list (RML) to facilitate the use of non-hazardous and non-toxic substances in our materials and components.

All components and materials used are RoHS-directive (Restriction of Hazardous Substances) compliant, meaning they do not contain any toxic substance prohibited under, or, if permissible, do not exceed certain levels set out in, the RoHS Directive (2011/65/EU). We also meet the requirements of WEEE, the Waste Electrical and Electronic Equipment Directive (2012/19/EU). As most of our products are designed for easy disassembly, include restrictions on hazardous and toxic materials, and mainly contain recyclable materials, a large proportion of materials within our products (normally between 85–95%) can be recovered and used in new material loops. Our aim is to further improve on material recovery and thereby reduce our impact from waste generation.

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## Customer health and safety

### Safety

Safety is critically important to Electrolux Professional and its customers as the use of our products frequently involves a mixture of water, hot surfaces, moving parts, and electricity. We aim to ensure customer safety and reduce risks by focusing on product safety starting from the product development phase, passing through a controlled production process, and providing a professional maintenance service. In order to improve the safety level of our appliances, we also use third-party laboratories to review products from a safety standpoint.

Appliances are designed considering ergonomic principles around human functionality and according to the user's natural workflow, to achieve maximum efficiency with minimum effort. We also started to perform third-party ergonomic certifications on certain products (ERGOCERT).

The safety performance of our products, as well as their ability to live up to our quality demands and targets, is continuously monitored. Alleged product safety concerns are addressed through a strict process that follows international laws and standards,

including notification to the authorities if need be. This process is governed by the company's top management and those involved are trained and their competence registered.

### Hygiene and Food safety

Our businesses include professional laundry or food service operations in hospitality businesses and within community businesses such as elderly care homes or hospitals. As people in these environments can be more vulnerable, hygiene and food safety are critically important. We offer solutions for control and monitoring with third-party certified disinfection performance.

During 2022 we launched the hygiene&clean commercial Dishwasher line, the first full range of dishwashing solutions within the food service business that disinfect and not just sanitize. The hygiene&clean commercial dishwasher line reduces the risk of exposure to dangerous pathogens, making sure customers and workers stay safe.

2022 saw the launch of the SafeBox Hold, a unique holding solution for take-away and delivery restaurants. Its "3-barrier" technology guarantees hygiene and sanitization for the customer.

### Microplastics

Research has established that microplastics can be found in all areas of the environment and are increasingly contaminating our oceans. Electrolux Professional Group has participated in several research projects to investigate how our products can help prevent microplastics released from textiles being emitted into the oceans.

We are working intensively to identify a microplastic filtration technology suitable for a professional laundry setting. We have therefore been developing methods to evaluate the performance and the suitability of separation technologies. For several years, we have been actively partaking in microplastic standardization committees on a worldwide scale to be able to contribute to the development of meaningful and strong standards – and based on these standards meaningful and strong legislation. This standardization work is progressing fast spurred on by the environmental risks of microplastics. We are taking part in global efforts both as a knowledge contributor and by doing real-life tests of standard test methods.





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## 1 Growth through sustainable solutions

### Low running costs are more important than ever

- > Our energy-saving solutions are at the forefront of their field
- > Vital in times of high electricity prices and greater climate concern
- > Momentum for our energy-saving heroes



Up to  
**60%**  
energy savings\*

#### Line 6000 Heat Pump Tumble Dryer

Advanced technology that consistently reduces drying times with energy savings up to 60%\*.

\*compared to conventional dryers



Energy savings up to  
**77%**

#### Thermaline Pressure Braising Pan

The reduction in cooking time with pressure pans ensures higher productivity, while saving up to 77% in energy.



Energy savings up to\*  
**22%**

#### Green&clean Rack-type dishwashing

High efficiency, lower running cost, up to 22%\* less energy consumption compared to other machines.

\*Cost savings are calculated by accredited Lab.

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## Sustainable laundry solutions

### Investment in equipment is a smaller portion of the overall ownership cost

When purchasing a washing machine, the upfront investment cost is only a small part of the overall cost of ownership. Operating costs accumulate year on year and in the end they make up the majority of the customer's costs. Over the long term our washing machines and tumble dryers cost less than most of our competitors' products, which makes the initial investment more profitable.

### Estimated total cost of ownership of a washing machine over its lifetime



Calculation is based on a typical washer (20 kg) and typical prices within Europe. Note that the figures differ depending on equipment, water, energy, and detergent costs in different markets. The figures refer to 2022.

### Lower cost of ownership and reduced environmental impact for customers

We endeavor to provide the most efficient laundry equipment on the market. Our prime reasoning is that an investment in our products provides long-term savings by reducing the cost of ownership and decreasing the customer's climate footprint. New equipment also increases customer productivity and gives customers whose main business is laundry an opportunity to increase revenues. Our most productive heat pump dryers in the Line 6000 range provide energy savings of up to 60% and have the shortest drying time in the market.

All new washing machines are equipped with the ability to have automatic dispensing for detergent, fabric softeners, and other chemicals. Combined with the Automatic Savings functionality this can reduce detergent consumption by up to 60%. We have also developed lagoon® Advanced Care, a water-based alternative to dry-cleaning for laundering sensitive garments such as leather and shoes.

All product development expands on an existing intelligent and modular product range of appliances that can be connected together for real-time and important user and performance data provided to the end-user.

### High level of user friendliness and ergonomic certification

As washing equipment is an important component of the working environment and customer experience for many, ergonomically designed washing solutions with ergonomic certification are an important part of our laundry product innovation efforts. Professional operators who work in commercial laundries, and in institutions and hotels with laundrettes, load and unload thousands of kg of washing every day.

The new, intuitive, user-friendly display simplifies the choice of washing program, needs no specific language skills, and facilitates smarter energy and water consumption, fully automatically.



## Laundry products

The most important products in the segment include equipment for laundry, drying, and ironing.

Our major products are washers, tumble dryers, drying cabinets, ironers, and related specialty accessories and consumables.

LAUNDRY	DRYING	IRONING
<ul style="list-style-type: none"> <li>• Front-load washers</li> <li>• Efficient dispensing systems</li> <li>• Barrier washers</li> <li>• Semi-professional washers</li> </ul>	<ul style="list-style-type: none"> <li>• Tumbler dryers</li> <li>• Drying cabinets</li> <li>• Semi-professional dryers</li> </ul>	<ul style="list-style-type: none"> <li>• Ironers</li> <li>• Finishing machines</li> </ul>





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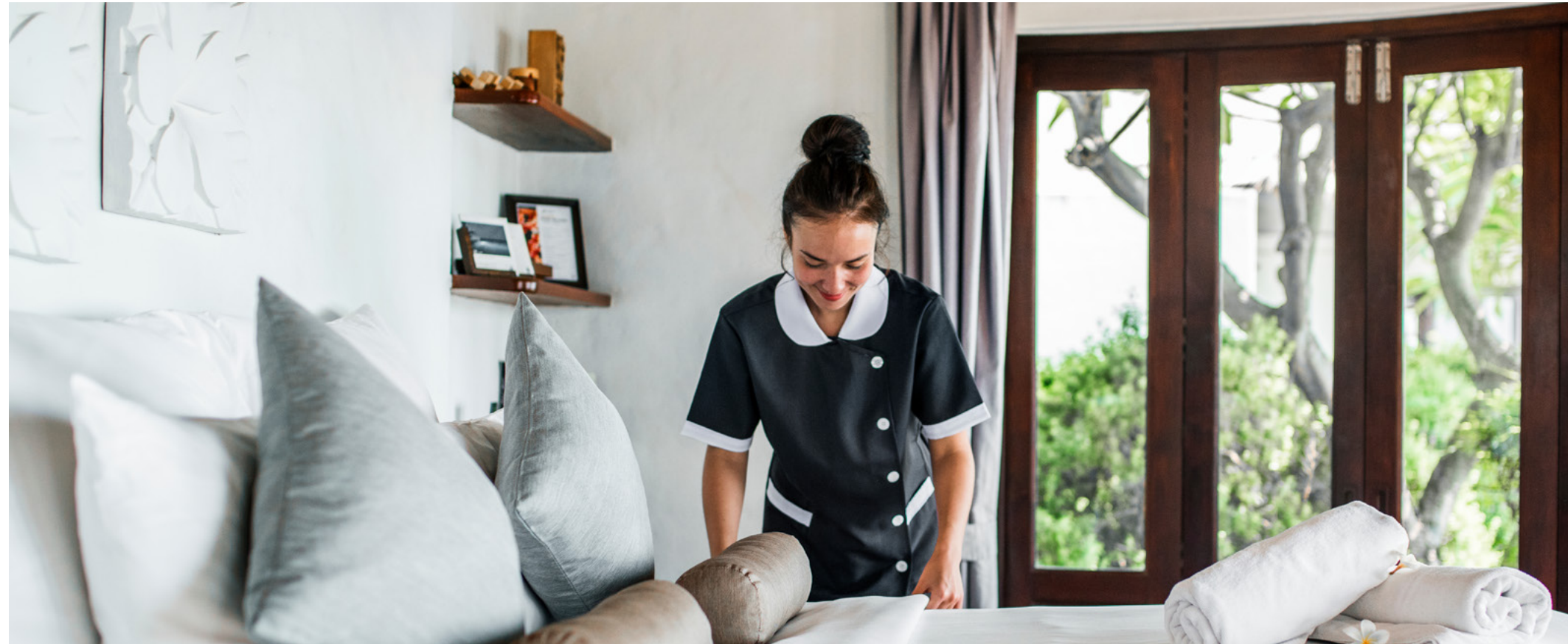
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Professional  
Group**



## Sustainable operations



Electrolux Professional Group has a global presence and applies the same high standards and principles of conduct globally: respect, diversity, integrity, ethics, safety, and environmental protection. We aim to improve sustainability performance in our operations through proper management and a systematic approach, focusing on decreasing our negative impact on the environment and society every day.

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## Environmental management

We place great emphasis on reducing the environmental impact of our business activities. Our environmental management focuses on reducing impacts from resource use, emissions, and waste.

The material topics within our operations are integrated into our Enterprise Production System. The system provides a method for minimizing all kinds of waste and losses in our processes. Using fewer resources is good for the environment and for the long-term profitability of the company.

Our Group environmental commitment is outlined in our Code of Conduct, Group Work Policy, and Environmental Policy.

The Workplace Directive stipulates minimum requirements regarding topics such as legal compliance, waste, and chemicals.

### Environmental impact and approach

A systematic environmental approach is the basis for reducing our environmental impact. Our greatest direct environmental impact relates to water and energy consumption, wastewater, waste, and transportation. From a product life cycle perspective, the main environmental impact occurs

in the product use phase at the customer's location.

The company complies with environmental legislation and is not involved in any environmental disputes. As of December 31, 2022, the Group had manufacturing operations in seven countries. The Swedish factory in Ljungby conducts notifiable activities according to Swedish legislation. Electrolux Professional currently has no injunctions under the Swedish Environmental Legislation. The factories operate according to national legislation, apply for necessary permits, and report to local authorities in accordance with applicable legislation. None of the operational sites are managed in, or adjacent to, protected areas or areas of high biodiversity value, based on information from the factories using a Key Biodiversity Area (KBA) tool for mapping location of sites.

All factories conduct systematic environmental work that includes action plans and monitoring of a number of environmental aspects. Our environmental work is an integral part of our operations and environmental matters are taken into account during decision making. Evaluation and follow-up on measures taken increases awareness of the impacts the

business has on the environment. The Group's environmental policy and environmental work are described in more detail on pages 9–10 and 18–19.

The GRI index for the sustainability report can be found on page 42–43.

### ISO 14001 certifications

Our target is that all of our logistics, manufacturing, and R&D operations should be third-party certified according to ISO 9001 and ISO 14001. The Shanghai manufacturing plant has yet to obtain an ISO 14001-certification. The Group is working towards having the site certified in 2023. Unified Brands will start the process of being certified for ISO 14001 during 2023.

Our three largest manufacturing sites (excluding Unified Brands), covering around two thirds of our production, are also ISO 50001 certified.

The sites report their results and progress to the Group's central functions. Adherence to our central policies is controlled through internal and external audits.

See the ISO table in the Manufacturing section on page 41 in the annual report.





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# Efficient use of resources

## Energy

Electrolux Professional Group places a strong emphasis on reducing energy consumption in our operations. We constantly monitor our performance and have developed reduction targets. Our improvement plan is based on continuous improvement activities, projects, and investments in energy-efficient equipment. We are also active supporters of the switch to renewable energy. During 2022 a pilot project was started to investigate solutions for reducing natural gas consumption through electrification at our Italian sites.

## Water

We use the World Wide Fund for nature's water risk filter to assess our water risks. According to the water risk assessment, we do not have high water risks related to our operations. We are implementing protective measures to reduce our water footprint from our operations.

## Materials

We have adopted a restricted materials list to restrict toxic and hazardous substances in our products and processes. Our factories also work to reduce material losses by improving the scrap rate and using materials efficiently. Read more on page 17.

## CO<sub>2</sub> emissions

Scope 1 and 2 emissions increased in 2022. The increase was expected due to acquiring two new sites in the United States. For our European sites carbon emissions are mainly driven by gas consumption used for heating. The change in emissions for these plants is related to heating of the manufacturing sites. For sites outside of Europe carbon emissions are mainly driven by electricity consumption. At the Thailand factory an increase in renewable electricity during 2022 has reduced carbon emission from that site by 461 tCO<sub>2</sub>e (reduction by 64% from 2021 to 2022). During the coming years, an important focus will be on increasing the share of renewable energy at our sites outside of Europe and focusing on reducing natural gas consumption through electrification in our European sites. These activities will enable us to better decouple production volumes from carbon emissions.

With a recalculated\* baseline, including acquisitions, emissions have declined by 45% since 2015.

Our scope 1 and 2 emissions constitute only a small portion, approximately 0.1%, of our total carbon emissions. Our carbon emissions mainly stem from energy consumption, but some are related to the use of HFC (Hydrofluorocarbon) gases. Our main

challenge to achieving climate neutrality is related to natural gas use in some of our European sites for scope 1, and purchased electricity for our American sites for scope 2. During 2022 we have worked with setting up science-based targets for scope 1, 2 and 3, and these have been submitted to the Science-Based Target Initiative for approval.

Scope 1 and 2 CO<sub>2</sub> emissions



The total emissions have increased due to the acquisition of two large sites in the US. With a recalculated baseline\* reduction since 2021 is 21%, and since 2015 it is 45%. The decrease in 2022 is mainly due to the increased share of renewable electricity in Rayong, reduced electricity consumption in Louisville and Veetsan, and reduced natural gas consumption in Rayong and Vallenoncello.

**Note:** Numbers for 2021 have been corrected \*Recalculation have been made by distributing the first reported emission footprint backwards to previous years.

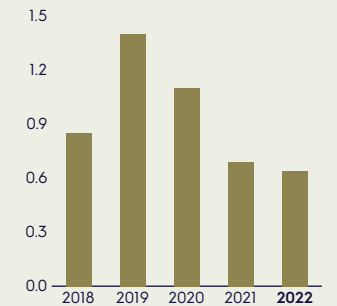
# Occupational health and safety

We prioritize the wellbeing of all employees by providing a safe and healthy work environment. We work with a 'zero accident' mindset, putting safety at the top of the agenda.

Our Group health and safety guidelines are outlined in our Code of Conduct and Group Workplace policy, and detailed requirements are described in our Group Workplace Directive. Our industrial operations pose higher risks, and we have established a dedicated Health & Safety pillar focused on maintaining a safe work environment to protect our employees. Within the Health & Safety pillar we drive improvements, develop health and safety methods, and share best practices and risks. Each manufacturing site tracks and reports accidents and incidents. Accidents results in a root-cause analysis and corresponding action plan. Each accident is followed up by the pillar team and insight is shared

between the different sites. The manufacturing sites also work to identify and eliminate causes of unsafe acts and conditions. Three of our largest plants (excluding Unified Brands) are third-party certified according to ISO 45001. We also collaborate with SOS International to protect our people during business travel.

Lost Time Injury Rate



Lost Time Injury Rate (LTIR) has improved by 7% compared to 2021.

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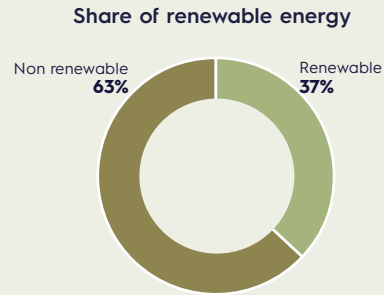
2

## Environmental KPIs

### Energy use

The total energy consumption has increased due to the acquisition of Unified Brands, with two large sites in the US. With a recalculated baseline\* reduction since 2021 is 2% and since 2015 it is 13%. The decrease in 2022 is mainly due to reduced electricity consumption in Louisville and Shanghai, and reduced natural gas consumption in Rayong and Vallenoncello. Electrolux Professional Group will continue to prioritize energy reduction measures.

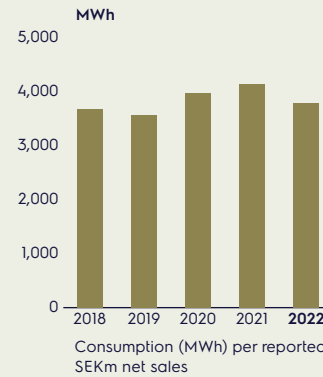
We are currently operating with a 37% share of renewable energy. All manufacturing sites in Europe operate with renewable electricity and we are focused on increasing the share of renewable electricity in sites outside of Europe. Solar panels have been installed at our sites in Vallenoncello, Modena and Rayong. We will continue to increase our share of renewable energy.



### Water use

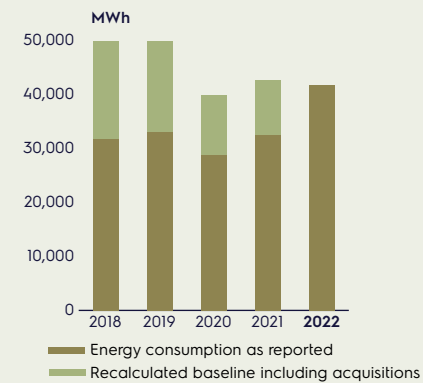
With a recalculated baseline\* the water consumption has reduced by 10% during the year. While this partially due to the lower production volumes, there has nevertheless been an improvement over the last few years.

### Energy intensity



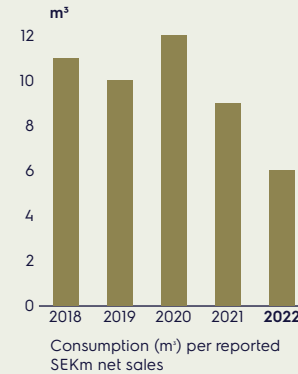
**Note:** Introduction year of new acquisitions in sustainability report and financial report do not fully match. Unified Brands is included from 2022.

### Energy consumption



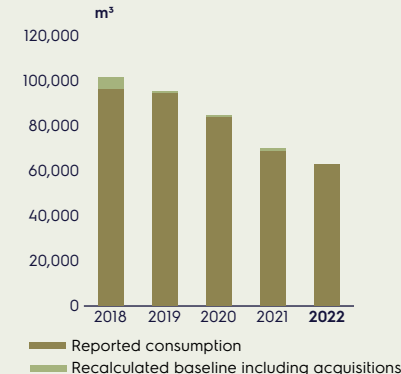
**Note:** Numbers for 2021 have been corrected \* Recalculation has been done by distributing the first reported energy consumption backwards to previous years.

### Water intensity



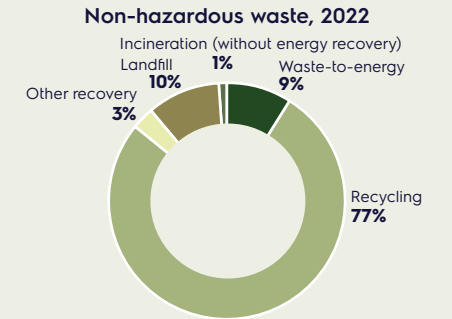
**Note:** the Introduction year of new acquisitions in the sustainability report and financial report do not fully match. Unified Brands included from 2022.

### Water consumption

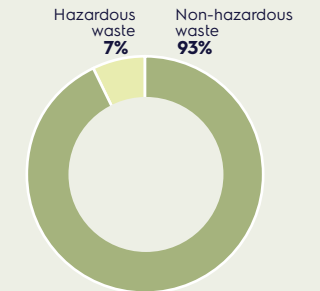


\* Recalculation has been done by distributing the first reported water consumption backwards to previous years.

**Waste and hazardous waste**  
80% of our non-hazardous waste generated is recovered while 9% is sent to energy recovery. 11% goes to landfill or incineration without energy recovery. 7% (7%) of the waste generated is categorized as hazardous waste.



### Share of hazardous waste, 2022







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## Ethics and relationships



A good, sustainable relationship with stakeholders that are impacted by our business is key to the delivery on our strategic targets. We demonstrate our commitment, and seek stakeholder trust, through a number of actions and procedures. Electrolux Professional Group has signed the UN Global Compact and commits to its 10 principles regarding human rights, labor, anti-corruption, and the environment.

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### Human rights statement

We are a signatory of the UN Global Compact; we support the OECD Guidelines for Multinational Enterprises and we apply the UN Guiding Principles on Business & Human Rights in our work, to identify and remediate any negative impact on people that is a direct or indirect result of our operations.

We do not tolerate child labor, forced labor, discrimination, harassment, or abuse. We are committed to decent working hours and compensation, freedom of association, and collective bargaining.

The health and safety of our employees is a top priority and we work continuously to identify, manage, and mitigate any risks of accidents and illness. We aim to have an open and transparent dialog to engage with employees directly and, when applicable, their representatives.

### Anti-corruption, bribery, and unethical business

We do not tolerate corruption, bribery, or unethical business practices in any form. All operational units and suppliers, and their employees, must refrain from offering, giving, demanding, or receiving bribes or any other improper benefits.

### Tax policy

Our Tax Policy outlines how we deal with tax-related matters. We aim to always pay the correct amount of tax in the correct country, and to be fair and resolve differences in opinions with local tax authorities and other governmental organizations in a constructive and positive manner.

### Reporting of misconduct

Misconduct and violation of the Code of Conduct or Group Policies can be reported anonymously online, via the whistleblowing web platform, or directly to a suitable person or function within the company. Our online platform, EthicsPoint, where employees can report serious concerns, misconduct or potential breaches of the company's Code of Conduct, has been updated pursuant to the EU Whistleblowing Directive and is now also open to external reporters. During 2022 all cases reported through EthicsPoint were thoroughly investigated. The investigations were conclusive, and appropriate actions have been taken.

### Supply chain

Sustainability risks within our supply chain are mitigated by stipulating demands related to quality, product

safety, chemical compliance, social responsibility, and the environment. We expect our suppliers to adhere to our Code of Conduct and Supplier Workplace Standard. These policies are aligned with requirements in frameworks such as the International Labor Organization's (ILO) core conventions and the OECD guidelines for multinational enterprises.

Social and environmental requirements of our suppliers are integrated into our Supplier Workplace Standard. Defined due diligence activities are put in place based on specified risk levels.

The Group audits its existing supplier base. We also included Environmental and Health & Safety sections, in addition to the Quality sections in our audits.

In 2022 our purchase team and supplier quality assurance team conducted training in responsible mineral sourcing and supplier due diligence.

### Policies

Selected policies are available in the Corporate website.

# 73

general supplier audits in 2022.  
25 in Asia Pacific and 48 in Europe

# 73/73

audits included  
quality

# 73/73

audits included environment  
and health & safety



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### Our stakeholders

Electrolux Professional Group acknowledges the trust we are given by our stakeholders. Impact analysis and strategic assessments, together with stakeholder expectations, serve as the basis for our sustainability work. We monitor overall trends in society and collaborate with external partners to drive improvements.

STAKEHOLDER	FORM OF DIALOG	IMPORTANT TOPICS	GENERATED VALUE
Customers and users	<ul style="list-style-type: none"> <li>Ongoing dialog to collect requirements. This dialog takes place during customer visits, requests for quotations, fairs etc. We also do more systematic studies and measure the Net Promotor Score (NPS)</li> </ul>	<ul style="list-style-type: none"> <li>Quality</li> <li>Energy consumption and carbon footprint</li> <li>Total cost of ownership</li> <li>Reliability of the overall equipment system</li> <li>Ergonomics and human-centric design</li> <li>Enhanced hygiene requirements</li> </ul>	<ul style="list-style-type: none"> <li>Easier work-life, profitability, low consumption, and environmental footprint</li> <li>See more on pages 24-29, 32, 36-38 in the annual report →</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Ongoing dialog with employees and unions through our management</li> <li>Systematic dialog within our people performance process</li> <li>Employee engagement surveys</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Diversity and inclusion</li> <li>People development</li> </ul>	<ul style="list-style-type: none"> <li>Competitive compensation, sustainable working environment, learning and development</li> <li>See more on pages 3, 23-26. →</li> </ul>
Investors and owners	<ul style="list-style-type: none"> <li>We communicate through direct meetings, questions, ESG surveys, capital market days, and the Annual General Meeting where a dialog can take place. One of our investors is also represented in the Board of Directors</li> </ul>	<ul style="list-style-type: none"> <li>Ethical business practices</li> <li>Diversity and inclusion</li> <li>Health and safety</li> <li>Climate action</li> <li>Supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>Reduced risks and long-term value generation.</li> <li>See more on page 3 and pages 164-167 in the annual report →</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Dialog with suppliers is mainly conducted through supplier meetings, negotiations, and discussions</li> <li>Gathering of information about the suppliers during the RFQ phase</li> <li>Signing of our supplier workplace standard</li> </ul>	<ul style="list-style-type: none"> <li>Labor conditions</li> <li>Health and safety</li> <li>Environmental management</li> </ul>	<ul style="list-style-type: none"> <li>Jobs, mutual benefits, and reduced risks.</li> <li>See more on pages 3, 20-21, 24-26. →</li> </ul>
Society and local communities	<ul style="list-style-type: none"> <li>Contacts with local communities regarding local environmental requirements</li> <li>Monitor of public opinions and changes in legislation</li> </ul>	<ul style="list-style-type: none"> <li>Environmental impact</li> <li>Social impact</li> <li>Contribution to local community</li> </ul>	<ul style="list-style-type: none"> <li>Taxes and reduced carbon footprint</li> <li>See more on pages 3, 7-8, 22. →</li> </ul>
Academia and NGO's	<ul style="list-style-type: none"> <li>Participation in networks, meetings, and partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable innovation</li> <li>Strategic partnerships</li> <li>Mutual benefits</li> </ul>	<ul style="list-style-type: none"> <li>Mutual benefits and development of opportunities.</li> <li>See more on pages 4, 22. →</li> </ul>

Sustainability governance and management, the GRI index, and our performance are described on pages 31-43. →



## 2022 stakeholder engagement

### Society and local communities

- > Electrolux Professional products were installed in a refugee center in Ukraine and a Romanian orphanage in 2022, a donation made in cooperation with Mercy Chefs, a non-profit US relief organization.
- > We joined the Electrolux Food Foundation as part of a donation drive organized to support the relief efforts in Ukraine. Electrolux Professional matched employee donations by EUR 25,000.
- > In spring 2022, we donated a kitchen with a full range of kitchen products to Poland to support it in catering for Ukrainian refugees. It was installed in a school canteen close to the Ukraine border, providing meals to refugees.



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## Our people

Our mission is to make our customers' work-life easier, more profitable - and truly sustainable every day. This can only be accomplished through our greatest asset - our people.

### Employees by region

Europe

Americas

Asia-Pacific, Middle East, Africa

66%

19%

15%



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## Our Guiding principles

Our Guiding Principles aim to support our mission and strategy by giving direction to our behaviors. By clearly stating the behaviors we want to see, we drive the company identity and culture. Our actions and decisions throughout the company should reflect and be aligned with these principles. Our Guiding Principles were initially implemented in 2021 and continued actions to drive the cultural evolution were taken during 2022.



### Be customer obsessed

Our customers are at the heart of everything we do. We recognize our customers as both our external end customers, as well as the colleagues that are impacted by our actions and that benefit from our work – and we value both.



### Build trust

We believe that trust is an essential element both for the business and for our people to thrive. We welcome healthy debates and honest conversations in which everyone has a voice and is encouraged to use it, regardless of hierarchy. We are honest about our mistakes and learn from our setbacks. We seek commitment and accountability, and value honesty, integrity, and ownership.



### Be bold

Everyone is empowered to take action to deliver better outcomes at Electrolux Professional Group. We take risks with confidence and support courageous decision-making that inspires progress and growth. We welcome new perspectives and ideas and approach them with an open mind, and we appreciate and respect our cultural differences and embrace all people – irrespective of race, ethnicity, or gender.



### Act sustainably

We consider the development of our people to be as important as preserving our environment, and we take decisions that reflect our efforts to build a better future. We aim to reduce our negative environmental and social impact by developing innovative and sustainable solutions to enable future generations to live more sustainably.

## New business-focused organization from July 1, 2022

On July 1, 2022, Electrolux Professional changed its organization to a more business-focused structure, to enable faster execution of the company's strategic priorities. The new organization has five Business Areas focused on customer categories and geographies: Food Europe, Food Americas, Food APAC & MEA, Beverage & Food Preparation, and Laundry. The businesses are fully integrated with end-to-end responsibility including product development, manufacturing, and sales. Some central function resources at Group level have been transferred to the Business Areas, which are fully responsible for the business, to enable a complete customer-centric business perspective.

## Employee surveys

We conduct an extensive, company-wide Employee Engagement Survey (EES) annually, as well as quarterly short satisfaction surveys, Employee Net Promoter Score, (eNPS). The eNPS is a one-question survey measuring employee satisfaction to assess current sentiment towards the company. The annual Employee Engagement Survey provides more long-term and deep-dive insights about the organization.

## Annual Survey

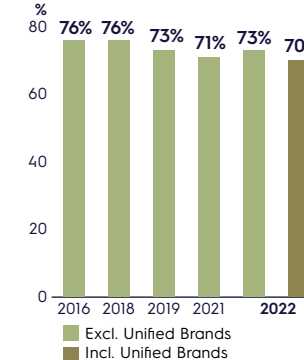
More than 3,300, 88% (91) of all employees expressed their opinions through the EES in October 2022. The Satisfaction rate, High Performance Organization index rose to 73 (71), excluding Unified Brands employees. With these comparable numbers it reflects a positive rise in total employee engagement.

For the first time the employees in Unified Brands were included in the survey, accounting for more than 15% of the total invited population. With Unified Brands' employees included, the index was 70.

Since previous survey, progress has been made in the areas of employee commitment, customer orientation, familiarity with strategy, and employee development.

Based on the results of the EES in 2021 the following areas were prioritized for improvement: people development, leadership, collaboration, and renewal climate, and the results of the 2022 EES indicate that they all developed positively.

Employee satisfaction survey rate, satisfied or very satisfied



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In 2022, we conducted eNPS three times among non-production employees with results remaining stable and indicating good employee satisfaction levels.

### A new and more flexible work-life

As countries have opened up post corona virus pandemic-lockdowns we decided to take a stand on how flexible we would be with regards to the choice of workplace (e.g. working from home). We decided to be bold and to show trust in our employees. Those whose work activities allow may choose where they work a part of their working time per month. We recommend and prefer that employees come to their workplace at least half of the time since it is important for team collaboration, as well as for personal and informal interactions.

### Development Talks

Development Talks originated in the long-standing performance management process, in which performance objectives are set once per year and evaluated at the end of each calendar year. During 2022 we implemented an evolved version of this process which underlines the criticality of employees' development to the company's continued success. It also captures the new way of working with our focus on prioritization and deliverables, and encompasses regular check-ins to monitor progress and fine tune priorities.

Development Talks is the process to ensure accountability

from and contribution by each employee, underpinned by the principle of trust and by the belief that highly engaged employees with a growth mindset will take excellent care of their jobs, the company, and our customers. The process encompasses regular dialogues between employees and their managers, on key business priorities, how employees can contribute, and on opportunities for employees to do things differently to strengthen their skills to increase their impact and secure their long-term success.

### Diverse and inclusive organization

We recognize and seek diversity in all its forms. It is paramount to our business success that we have a wide and diverse perspective on matters. We also believe that an open, fair, and inclusive work environment will drive higher engagement and better growth and development for our employees. In our annual Employee Engagement Survey in 2022, 71%\* of our employees agree with the statement "In my team, people with diverse backgrounds, styles, and approaches have equal opportunities for development", which is an improvement of 1%-pt since 2021. We monitor gender diversity, and we have clear and cascaded objectives to increase gender diversity. All employees are to be treated according to their abilities and qualifications in any employment decision, including hiring, promotion, compensation, training, and termination. As part of our commitment to having

a diverse and inclusive workplace, we have zero tolerance for harassment and bullying. All employees must treat each other with respect, dignity, and common courtesy. Our ethics framework has been designed to provide guidance to our employees in applying the Electrolux Professional Code of Conduct.

### Reporting misconduct

All employees can report conduct that they believe, in good faith, to be a violation of laws or our Code of Conduct, to their manager or in accordance with locally established procedures. Misconduct and violations of the Code of Conduct or Group policies can also be reported through the third-party provider's web tool, called EthicsPoint. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous.

During 2022 all cases reported through EthicsPoint were thoroughly assessed and as required investigated under the instructions by the Code of Conduct Steering Group consisting of the CHRO, Head on Internal Audit and General Counsel and reported to the Audit Committee. Most complaints were related to HR related topics and workplace conduct.

We also measure incidents of discrimination and harassment through our annual Employee Engagement Survey (EES). Through these results actions are planned to address culture and behaviors in the locations we deem necessary.

\* excluding Unified Brands.





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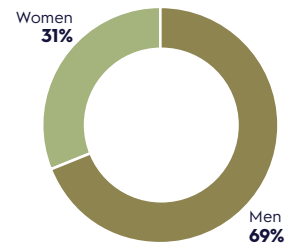
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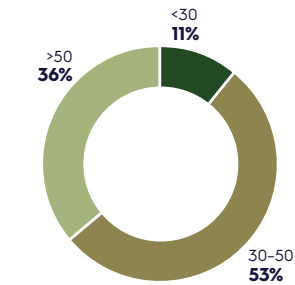
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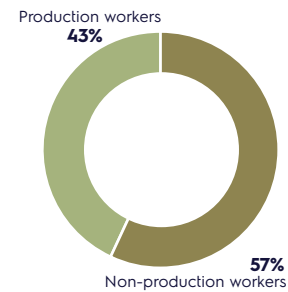
Gender distribution



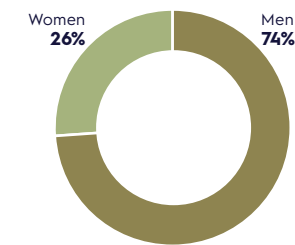
Age distribution employees



Worker distribution



Leadership diversity



December 31, 2022

### A safe and healthy workplace

Knowing that our employees are the single most important factor in achieving long-term success, we are committed to continuously developing a work environment that enables sustainable performance and development so that all employees can deliver their best.

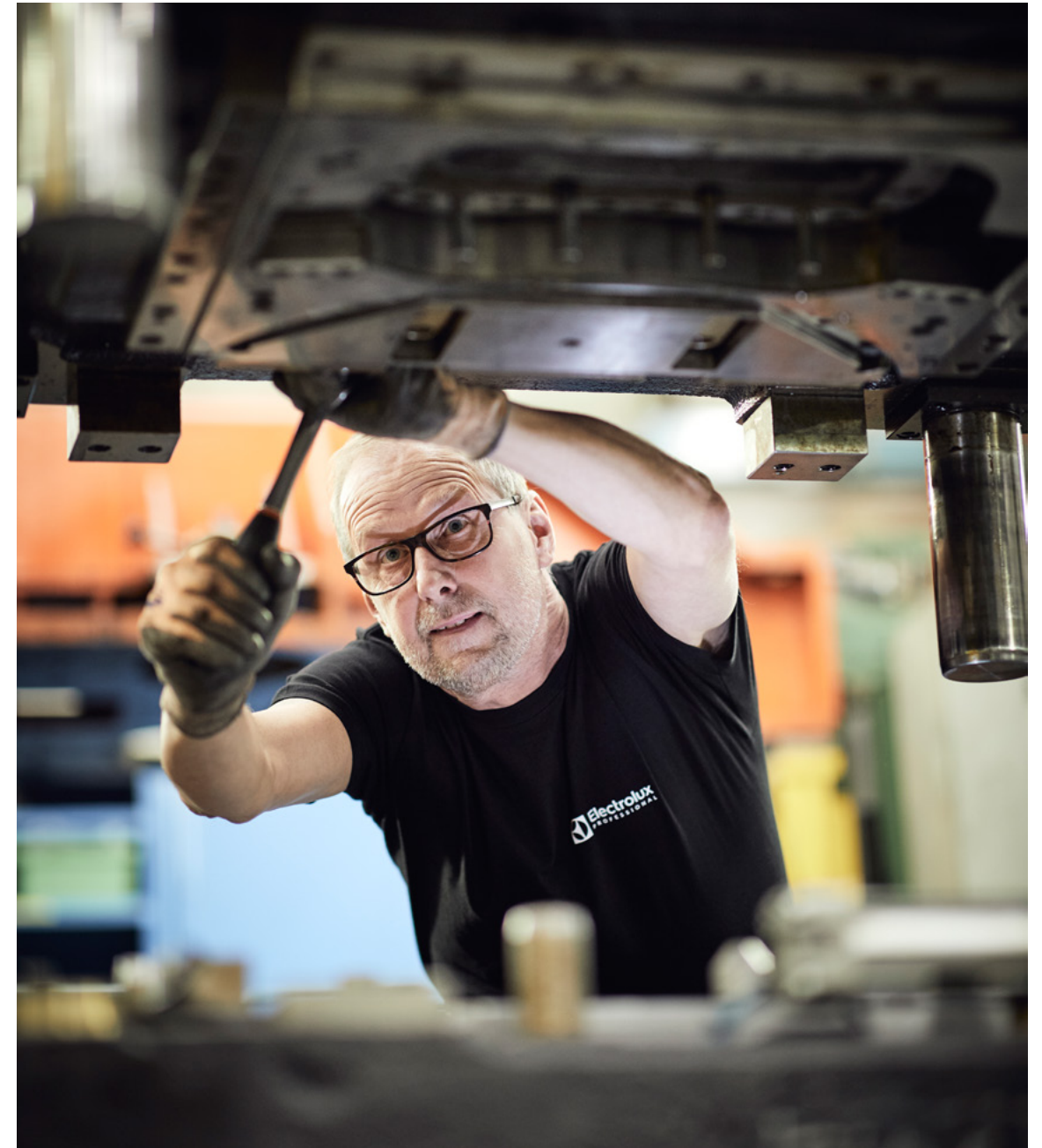
Our commitment to health and safety goes beyond ensuring compliance with rules and legislation. The Group Workplace Directive describes the minimum requirements for environmental and working conditions for all employees. According to our annual Employee engagement

survey in 2022, 81%\* of our employees agree with the statement “Health and safety is always considered in the decisions and actions taken in my team”, which is unfortunately a decline of 1%-pt from the survey result in 2021.

### Number of employees

On December 31, 2022 Electrolux Professional Group had 4,022 employees in 33 countries. We have twelve manufacturing sites including R&D centers. The biggest countries in terms of number of employees are Italy, the US, and Sweden.

\*excluding Unified Brands.





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## Risks and risk management

The Group's most significant strategic, operational, financial, and sustainability risks are described in the following pages.

### Sustainability risks

Electrolux Professional Group's global operations expose the Group to risks related to sustainability factors such as environmental impact, human rights, employment conditions, and corruption. These risks could arise in several phases of the value chain, such as in purchasing and sales, but also in connection with third-party service partners providing preventive and corrective maintenance services to end customers.

Countries are increasingly adopting new rules and regulations aimed at imposing mandatory rules on sustainability-related areas, particularly in human rights and modern slavery. Failure to comply with standards and regulations on the work environment, anti-corruption, human rights, and business ethics could have an adverse effect on the Group's reputation, results of operations, and financial position.

### Climate scenario analysis

The purpose of a scenario analysis is to analyze future events by considering possible alternative outcomes. It is meant as a tool for companies to make strategic risk management decisions, and it provides insights and clarifies predictable and uncertain elements in different futures. It is meant to help frame and evaluate the strategic and financial consequences of climate change. Electrolux Professional Group have made a climate scenario risk and opportunity analysis for 2022 according to the recommendations from Taskforce on Climate-related Financial Disclosures (TCFD). On the following risk pages, transition risks and physical risks have been included.

- A. Transition risks are related to the financial risk of not being prepared for the socio-economic changes of a world striving to meet the Paris ambition of limiting global warming to well below 2°C.
- B. Physical risks are related to the financial risk of not being prepared for the physical changes of a world where ambitious climate policies fail or fall short, and the global warming of the world pushes towards 4°C.





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## Strategic risks

Strategic risks are related to macro-economic factors and geopolitical conditions resulting in changes in the business environment with potential significant effects on operations and business objectives. Read about climate scenario terms on page 27 and in Note 31 on page 140 in the annual report.

	Risk	Management
<b>Economic climate</b>	<p>Demand for Electrolux Professional Group 's products depends on the general economic climate within the professional equipment industry, which in turn is affected by macroeconomic factors in the countries and regions where the Group conducts operations, including the rate of growth in the global and local economy.</p> <p>Climate change is expected to drive global tourism/business travel geographic shifts due to changing climate as a chronic physical risk. A large part of the customer base might become exposed to a high risk of climate change in 2050 in a 4-degree scenario.</p>	<p>Strategic risks are managed through strategic plans and business decisions taken by the Board of Directors, the Group Management Team, and management teams throughout the Group.</p> <p>Changes to global tourism/business travel geographic shifts could have a financial impact in terms of reduced demand for products and a shift to new geographies towards the higher latitudes, unless we keep up with this shift in demand. Shifting peak season tourism to shoulder seasons could open a future business opportunity and increase sales in these current off-peak seasons.</p>
<b>Opportunity for acquisitions</b>	<p>Part of the Group's strategy is to accelerate growth through acquisitions. Mergers and acquisitions generate risks related to the ability to achieve expected growth synergies and profitability and to retain key employees.</p>	<p>Mergers and acquisitions are decided by the Board of Directors, and managed and implemented by dedicated teams of senior executives and employees during the acquisition and integration process. External expert support and advice are obtained as required and according to customary practices.</p>
<b>Pandemics</b>	<p>The effect of the coronavirus pandemic continues to affect the economic situation and business environment in parts of the world. The subsequent uncertainty affects both markets and manufacturing mainly in APAC.</p>	<p>The Group is closely monitoring developments and based on previous experience, is prepared to take necessary measures to mitigate potential new impacts from the coronavirus pandemic.</p>
<b>Political instability</b>	<p>Denial of access to markets due to geopolitical decisions, aggressions, sanctions, export controls, etc. as well as the general currently prevailing political discourse, e.g. globalization or protectionism, that ultimately affects the legal possibilities to do business in certain areas of the world as well as general supply and demand.</p>	<p>Close monitoring of the geopolitical developments in countries with political risk exposure. Readiness to act to ensure continuity of business.</p>
<b>Energy legislation</b>	<p>Potential energy labeling and circular economy legislation changes have been identified as transition risks associated with climate change. This transitional risk can demand a change in product mix and drive increases in product cost.</p>	<p>We have a clear strategy for developing low carbon and water/energy efficient solutions given the EU's potential regulations in Eco-design and/or energy labeling, and we continue to be the market leader in sustainability. By offering integrated products and services, including logistics and transportation, compared to our competitors, we can reduce complexity for our customers, thereby reducing greenhouse gas emissions.</p>
<b>Other</b>	<p>Other strategic risks include increased market competition, inability to adopt new technologies or new business models, and the inability to find suitable targets for a merger or acquisition to leverage as an accelerator in line with market expectations.</p>	<p>Electrolux Professional Group develops its technologies through continuous investments in research and development with a strong focus on development of products and services.</p>



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## Operational risks

Operational risks are risks that stem from business operations with a potential impact on the financial position and performance. These risks are mainly associated with the development, design, and manufacturing of the Group's products, the supply chain, and the sales of these products and services worldwide. Read about climate scenario terms on page 27 and in Note 31 on page 140 in the annual report.

	Risk	Management
<b>Manufacturing</b>	<p>The Group has 12 manufacturing plants in seven countries and manufacturing comprises a chain of processes. Geopolitically unfavorable developments, fire, natural disasters, extreme weather conditions, epidemics, pandemics, systems failure, mechanical failure, or equipment failure could affect the Group's manufacturing capacity.</p> <p>Any extensive outages or disruptions due to such events could have an adverse effect on the Group's business and financial position.</p> <p>Disruption to the Group's manufacturing capacity in operations and supply chain due to extreme weather events has been identified as an acute climate change physical risk. Electrolux Professional's manufacturing and supplier sites may become increasingly affected by extreme weather events in the coming years.</p>	<p>Manufacturing units continuously monitor the production process, test the safety and quality of products, conduct risk assessments, and train employees. The Group works in a structured manner to ensure the health and wellbeing of its employees and by regularly assessing and managing safety and health risks in operations.</p> <p>Manufacturing sites are surveyed annually through a group-wide loss prevention standard which includes risk management, emergency procedures, business continuity, and security. The program ensures continuous improvement and sharing lessons learned between sites.</p> <p>The Group has transferred part of its property damage and business interruption risks to the direct insurance market.</p> <p>The long-term view of the location of sites is managed through strategic plans and business decisions taken by the Board of Directors, the Group Management Team, and management teams throughout the Group. Read more about production and logistics on pages 40–43 in the annual report.</p>
<b>Supply chain</b>	<p>The Group's manufacturing process depends on the availability and timely supply of components and raw materials, sourced and purchased primarily from third-party suppliers. A shortage of electronics and raw materials poses risks related to product costs and to timely delivery to customers.</p> <p>Some key parts and customized components are available only from a single supplier or a limited group of suppliers and there is a risk that the Group will be unable to obtain these products for a certain period, which could have an adverse effect on the Group's ability to manufacture single types or categories of products within a reasonable time or at an acceptable cost. Potentially increased costs for materials, energy, and transportation as a knock-on effect of carbon pricing has been identified as a climate change transition risk.</p>	<p>Proactive efforts are being made to establish a robust and flexible supply chain with multiple sourcing that follows laws and the Group's business principles. We carry out regular supplier audits and continued surveillance of supplier performance and financial stability, and long-term agreements are in place with single-source suppliers. In addition, dual-sourcing is in place for key components and raw materials.</p>
<b>Products</b>	<p>Most of Electrolux Professional Group's products and product lines are subject to regulations that set out basic health and safety requirements applicable to products released onto the market. Should any of the Group's products have defects that lead to serious accidents or ill-health when used, there is a risk that competent authorities could decide to prohibit sales, require recall of the product from the market, or provide warning information. Such market interventions and any product liability claim from contracting parties or third parties could have an adverse effect on the Group's business, reputation, results of operations, and financial position.</p>	<p>The Group aims to ensure customer safety and reduce risks by focusing on product safety during the product development phase and the manufacturing of its products. Tests are performed on the products during the manufacturing process as well as through field tests on customer sites. The Group also uses third-party laboratories to review products from a safety standpoint. In recent years we have started to perform ergonomic certifications on certain products (ERGOCERT). The Group has transferred part of its product liability risk to the direct insurance market.</p>





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	Risk	Management
<b>Legal and compliance</b>	Electrolux Professional Group conducts its business in many jurisdictions with different legislation, rules and regulations. Non-compliance with trade compliance rules, product certification requirements, privacy rules, and so on could result in fines and penalties, trade restrictions, and reputational impact.	In addition to the Code of Conduct, the Group has issued policies and procedures on legal compliance that are applicable to all employees worldwide. The procedures are regularly reviewed and followed up, and whistleblowing procedures are implemented.  Regular training is held for relevant employees (face-to-face, via video or e-learning).
<b>IT systems and cyber security</b>	The Group is dependent on information technology and systems. Cyber security risks are increasing globally, and the risk of a cyber intrusion is continuously increasing. A cyber security breach could disrupt manufacturing processes and IT systems, which could impact the Group's financial position and result	The Group has an IT security strategy including information security policies and procedures, and IT General Controls (ITGC). There are different levels of access controls for internal employees and contractors, and regular vulnerability testing is carried out. Internet Security training for employees is regularly conducted. The system landscape is based on well-proven products and market-leading service providers. There is a designated Chief Information Security Officer function at Group level.
<b>Human resources</b>	Electrolux Professional Group is dependent on technical experts and industry talent, mainly for its production facilities and research and development departments, and it is also dependent on key personnel for certain Group functions. Difficulties in recruiting and retaining qualified personnel could result in a loss of competitive edge and increased costs.	To offer attractive positions, personal and professional development, a good working environment and competitive compensation and benefits are prioritized within the Group.  Salaries and other conditions are adapted to the market and linked to business priorities. The Group strives to maintain good relationships with unions.



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### About this report Reporting framework

This report has been prepared in accordance with the Swedish Annual Accounts Act related to statutory sustainability reporting. The main audiences for the report are shareholders and other stakeholders. Electrolux Professional's main stakeholders are identified by assessing the magnitude of the impacts from, or on, our business and operations. The Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021. See page 42-43 for the GRI Index. Electrolux Professional has performed a materiality analysis to determine the most relevant sustainability topics within our value chain. We have also established sustainability targets to highlight our ambitions in a number of significant areas. As a signatory of the UN Global Compact, Electrolux Professional uses this report to highlight progress regarding the 10 principles.

### External assurance

Our auditors, Deloitte, have performed a limited assurance of this Sustainability Report. See page 44 for the limited assurance report.

### Scope of the report

The Sustainability Report is published annually. This report covers data that has been collected for the 2022 calendar year.

Unified Brands, acquired by Electrolux Professional Group in December 2021, has been included in the sustainability reporting since 2022, excluding ISO-certification – as described in page 17 and page 41 in the Annual report.

The environmental data in this report covers 12 (11) manufacturing sites and all R&D, logistic centers, and offices where we have manufacturing sites. It also includes the former manufacturing site in Louisville now turned into a logistics center.

The people data disclosed relating to GRI topics 2-7, 2-8, 2-24, and 2-30, covers the full scope of the company. As people data is collected from different systems, minor variations in the total number of employees might exist at any specific point in time.

Performance indicators normally cover the last five years. Variations might occur, depending on relevance and/or data availability. Historical baselines for performance indicators are not fully comparable as acquired operations are integrated within the report.

### Re-statements

Due to error found in reported energy data for Troyes site in 2021, this has been updated in 2022 report. Resulting in a higher direct CO<sub>2</sub> emission by 9% in 2021.

### Assumptions and calculations

Emission factors are based on the "Emission factors 2022 edition" provided by the International Energy Agency (IEA). Values used in the report are offset by a three-year period (2022 using figures for 2019). The company uses zero as the emission factor for use of renewable energy.

Electrolux Professional applies the Precautionary principle for its sustainability reporting and management, this means we are cautious wherever estimates are applied. Wherever estimations are made, this is indicated as footnotes.

### Deviations from GRI Standards

GRI 201-1 Direct economic value generated and distributed: Direct economic value distributed is based on operating cost instead of actual value distributed (payments) during the period.

GRI 2-21 Annual total compensation ratio: Information on ratio according to 2-21-a and 2-21-b not disclosed, since too extensive to collect information from the various systems to calculate.

GRI 301 Material: No topic-specific disclosures are included in the report. The reason for exclusion is mainly related to poor availability of data for part of the reporting scope. Information about spend per category is disclosed on page 43 in the annual report.

GRI 303-4 Water discharge: Storm water that is not collected or used is not considered as water discharge if it goes into our storm drains.

GRI 306 Waste: Only reporting on topic disclosure.

306-3 Waste generated: Topic management disclosures excluded.

GRI 403-9 Work-related injuries: Includes lost time due to injuries. Employees and temporary hires are included. Employees working at manufacturing sites are included based on local selection. On some sites a small number of the white-collar employees is not included, depending on local reporting practices.

GRI 405-1 Diversity of governance bodies and employees: The average number of employees is used for gender distribution. Year-end data collected from local/regional HR systems is used for age distribution data.

## Sustainability management and governance

The Board of Directors decides on the strategy, direction, and overall targets of the Group's sustainability work. The Group Management Team further defines and implements procedures. Each local management and business function has a delegated responsibility for the implementation of group policies and risk mitigation and performance.

The Group Sustainability function supports the business by identifying the prioritized and strategic sustainability issues and helps integrate them into the business. The function also monitors the overall performance through dialog, performance data, and audit results. Performance is reported to the Group Management Team.

### Sustainability Board

During 2022 a Sustainability Board was established to share the sustainability information, collect feedback, oversee the implementation of the Group's sustainability strategy across the whole organization, and strengthen the governance of the sustainability work. Sustainability board is chaired by Group Sustainability Vice President who reports the performance of the Sustainability Board to the Group Management and the Board of Directors.

The Sustainability Board has taken decision on:

- Creating a sustainability network
- Allocate resources for conflict mineral compliance
- Evaluate software platform for digitalizing sustainability data reporting

### Code of Conduct governance

Business ethics and code of conduct expectations of managers and employees are published on the Group's intranet. A Code of Conduct Steering Group has been established and meets regularly to follow up on the effectiveness of the program, in particular our whistleblowing procedures.

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## Reporting in accordance with the EU Taxonomy regulation

### Contextual information

The Taxonomy should support a transition to an economy that is consistent with the environmental objectives of the European Union (EU). The Taxonomy includes definitions of economic activities that are considered eligible, as well as technical screening criteria for economic activities that are classified as environmentally sustainable.

Electrolux Professional provides professional food service, beverage, and laundry solutions, serving a wide range of customers globally, from restaurants and hotels to healthcare, educational and other service facilities. There are no specific screening criteria defined for manufacturing of professional food, laundry and beverage appliances related to climate change mitigation and adaptation (including enabling economic activity within other sectors). Electrolux Professional recognizes that the EU Taxonomy framework is in development and that our report-

ing will evolve as more targets are adopted and more guidance/practices are established. The company takes into account that the European Commission is considering the introduction of additional technical screening criteria. At this point none of Electrolux Professionals product or service offerings are classed as economic activities that are considered eligible according to the EU Taxonomy regulation.

### Assessment of compliance with the regulation

The Taxonomy includes definitions of economic activities that are considered eligible, as well as technical screening criteria for economic activities that are classified as environmentally sustainable. Electrolux Professional has screened activities that may potentially be considered environmentally sustainable, based on available technical screening criteria. Electrolux Professional considers economic activities that are eligible where such technical

screening criteria are available.

The EU Taxonomy under the category 3.5 Manufacture of energy efficiency equipment for buildings, specifies technical screening criteria for household appliances with energy labeling requirements in accordance with Regulation (EU) 2017/1369. Electrolux Professional sells some limited number of products that fall under this definition but is not the manufacturer of them. Only products manufactured in-house are considered eligible according to Electrolux Professional's interpretation of the EU Taxonomy.

Electrolux Professional has not identified any economic activities that generate eligible turnover, according to the Taxonomy.

### CAPEX/OPEX

As none of Electrolux Professional's turnover is considered eligible, none of its CAPEX/OPEX for assets or processes are associated with Taxonomy-aligned economic activities. Furthermore, the Com-

pany does not have any CAPEX/OPEX that allows Taxonomy-eligible economic activities to become Taxonomy-aligned.

However, we have identified purchases of taxonomy-eligible products and services corresponding to 6% of CAPEX. These are related to categories 7.3 (roof refurbishment), 7.5 (HVAC management system) and 7.7 (office leases) of Annex 1 to the Climate Delegated Act.

Due to lack of more granular information from suppliers these identified activities are not verified according to the substantial contribution criteria, DNSH criteria or minimum safeguards, but only listed as taxonomy-eligible.

### Accounting policy Turnover

Turnover is defined as net sales from products and services which equals the total net sales as disclosed in the Consolidated statement of total comprehensive income. See page 96 in the annual report.

### Capital expenditure

Capital expenditure are additions to tangible, intangible, and right-of-use assets during the year including additions from business combinations. Acquired goodwill is not included. See Notes 8, 12 and 13 in the annual report. Capital expenditure for eligible activities in 2022, includes certain capitalized assets as found on the balance sheet.

### Operational expenditure

Operational expenditure includes direct non-capitalized costs related to R&D costs including variances, costs for renovating buildings and offices, short-term lease costs, costs for maintaining or repairing buildings/offices/production equipment/forklifts/warehouse equipment.



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## Proportion of turnover from products or services associated with Taxonomy-aligned economic activities - disclosure covering 2022

Economic activities	Code(s)	Absolute turnover	Proportion of turnover	Substantial contribution criteria					DNSH criteria (Does Not Significantly Harm)					Minimum safeguards	Taxonomy-aligned proportion of turnover, 2022	Category (enabling activity)	Category (transitional activity)
				Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Biodiversity and ecosystems	Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Biodiversity and ecosystems				
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																	
A.1 Environmental sustainable activities (Taxonomy-aligned)																	
Turnover of environmental sustainable activities (Taxonomy-aligned (A.1))				0	-%												
A.2 Taxonomy-Eligible but not environmental sustainable activities (not Taxonomy-aligned activities)																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)				0	-%												
<b>Total (A.1 + A.2)</b>				<b>0</b>	<b>-%</b>												
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																	
Turnover of Taxonomy-non-eligible activities (B)				11,037	100%												
<b>Total (A + B)</b>				<b>11,037</b>	<b>100%</b>												

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## Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities - disclosure covering 2022

Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Substantial contribution criteria					DNSH criteria (Does Not Significantly Harm)					Minimum safeguards	Taxonomy aligned proportion of CapEx, 2022	Category (enabling activity)	Category (transitional activity)
				Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy				
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																	
<b>A.1 Environmental sustainable activities (Taxonomy-aligned)</b>																	
CapEx of environmental sustainable activities (Taxonomy-aligned (A.1))		0	-%														
<b>A.2 Taxonomy-Eligible but not environmental sustainable activities (not Taxonomy-aligned activities)</b>																	
Installation, maintenance and repair of energy efficiency equipment	7.3	12	6%														
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	1	0%														
Acquisition and ownership of buildings	7.7	6	3%														
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		18	10%														
<b>Total (A.1 + A.2)</b>		<b>18</b>	<b>10%</b>														
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																	
CapEx of Taxonomy-non-eligible activities (B)		172	90%														
<b>Total (A + B)</b>		<b>190</b>	<b>100%</b>														





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## Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities - disclosure covering 2022

Economic activities	Code(s)	Absolute OpEx	Proportion of OpEx	Substantial contribution criteria					DNSH criteria ( Does Not Significantly Harm)					Minimum safe-guards	Taxonomy aligned proportion of OpEx, 2022	Category (enabling activity)	Category (transitional activity)
				Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy				
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																	
<b>A.1 Environmental sustainable activities (Taxonomy-aligned)</b>																	
OpEx of environmental sustainable activities (Taxonomy-aligned (A.1))		0	-%														-%
<b>A.2 Taxonomy-Eligible but not environmental sustainable activities (not Taxonomy-aligned activities)</b>																	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	-%														
<b>Total (A.1 + A.2)</b>		<b>0</b>	<b>-%</b>														
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																	
OpEx of Taxonomy-non-eligible activities (B)		508	100%														
<b>Total (A + B)</b>		<b>508</b>	<b>100%</b>														

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## Environmental data

### Energy consumption within the organization<sup>1)</sup> GRI 302-1

Year	Energy use by type (MWh)					Renewable energy use (MWh)			
	Natural gas	LPG	District heating	Electricity	Total	Renewable energy	Non-renewable energy	Total	
2018	9,044	0	4,391	18,453	31,888	15,563	16,325	31,888	
2019	10,147	0	3,938	19,133	33,218	15,197	18,021	33,218	
2020	8,777	0	3,550	16,484	28,811	13,777	15,033	28,811	
2021	9,519	905	4,426	17,675	32,525	14,560	17,964	32,525	
2022	Electrolux Professional excl. Unified Brands	9,430	987	3,936	17,156	31,509	15,592	15,917	31,509
	Unified Brands	2,773	254	0	7,230	10,256	0	10,256	10,256
	<b>Total</b>	<b>12,202</b>	<b>1,241</b>	<b>3,936</b>	<b>24,386</b>	<b>41,765</b>	<b>15,592</b>	<b>26,172</b>	<b>41,765</b>

1) Electrolux Professional did not previously report on site generated electricity to the Electrolux Group. On site generated Electricity is included in above values.

Note: The baseline is not fully comparable as 5 acquired plants were added during 2018 and 2019.

Note: The baseline is not fully comparable as 2 acquired plants were added during 2022 (Unified Brands US).

Note: Data for 2021 has been corrected due to an error in previously reported data.

## Water

### GRI 303-3

Total water withdrawal from all areas in megaliters<sup>1, 2, 3</sup>

Year	Municipal Water Supply – Purchased	Ground water	Surface water	Total	
2018	96			96	
2019	94			94	
2020	83	1		84	
2021	67	1	1	69	
2022	Electrolux Professional excl. Unified Brands	60	1	1	62
	Unified Brands	1	0	0	1
	<b>Total</b>	<b>61</b>	<b>1</b>	<b>1</b>	<b>63</b>

1) 1 megaliter equals 1,000 m<sup>3</sup>.

2) Internal risk area defined by using WWF's water risk filter.

3) EPR operations have no water withdrawal from areas with water risks.

Note: The baseline is not fully comparable as 5 acquired plants were added during 2018 and 2019.

Note: The baseline is not fully comparable as 2 acquired plants were added during 2022 (Unified Brands US).

### Own disclosure - Product water consumption

	2019	2020	2021	2022
<b>Product water consumption efficiency compared to 2019</b>	0%	1.5%	2.3%	2.4%

Only includes dishwashing and laundry. Target to improve efficiency by 8% by year-end 2025 (base year 2019).



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## Water

### GRI 303-4

Total water discharge to all areas in megaliters<sup>1, 2</sup>

Year	Third-party destinations		Fresh surface water		Total	
	Untreated	Pre-treated	Untreated	Pre-treated		
2018	48	29	0	0	77	
2019	50	25	0	0	74	
2020	42	33	0	0	75	
2021	36	26	0	0	62	
2022	Electrolux Professional exl. Unified Brands	5	51	0	0	56
	Unified Brands	1	0	0	0	1
	<b>Total</b>	<b>6</b>	<b>51</b>	<b>0</b>	<b>0</b>	<b>57</b>

1) Figures are based on engineering estimates and data provided from the sites.

2) Electrolux Professional operations have no water discharge in water stressed areas.

Note: Storm water that is not collected or used is not considered as water discharge if it goes into our storm drains.

Note: The baseline is not fully comparable as 5 acquired plants were added during 2018 and 2019.

Note: The baseline is not fully comparable as 2 acquired plants were added during 2022 (Unified Brands US).

## Emission

### GRI 305-1 and 305-2

Year		GRI 305-1	GRI 305-2	Own disclosure	
		Direct CO <sub>2</sub> e emissions <sup>1) 2)</sup> (metric kton)	Indirect CO <sub>2</sub> e emissions <sup>3)</sup> (metric kton)	Total CO <sub>2</sub> e (metric kton)	Use of HFC/HFO gases (ton)
2018		1.7	1.7	3.5	
2019		2.0	1.9	3.8	18.6
2020		1.7	1.4	3.1	16.1
2021		2.0	1.7	3.7	17.5
2022	Electrolux Professional exl. Unified Brands	2.0	0.9	2.9	15.3
	Unified Brands	0.6	2.7	3.3	2.45
	<b>Total</b>	<b>2.6</b>	<b>3.6</b>	<b>6.2</b>	<b>17.8</b>

1) Includes contributions from energy use and Green House Gas emissions.

2) Natural gas emission factors defined as combustion of gas with zero CO<sub>2</sub> content.

3) Emissions from use of renewable energy calculated as zero.

Note: The baseline is not fully comparable as 5 acquired plants were added during 2018 and 2019.

Note: The baseline is not fully comparable as 2 acquired plants were added during 2022 (Unified Brands US).

Note: Direct CO<sub>2</sub> emission 2021 updated, as it was incorrect, corrected in 2022 report +9% (Troyes site).

With a re-calculated baseline from 2015 (incl UB), Total CO<sub>2</sub> emissions reduced by 45%.

## Waste<sup>1, 2</sup>

### GRI 306-3 and 306-4

2022	Metric kiloton	% of non- hazardous waste	Recovery (%)	Disposal (%)
Landfill	0.5	10%		10%
Incineration (without energy recovery)	0.0	1%		1%
Waste-to-Energy	0.5	9%		9%
Recycling	4.2	77%	77%	
Other recovery	0.2	3%	3%	
<b>Total non-hazardous waste</b>	<b>5.4</b>	<b>100%</b>	<b>81%</b>	<b>19%</b>

2022	Metric kiloton	% of non- hazardous waste	Recovery (%)
<b>Hazardous waste</b>			
Disposal without energy recovery	0.1	25%	
Recycling	0.2	52%	52%
Other/Unspecified	0.1	22%	
<b>Total hazardous waste</b>	<b>0.4</b>	<b>100%</b>	<b>52%</b>

2022 (metric kiloton)	Non- hazardous waste	Hazardous waste	Total	% of total
<b>Total</b>				
Disposal without energy recovery	0.6	0.1	0.7	11%
Waste-to-energy	0.5	0.2	0.7	12%
Recovery	4.4		4.4	75%
Other/unspecified		0.1	0.1	2%
<b>Total</b>	<b>5.4</b>	<b>0.4</b>	<b>5.8</b>	<b>100%</b>
<b>Percentage of total</b>	<b>93%</b>	<b>7%</b>	<b>100%</b>	

1) All waste is directed to and diverted from disposal offsite.

2) Only disclosing data for 2022.

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## People data

### General

Total number of employees	Gender balance employees		Gender balance employees in managerial position		Production/ non-production		Covered by collective bargaining agreements <sup>1</sup>
	Male	Female	Male	Female	Production	Non-production	Coverage
<b>4,022</b>	69%	31%	74%	26%	43%	57%	44%
	2,775	1,247	417	144	1,734	2,288	1,773

1) For employees who are not covered by collective bargaining, contractual conditions are defined in agreement with local legislation requirement.

GRI 2-7 and GRI 2-8 Breakdown by gender	Female	Male	Other (Gender as specified by the employees themselves)	Not disclosed	Total
Number of employees <sup>1</sup>	1,247	2,775	0	0	4,022
Number of permanent employees	1,222	2,747	0	0	3,969
Number of temporary employees	25	28	0	0	53
Number of non-guaranteed-hours employees	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable
Number of full-time employees	1,110	2,747	0	0	3,857
Number of part-time employees	137	28	0	0	165

Breakdown by region	Europe	US	APAC	EMEA	Total
Number of employees	2,638	773	579	32	4,022
Number of permanent employees	2,593	770	574	32	3,969
Number of temporary employees	45	3	5	0	53
Number of non-guaranteed-hours employees	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable
Number of full-time employees	2,479	769	579	32	3,859
Number of part-time employees	159	4	0	0	163

### Workers who are not employees<sup>2</sup>

Total number of workers who are not employees and whose work is controlled by the organization	634
--	-----

1) Total number of employees according to GRI 2-7.

2) This number includes contractors, agency workers, and interns.

Note: All people-data figures are reported in headcount. These data refer to the end of the reporting period (December 31, 2022). We do not hold information regarding non-guaranteed-hours employees.

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## New employee hires and employee turnover GRI 401-1

	By gender				By age group			By region				Total
	Female	Male	Other (Gender as specified by the employees themselves)	Not disclosed	Under 30 years	30-50 years	Over 50 years	Europe	US	APAC	EMEA	
Total number of new employee hires during the reporting period	257	417	0	0	239	350	85	305	296	67	6	674
Rate of new employee hires during the reporting period	21%	15%	0%	0%	74%	16%	6%	11%	41%	11%	20%	17%
Total number of employee turnover during the reporting period	195	398	0	0	139	291	163	288	221	80	4	593
Rate of employee turnover during the reporting period	16%	14%	0%	0%	43%	13%	11%	11%	31%	14%	13%	15%

## Training and development GRI 2-24, 404-1, 404-3, 412-2

	By gender				Total	By employee category		Total
	Female	Male	Other (Gender as specified by the employees themselves)	Not disclosed*		Non production	Production	
Average hours of training	9.3	10.8	0	na	10.4	9.8	11	10.4
Number of training hours <sup>1)</sup>	11,635	29,838	0	473	41,945	22,504	19,441	41,945
Number of training hours only Code of Conduct <sup>3)</sup>	260	552	0	1	813	350	464	813
Percentage of employees who received a performance review in 2022 <sup>2)</sup>	57%	60%	0	0	59%	85%	25%	59%
Number of employees who received a performance review in 2022	708	1,673	0	0	2,381	1,943	438	2,381
Percentage of employees participating in Code of Conduct training in 2022 <sup>3)</sup>	28%	27%	0	0%	27%	20%	36%	27%
Number of employees participating in Code of Conduct training in 2022	347	736	0	1	1,084	466	618	1,084

**Note:** \* The number of not-disclosed employees is not available, so the correct average cannot be provided.

1) Number of hours is to some extent based on engineering estimates.

2) Including production and non-production employees. Ratio of performance and career development reviews is significantly higher for non-production employees.

3) Training includes anti-corruption and human rights topics.



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## Occupational health and safety GRI 403-9 Work-related injuries

	2022	2021	2020	2019	2018
Number of work-related fatalities	0	0	0	0	0
Number of high-consequence injures > 6 month	1	0	0	1	0
Total number of work-related lost time injuries	18	14	19	25	16
Working hours (in thousands of hours)	5,588	4,062	3,453	3,569	3,770
Rate of fatalities as a result of work-related injury	0	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	1	0	0	0,1	0
Lost Time Injury rate <sup>1)</sup>	0.64	0.69	1.10	1.40	0.85

1) Own definition (Lost time injuries per 200 000 worked hours)

**Note:** One high-consequence injury occurred in 2022 in the Vallenoncello site, involving a lifting platform that hit an employee on the leg when it was being driven. The employee required surgery. The most common injures are lacerations and contusions (7 out of 18). The most commonly injured body part was the hand or arm (7 out of 18). More severe risks are related to forklift traffic and machines. Most lost time injuries in 2022 occurred in our assembly stations.

Reactive, preventive and proactive measures are managed within our health and safety pillar (page 24).

## Diversity and equal opportunities 405-1 Diversity of governance bodies and employees<sup>1)</sup>

2022	Gender distribution		Age distribution		
	Female	Male	<30	30-50	> 50
<b>Board of Directors<sup>2)</sup></b>	43%	57%	-%	29%	71%
<b>Group Management</b>	18%	82%	-%	27%	73%
<b>Employees<sup>2)</sup></b>	31%	69%	11%	53%	36%
<b>Managerial positions</b>	26%	74%	2%	60%	38%

1) Does not include employee representatives.

2) Age distribution data is based on year-end data collected from central or local/regional HR systems.

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## GRI index

The Global Reporting Initiative (GRI) index provides guidance on where information within this report is disclosed.

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2-2	Entities included in the organization's sustainability reporting	138-139	-
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	<i>Contact point: Swapnil S Choudhari, VP Group Sustainability &amp; Quality swapnil.s.choudhari@electroluxprofessional.com</i>		
2-4	Restatements of information	150	32
2-5	External assurance	162	44
2-6	Activities, value chain, and other business relationships	7	3
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2-10	Nomination and selection of the highest governance body	69-70	-
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2-14	Role of the highest governance body in sustainability reporting	150	32
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2-16	Communication of critical concerns	46	25

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2-18	Evaluation of the performance of the highest governance body	150	32
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2-22	Statement on sustainable development strategy	4-5	2
2-23	Policy commitments	64-65	21-22
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2-26	Mechanisms for seeking advice and raising concerns	46	25
2-27	Compliance with laws and regulations	64, 75	21, -
2-28	Membership associations	Not followed at group level	Not followed at group level
2-29	Approach to stakeholder engagement	64-65	21-22
2-30	Collective bargaining agreements	157	39
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3-3	Management of material topics	50-51, 161	5-6, 43

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## GRI - topic specific indicators

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<b>GRI 201-1</b>	Direct economic value generated and distributed		7	3
<b>GRI 205</b>	<b>Anti-corruption (2016)</b>			
<b>GRI 205-2</b>	Communication and training on anti-corruption policies		64, 158	21, 40
<b>GRI 302</b>	<b>Energy (2016)</b>			
<b>GRI 302-1</b>	Energy consumption within the organization	Included from 2022 Unified Brands in Michigan and Mississippi. Included from 2019: Spilamberto, Carros and Louisville Included from 2018: Rayong (beverage) and Shanghai Other sites included prior to 2016 Other sites included 2016 or prior.	155	37
<b>GRI 303</b>	<b>Water and effluents (2018)</b>			
<b>GRI 303-3</b>	Water withdrawal	Included from 2022 Unified Brands in Michigan and Mississippi. Included from 2019: Spilamberto, Carros and Louisville Included from 2018: Rayong (beverage) and Shanghai	155	37
<b>GRI 303-4</b>	Water discharge	Included from 2019: Spilamberto, Carros and Louisville Included from 2018: Rayong (beverage) and Shanghai Other sites included prior to 2016 Other sites included 2016 or prior	156	38
<b>GRI 304</b>	<b>Biodiversity</b>			
<b>GRI 304-1</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		60	17

			Page/ Information in the annual report in this report	Page/ Information in this report
<b>GRI 305</b>	<b>Emissions (2016)</b>			
<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	Included from 2022 Unified Brands in Michigan and Mississippi. Included from 2019: Spilamberto, Carros and Louisville Included from 2018: Rayong (beverage) and Shanghai. Other sites included 2016 or prior	156	38
<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions		156	38
<b>GRI 306</b>	<b>Waste (2020)</b>			
<b>GRI 306-3</b>	Waste generated	Included from 2022 Unified Brands in Michigan and Mississippi. Only disclosing data from 2022	156	38
<b>GRI 306-4</b>	Waste diverted from disposal		156	38
<b>GRI 401</b>	<b>Employment (2016)</b>			
<b>GRI 401-1</b>	New employee hires and employee turnover		158	40
<b>GRI 403</b>	<b>Occupational health and safety (2018)</b>			
<b>GRI 403-9</b>	Work-related injuries	Sites above is referred to the full scope of operations located on the site (manufacturing, R&D, office functions etc.)	159	41
<b>GRI 404</b>	<b>Training and education (2016)</b>			
<b>GRI 404-1</b>	Average hours of training per year per employee		158	40
<b>GRI 404-3</b>	Percentage of employees receiving regular performance and career development reviews		158	40
<b>GRI 405</b>	<b>Diversity and equal opportunity (2016)</b>			
<b>GRI 405-1</b>	Diversity of governance bodies and employees		159	41
	Gender distribution		157	39



# Sustainability Report 2022

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Auditor's report on  
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# Auditor's Limited Assurance Report on Sustainability Report and statement regarding the Statutory Sustainability Report

To Electrolux Professional AB (publ), corporate identity number 556003-0354

## Introduction

We have been engaged by the Board of Directors and Executive Management of Electrolux Professional AB (publ) to undertake a limited assurance engagement of the Electrolux Professional Sustainability Report for the year 2022. The Company has defined the scope of the Sustainability Report in connection to the table of content in the Annual Report and the Statutory Sustainability Report on page 93.

## Responsibilities of the Board of Directors and the Executive Management

The Board of Directors and the Executive 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 respectively. The criteria are defined on page 150 in the Sustainability Report, and are part of the Sustainability Reporting Standards published by GRI (Global Reporting Initiative), which are applicable to the Sustainability Report, as well as the accounting and calculation principles that the Company has developed. This responsibility also includes the internal control relevant to the preparation of a Sustainability Report that is free from material misstatements, whether due to fraud or error.

## Responsibilities of the auditor

Our responsibility is to express a conclusion on the Sustainability Report based on the limited assurance procedures we have performed and to express an opinion regarding the Statutory Sustainability Report. Our engagement is limited to historical

information presented and does therefore not cover 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. Our examination regarding the Statutory Sustainability Report has been conducted in accordance with FAR's accounting standard RevR 12. The auditor's opinion regarding the Statutory Sustainability Report. A limited assurance engagement and an examination according to RevR 12 is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent of Electrolux Professional in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The limited assurance procedures performed and the examination according to RevR 12 do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. The conclusion based on a limited assurance engagement and an examination according to RevR 12 does not

provide the same level of assurance as a conclusion based on an audit.

Our procedures are based on the criteria defined by the Board of Directors and the Executive Management as described above. We consider these criteria 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 Executive Management.

A Statutory Sustainability Report has been prepared.

Stockholm 29 March 2023

Deloitte AB

**Jan Berntsson**  
Authorized Public Accountant

**Adrian Fintling**  
Expert Member of FAR



**Electrolux  
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Group**

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