



Sustainability Report 2021

Electrolux Professional
Food, beverage and laundry

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

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This sustainability report is an extract from Electrolux Professional's 2021 Annual Report. ([link](#)). The contact person for sustainability matters is Niklas Lindsköld, Head of Sustainability, e-mail: sustainability@electroluxprofessional.com

CEO comments

Sustainability creates value

Sustainability is a key part of our culture, day-to-day operations, and strategy. Our sustainability targets center on climate, health & safety, and diversity.

Electrolux Professional is a signatory of the UN Global Compact, and our sustainability work is based on the United Nations Sustainable Development Goals. Electrolux Professional is committed to continuing its support of the UN Global Compact and its ten principles. We recognize the importance of taking action to mitigate climate change and we support the ambitions of the Paris Agreement. Consequently, we have an ambitious overarching target to become climate neutral in our own operations by 2030. In 2021, carbon emissions related to our industrial operations were reduced by 31% (36) compared to 2015. **See more on page 21.**

Clarity and transparency regarding our climate impact and our actions is a priority. We have therefore started to disclose our climate impact through the Carbon Disclosure Project (CDP) where we received a B rating, which is just below the highest rating.

Since product use represents the majority of our emissions impact, around 95%, we are determined to continue developing products with lower consumption of resources. In practice this means reducing the impact from product-use in respect of energy, water, and detergents. This is good for both our customers' running costs as well as the environment.

During 2021 we have also signed a sustainability-related loan agreement with the Nordic Investment Bank related to the reduction of CO2 emissions, product water efficiency, and the use of HFC gases.

Sustainability is not only about the environment, it also encompasses our social impact. We therefore seek to earn the trust of everyone affected by our operations, globally demonstrating our commitment to ethics and human rights. By managing the total impact of our business on people and the planet, we can create the conditions to exceed our customers' expectations and remain an attractive employer, thereby delivering long-term value creation.

A new cultural journey

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

An important part of our cultural development journey as a stand-alone company has been the introduction of our new guiding principles. They are an important part of our identity and express who we are and aim to be, what we stand for, and how we do things.

Alberto Zanata,
President and CEO



Alberto Zanata,
President and CEO

Our business model – how we create value

WE ARE
a global provider of professional food,
beverage and laundry solutions, serving
a wide range of customers globally

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

Our business model

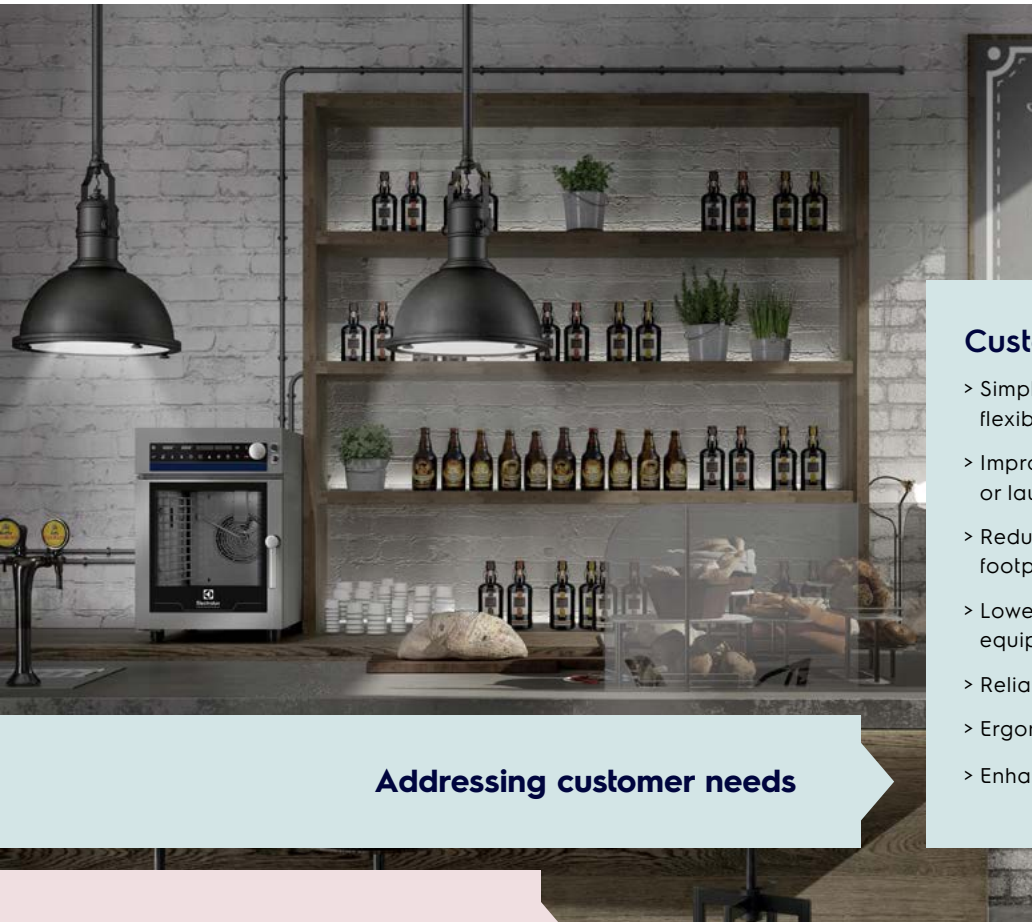


7 underlying trends

- > The post-pandemic new normal
- > Population growth
- > Increasing workforce participation
- > Climate change and resource shortfall
- > Urbanization
- > Digitalization
- > Growing disposable household income

Our resources

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



Addressing customer needs

Customer value

- > Simplification, improved speed and flexibility of customer operations
- > Improved quality of the food, beverage or laundry service
- > Reduced energy consumption and carbon footprint
- > Lower total cost over the lifecycle of the equipment
- > Reliability of the overall equipment system
- > Ergonomic and human-centric design
- > Enhanced hygiene demands

Food & Beverage

Laundry

**Sustainable solutions
Sustainable operations**

Read more on pages 11-26 [→](#)

Distributed value



Created value
SEK 7,453m

Shareholders

Electrolux Professional's dividend target corresponds to a pay-out of approximately 30% of the net income for the year.

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.

Strategic framework and materiality

We want to contribute to a better 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 has identified six SDGs where we believe we have a greater

impact and opportunity to make a difference. [Read more on page 7.](#) →

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 dialog. [Read more about our Stakeholder dialog on page 28.](#) →

Our guiding principles



Be customer obsessed



Build trust



Be bold



Act sustainably

[Read more on page 25.](#) →

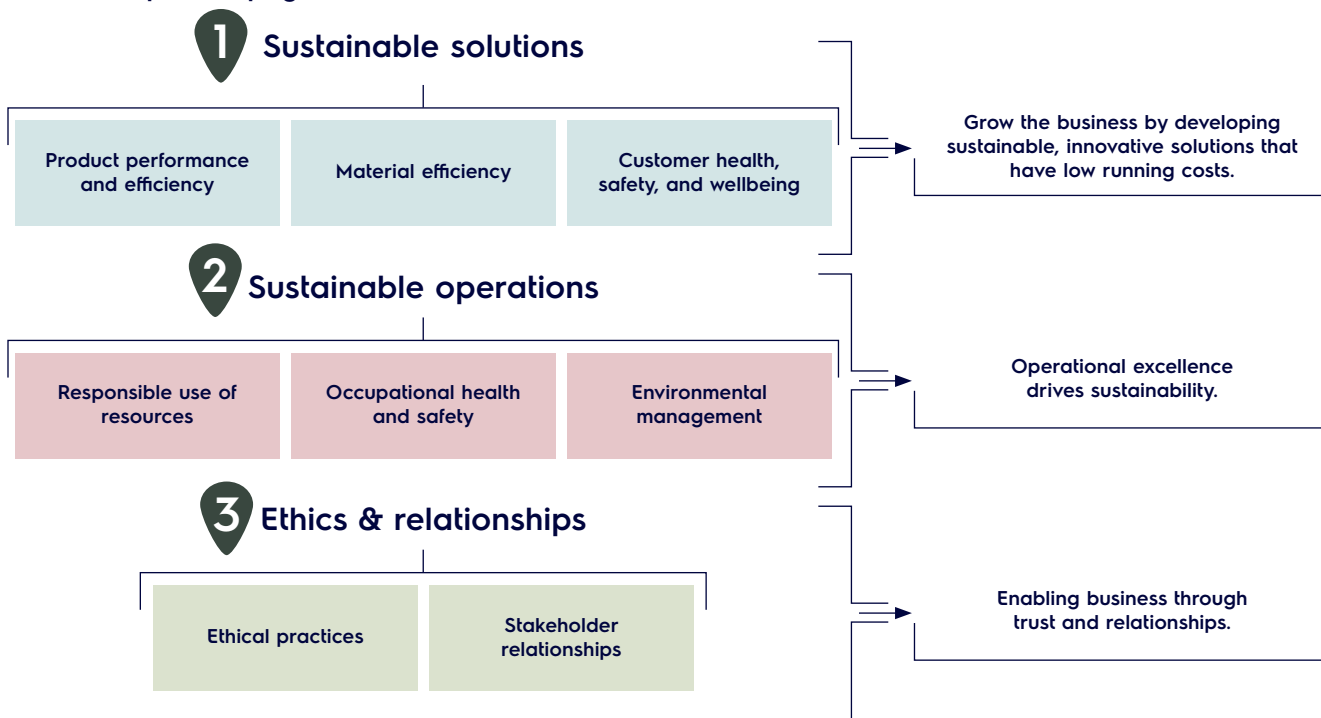


Value generation for stakeholders

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

The OnE Sustainable Partner

Our Sustainability framework “The OnE Sustainable Partner” frames how we work with our material sustainability topics. We perform impact analysis and strategic assessments, which together with stakeholder expectations and dialog serve as the basis for our sustainability efforts and materiality analyze. **Read more about our material topics on pages 11-28** →



Sustainability strategy and targets



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.

Climate targets for 2025

Reduce CO₂ emissions
scope 1 and 2 emissions from
our industrial sites

>50%

by 2025 (base year 2015)

OUTCOME 2021:

Scope 1 and 2 emissions in 2021 amounted to 3.4 (3.1) kton CO₂, which is -31% compared to 2015.

Comment on 2021 outcomes

CO₂ emissions increased in 2021. The increase was expected as volumes had decreased sharply in 2020 due to the pandemic. Outdoor temperatures impacted heating need for manufacturing facilities. Electrolux Professional will continue to increase its share of renewable energy to further reduce emissions.

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 2021:

Number of accidents resulting in lost work time decreased in 2021 and the lost time injury rate improved to 0.7 (1.1).

Comment on 2021 outcomes

The lost time injury rate improved by 34% compared with 2020. During the year we have continued to address root causes of accidents, and worked preventively with near misses, unsafe acts, and conditions inside our manufacturing sites.

Gender diversity target for 2030

Gender diversity
Distribution men/women
or women/men

40/60

Distribution across managerial positions by 2030

OUTCOME 2021:

The percentage of women in all managerial positions was 26% (26) in 2021.

Comment on 2021 outcomes

Gender diversity across managerial positions was unchanged compared to 2020. During the year the company has performed activities related to diversity and inclusion as well as educating hiring managers.

Our climate ambition for 2030

To become climate neutral within our industrial operations by 2030

WE SUPPORT



Sustainable Development Goals

Electrolux Professional uses the SDGs as our compass 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.

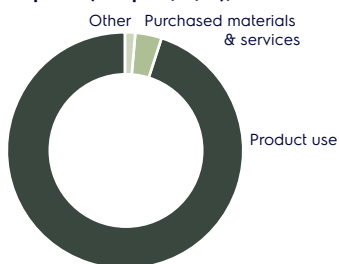
 <p>SDG 7 Clean and affordable energy & SDG 13 Climate action</p> <p>We can make a difference throughout our value chain by developing energy-efficient products and working with energy efficiency in our operations.</p> <p>OUR MAIN ACTIONS</p> <ul style="list-style-type: none"> • Energy-efficient and low-consuming products • Identify alternatives to HFC (Hydrofluorocarbon) gases • Be proactive in the switch to renewable electricity 	 <p>SDG 8 Decent work and economic growth</p> <p>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</p> <p>OUR MAIN ACTIONS</p> <ul style="list-style-type: none"> • Program for Occupational Health and Safety • 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) 	 <p>SDG 12 Responsible consumption and production</p> <p>To reduce the environmental footprint related to our products and operations, we have a major focus on developing sustainable products for our customers.</p> <p>OUR MAIN ACTIONS</p> <ul style="list-style-type: none"> • Environmental performance in operations (water, energy, waste etc.) • Efficient use of materials • Sustainable innovations and product efficiency
 <p>SDG 6 Clean water and sanitation</p> <p>As a number of our products consume water, Electrolux Professional can make a difference by developing and offering water-efficient products.</p> <p>OUR MAIN ACTIONS</p> <ul style="list-style-type: none"> • 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 	 <p>SDG 5 Gender equality</p> <p>Electrolux Professional values 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.</p> <p>OUR MAIN ACTIONS</p> <ul style="list-style-type: none"> • Anti-discrimination policies • Actively promote diversity and inclusion 	<p>Other relevant SDG's</p>  <p>SDG 3 – Health and wellbeing SDG 11 – Sustainable cities and communities SDG 16 – Peace, Justice and Strong Institutions SDG 17 – Partnerships for the goals</p>



The climate challenge

Electrolux Professional recognizes that actions related to climate change mitigation are highly important and we support the ambitions of the Paris Agreement. Our products and operations are part of the problem, as emissions are generated throughout our value chain. This is why we believe that we can make a difference by reducing emissions related to our operations and products.

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



* Scope 3 emissions are estimated based on an inventory study for 2019.

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). 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 HFCs (Hydrofluorocarbons) gases. Our main challenge to achieving climate neutrality is related to natural gas use in some of our manufacturing facilities.

Scope 3 emissions Product use

During 2021 we have investigated the data from our greenhouse gas emissions within scope 3 (year 2019). It shows that our scope 3 constitutes ~99.9% of our total emissions. The data also highlights that our main climate impact occurs

during the product use phase (~95%). The main contributor 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 page 11-19.**

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, our ambition is to develop a scope 3 reduction target connected to product use during 2022. During the year the company has developed a sustainable portfolio KPI to follow the progress of solutions we believe contribute to climate change mitigation.



Material use & End-of-life impact

Other significant scope 3 impacts relate to purchased materials and the end-of-life treatment of sold products. The company recognizes that using materials more efficiently is important, and has integrated material efficiency in its strategic framework. We have a strong tradition of developing durable and reliable products for the sharing economy (e.g. apartment house laundries, coin ops) or professional businesses (e.g. restaurants, hotels). The frequent use of products plus their long lifespans, along with a strong service network for maintenance and repair, is favourable for efficient materials usage. During the year the company has also introduced or extended more circular business models so that more sustainable use can be achieved through material efficiency. **See page 12.**

As most materials used are related to steel or other metal parts, a large portion of the products can be recycled (normally between 85–95%). During the year we have analyzed several products from a circular perspective to identify further opportunities for recycling.

HFCs are highly potent greenhouse gases. They are used as cooling agents in some of the applications. As these gases might leak (e.g. during product use or end-of-life treatment) and accumulate in the atmosphere, they increasingly contribute to climate change. During the year the company has set a target to reduce consumption of HFC gases by 70% by 2025 (base year 2019). In 2021 the company has completed several projects to decrease its use of HFC gases within the refrigeration category.

Read more about impacts, risks and opportunities on page 10.

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 did our first CDP disclosure (Carbon Disclosure Project). The company is seeing an increased interest in climate-related disclosures in accordance with Task force on Climate-related Financial Disclosure (TCFD). Electrolux Professional will continue to work towards better reporting on climate-related impacts, risks, and opportunities, and how these affect our business and operations.

Risks

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.

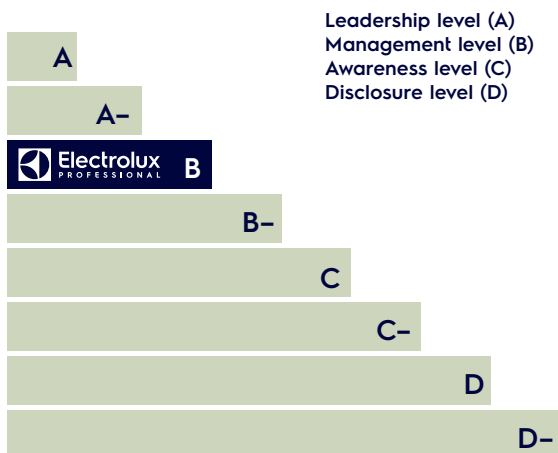
Carbon taxes and/or borders might impact material, energy, and transportation costs, due to the distribution of our carbon footprint. Increased costs for energy might further accelerate the demand for energy-efficient and low consuming products. We have been investing in developing such products for 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 an opportunities 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's products consume water when operating, we have a clear strategy and targets to develop low-consuming and water-efficient products.

From 2022 professional refrigerators with HFC gases that have a global warming potential (GWP) of 150 or more can no longer be sold, according to the European F-gas (Flourinated gas) regulation. We have updated our refrigerator products to comply with this regulation and set further targets to reduce F-gases used in other product categories.







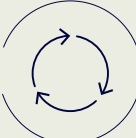
CDP questionnaire for climate change 2021



Along with 13,000 other companies globally, Electrolux Professional discloses its climate change impact through CDP, a global non-profit organization that runs the world's leading environmental disclosure platform.

Value chain impacts, risks & opportunities

Electrolux Professional has assessed the impacts, risks, and opportunities within the value chain. The value chain perspective helps us to identify the impacts our business has on people and the planet, and where these occur. **For more details regarding our approach see pages 4-5.** 

	IMPACTS	RISKS	OPPORTUNITIES	APPROACH
 <p>Product development</p>	<ul style="list-style-type: none"> Product use (energy, water, detergent use, climate) Material use Customer health, safety, and wellbeing 	<ul style="list-style-type: none"> Not meeting customer sustainability expectations Product safety 	<ul style="list-style-type: none"> Reduce impact from material use (natural resources, CO₂, waste) Reduce impact from product use (energy, water, CO₂, detergents). Reduce climate impact from HFC gases 	<ul style="list-style-type: none"> Stakeholder dialog & materiality analysis Efficient use of materials (including restricted materials) Develop efficient and low-consuming products User health & safety certification & testing Substitution of HFC gases
 <p>Sourcing</p>	<ul style="list-style-type: none"> Use of natural resources Emissions to air, water, and soil Generation of waste Provide jobs and income 	<ul style="list-style-type: none"> Labor, human rights, and environmental compliance at suppliers in emerging markets Restricted materials Corruption Climate taxes or borders impacting material cost 	<ul style="list-style-type: none"> Have a positive impact on our suppliers' sustainability performance Substances with an impact on people and the environment 	<ul style="list-style-type: none"> Supplier Workplace Standard Supplier due diligence (including signing of our Supplier Workplace standard) Supplier audits Material efficiency
 <p>Operations</p>	<ul style="list-style-type: none"> Provide jobs and income Employee health and wellbeing Impact environment through resource use, waste, and emissions 	<ul style="list-style-type: none"> Serious accidents 	<ul style="list-style-type: none"> Reduce CO₂ footprint in operations Improve occupational health and safety Reduce impact from waste 	<ul style="list-style-type: none"> Efficient use of resources and environmental management integrated in our production system Health and safety integrated within our production system
 <p>Transport</p>	<ul style="list-style-type: none"> Emissions from transportation 	<ul style="list-style-type: none"> Labor conditions Climate taxes or carbon pricing. 	<ul style="list-style-type: none"> Reduce CO₂ impact from transportation 	<ul style="list-style-type: none"> Efficient logistics process Encourage more sustainable transportation through supplier dialog, memberships and others
 <p>Sales</p>	<ul style="list-style-type: none"> Promotion of sustainable solutions 	<ul style="list-style-type: none"> Corruption Not meeting customer sustainability expectations 	<ul style="list-style-type: none"> Promotion and sales of sustainable solutions Encourage customers to act more sustainably 	<ul style="list-style-type: none"> Anti-corruption policy and Code of Conduct training Promotion of sustainable solutions Focus on the product's lifecycle cost
 <p>Product use</p>	<ul style="list-style-type: none"> User health and safety Consumption of energy, water, and detergents CO₂ emissions from energy use 	<ul style="list-style-type: none"> Product safety Leakage of HFC gases 	<ul style="list-style-type: none"> Product efficiency (energy, water, detergents, CO₂) User ergonomics Long and extended product lifespans 	<ul style="list-style-type: none"> Product performance and efficiency User health and safety (certification & testing) Efficient use of materials
 <p>End of life</p>	<ul style="list-style-type: none"> Landfill & hazardous substances Carbon emissions 	<ul style="list-style-type: none"> Use of hazardous or toxic substances Products not recycled to the extent possible Leakage of HFC gases 	<ul style="list-style-type: none"> Design for greater material recovery Take back systems or control of end-of-life treatment 	<ul style="list-style-type: none"> Restricted materials list Efficient use of materials

1 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 environment 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.

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 products operate, 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. Electrolux Professional invests significant resources into its global R&D activities. During 2017–2021 the company's R&D expenditure totaled an average of approximately 4.4% of net sales per year. Around 50% of sales comes from products developed during the last 3 years.

Around 95% of the company's climate impact occurs as the products consume energy. For many years, Electrolux Professional has 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 2021 we have improved water consumption efficiency by 2.3%. This corresponds to lifecycle water savings of around

2 billion litres of water (based on 2021 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 14–19.](#) →



1

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. **See more about circular business models below.**

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. Electrolux Professional is investing in lifetime testing and quality assurance to verify that our products meet durability and reliability requirements.

See more about our approach to Zero defects in the annual report on page 48. →

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 in the annual report on page 20.** →

End-of-life management and recovery

We have developed 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 (Restriction of Hazardous Substances Directive) 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.

Customer health and safety

Safety

Safety is critically important to Electrolux Professional 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. Electrolux Professional has also started to perform third-party ergonomic certifications on certain products (ERGOCERT).

Food safety and hygiene

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.



Low-carbon refrigerant gases

In May 2021, the first refrigeration products using the low-carbon CO₂ natural refrigerant were launched on the market. "The CO₂ option" is available for refrigerated cabinets, freezers, Blast Chillers, and several other refrigerated products.



Certified program for extended life time

Our new Certified program offers an upgrade to washers and dryers that have spun some way into their life cycle, with new original parts. The machines thus gain a longer lifetime.



The shift to green gases in refrigeration solutions

Electrolux Professional is replacing Hydrofluorocarbon greenhouse gases (HFC gases), in 18 different product families, offering solutions with more natural, climate-friendly green gas alternatives.

In May 2021, the first products using the most climate-friendly CO₂ natural refrigerant were launched on the market. The CO₂ option is available for refrigerated cabinets, freezers, counters, Blast Chillers, and several other refrigerated products.

These greener, more natural refrigerant gas alternatives are safer and offer improved operational performance, as well as increased energy efficiency. This will contribute to a more sustainable range for customers as well as a reduced impact on the planet from greenhouse gas emissions.



1 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.

The table below shows embedded technologies or solutions that can be considered as significantly more advanced, and can thereby reduce energy consumption and/or contribute to climate change mitigation.

Electrolux Professional's Food & Beverage solutions

PRODUCT	SAVES	TECHNICAL FEATURE	SAVINGS	DESCRIPTION
Stoves	Energy	Induction heating technology	Induction heating can save approximately 80% of energy compared to other heating alternatives.	Induction heating is different to other methods as heat transfer does not occur. Power is consumed only when a susceptible metal (magnetic steel) is close to the RF inductor coil. Therefore if the pot is much smaller than the inductor coil, there is no heat loss from the sides. Also, if the pot is removed, power consumption drops to the "no load consumption".
Stoves	Energy	Flower and Ecoflame	May save up to 60% of energy compared to traditional gas stoves.	Adjusts the hob flame to fit pans of any diameter. Heat is concentrated on the bottom of the pan, avoiding dispersion into the kitchen. Ecoflame on gas burners fitted with pot recognition sensors ensures that power consumption drops to a minimum if the pan is removed.
Cookers	Energy	Pressure-cooking technology	Pressure cooking can reduce energy consumption by up to 80% compared to a traditional cooker.	Energy might be saved as less steam escapes from a pressure cooker.
Refrigerators	Energy	Energy efficiency	Top Energy classification.	Electrolux Professional appliances fall into the highest two classes of energy efficiency under Regulation (EU) 2015/1094, and are significantly more efficient than products with a lower classification.
Dishwashers	Energy and water	Filtering system, Energy-saving device (ESD)	Up to 60% less energy consumption.	A filtering system with a wash pump that circulates the water reduces water and energy consumption as less water needs to be heated. The ESD provides a heat exchanger for the recovery of energy from the steam.
Dishwashers	Energy	Heat pump technology	Energy-saving of approximately 23% in addition to savings from the ESD & filtering systems described above.	Heat pump technology is more energy efficient than other heating alternatives. Only available for multi-rinse.
Cold & frozen beverage products	HFC gases	Natural gases with low GWP*	Products using refrigerants with low GWP* can contribute to a reduced carbon footprint.	Beverage products create fewer overall carbon emissions within the product use phase. Products using refrigerants with low GWP* can help reduce our carbon footprint.

* Global warming potential

Electrolux Professional's Laundry solutions

PRODUCT	SAVES	TECHNICAL FEATURE	SAVINGS	DESCRIPTION
Washers	Energy	Weight measurement system	Up to 47% energy savings for a WH6-33 washer with a 50% workload.	Partial load of washing machines causes additional energy, water, and detergent consumption per kg laundry. Weight measurement and built-in intelligence may therefore result in a reduction of water and energy consumption, as less water has to be heated. The absolute saving potential depends on the difference between the machine's capacity and real-life workload.
Washers	Energy	Power balance for optimized extraction	May save up to 30% energy in the subsequent drying process.	The energy demand of the drying process depends on the residual moisture of the textiles. The more water that is removed through extraction in the washing machine the less energy is required for the subsequent drying process.
Washers	Detergents	Automatic dosing technology	May reduce detergent usage by approximately 30%	Over-dosage directly increases the environmental impact while under-dosage may lead to an unsatisfactory result with regard to the cleaning performance, resulting in an additional washing cycle, which also leads to additional water, energy, and detergent consumption. Automatic dosing can reduce risks of maloperation related to the consumer behavior.
Dryers and drying cabinets	Energy	Heat pump technology	Approximately 60% of energy savings compared to a conventional condenser dryer.	Dryers consume more energy than other appliances in a laundry. Heat pump technology is more energy efficient than other heating alternatives.



1 Growth through sustainable solutions

Offering our customers truly sustainable solutions is one of our key strategies for growth. We aim to be a sustainability role model in our industry and continually find new, more energy and resource-efficient methods for food, beverage and laundry. As a result, not only do we help our customers to reduce their operating costs, but we also have a large impact on their sustainability efforts.

In 2021 several sustainability focused development projects went into production, meaning that we can offer more solutions that significantly reduce energy and water consumption compared to previous products. We are also replacing Hydrofluorocarbon greenhouse gases (HFC gases), such as refrigerants in all refrigeration and beverage products, since they are deemed to be harmful to the environment.

Lower climate footprint

Our products make a difference to the environment. As an example, in comparison to older products or the industry standard, the global sales of our Laundry products in 2021 led to a decrease in the world's water consumption of approximately 20 million m³, which corresponds to all the water

consumed in Sweden over 14 days. Similarly, use of our Laundry products sold this year equated to a reduction in carbon dioxide of 500k tonnes, which amounts to two days' worth of carbon dioxide emissions in Sweden.

Improved working environment

We want our products to help create a better work life for our customers' employees. As part of this, we have gradually introduced ergonomic certification of new products. We want to help reduce muscular fatigue and thereby injuries, as well as cut accidents for our customers' employees.

We welcome certifications

Our strategy is based on the fact that, just like us, more and more customers want to contribute to a more sustainable

future, reduce their climate footprint, and be a good employer. Different types of sustainable certifications will be beneficial to us and our products in this regard.

2021 OUTCOME
 Many of the products launched during the year, such as the upgraded Line 6000 washers and dryers and Skyline Cook & Chill, have improved our sustainability offering as well as our profitability. Today, approximately 50% of sales come from products launched in the last three years.

Our sustainable solutions deliver long-term value for our customers

Smart cooking

Responding to the needs of today's kitchen, the Thermaline Pressure Braising Pan provides multi-functionality and savings. Pressure cooking reduces cooking time by up to 70%. This means more vitamins and essential nutrients are retained and food keeps its color. It also reduces the use of energy up to 77%. [Read more on sustainable food solutions on next page.](#) →



Dishwashing with low running costs

Green&clean's innovative multi-rinse module uses fresh mains water for the final rinse and removes detergent and sanitizes wares using just 0.4 liters of water per rack. The water is filtered and recycled twice using a twin-tank configuration with a six-rinse arms system.

Wash one rack with just one glass of water.



34% less energy used

63% less water used

62% less detergent



Sustainable laundry

Electrolux Professional's advanced technology behind the new heat pump range brings up to 60% savings in energy consumption, without impacting the drying time compared to a traditional dryer, thereby lowering the laundry's carbon footprint without impacting productivity. [Read more on page 18.](#) →

Life cycle cost savings with Electrolux Professional innovation.



Sustainable food solutions

Smart cooking

Electrolux Professional products include unique features that save energy while providing high performance and respecting the environment.



Decrease oil consumption by

50%

Fryers

The integrated advanced filtering system cuts oil consumption by half.

Decrease gas consumption by

60%

Flower- and Ecoflame

Adjusts the hob flame to fit pans of any diameter. Heat is concentrated on the bottom of the pan, avoiding dispersion into the kitchen. Ecoflame on gas burners fitted with pot recognition sensors realize even higher savings, compared to traditional burners.

Decrease energy consumption by

35%

Ecotop

A special solid top coating prevents heat escaping into the working area and guarantees high efficiency and savings in energy costs. The built-in stand-by function automatically reduces the power whenever there are no pots on the hob.

Decrease consumption by

90%

Induction – an energy champion

Thanks to heat loss reduction the Induction cooking system, is an efficiency champion reducing energy consumption by 90% compared to traditional electric tops.

Transparent process management at Landgut Stober Hotel, Germany

The bio-certified flagship Hotel Landgut Stober in Brandenburg near Berlin is one of the top addresses for congresses and events of all sizes. Electrolux Professional's cloud-based platform, The OnE Connected, is used in the hotel's canteen kitchens and domestic laundry in answer to the hotel's desire for both innovative equipment technology and intuitive as well as 'transparent' process management.

The combination of the OnE Connected solution and Electrolux Professional's range of sustainable products allows all devices to communicate with each other in real time, enabling a complete over-

view and evaluation, and guaranteeing maximum sustainability and cost-effectiveness.

The platform collates all relevant process and safety data from all devices. Time-shifted – and thus energy-optimized – processes are forced, automated and promoted with the help of appropriate programming of the devices. In addition, the system can also avoid unforeseen repairs; all devices report themselves 'forward-looking' if maintenance is due, which guarantees the Stober estate the highest possible production reliability.



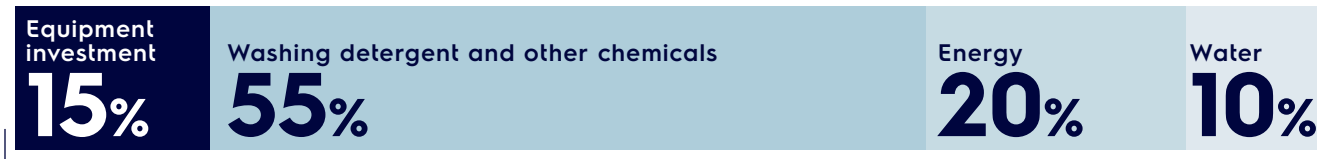
OnE Connected

1 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



Calculated is based a typical washer (20 kg) and typical prices within Europe. Note that the figures differs depending on equipment, water, energy and detergent costs in different markets.

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.

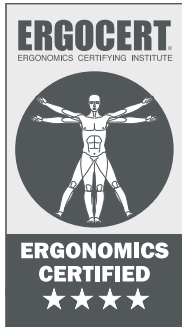
Laundry	Drying	Ironing
<ul style="list-style-type: none"> • Front-load washers • Efficient dispensing systems • Barrier washers • Semi-professional washers 	<ul style="list-style-type: none"> • Tumbler dryers • Drying cabinets • Semi-professional dryers 	<ul style="list-style-type: none"> • Ironers •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

How Line 6000 Washer and Dryer range has improved since 2000

We have worked systematically to improve our products, and introduce new functionality (hardware and software) and intelligent monitoring. For instance the washer senses the weight of the load and can adapt the water, energy, and detergent used, and tumble dryers can sense the residual humidity in the garments and stop drying once the garment is dry. We have also developed heat pump dryers and more.



* Typical consumption data per kg/laundry, 60 degree full load. ** T3190 vs. TD6-10 consumption data per kg/laundry, full load.



Line 6000 equipment has an ERGO-CERT certification, which means it has been third-party, human-centric-design certified.

New products enhance hygiene in the fight against invisible enemies

Electrolux Professional offers a complete process that includes machines, washing programs, detergent, and a traceability system to ensure the best

possible disinfection results in all types of clothes, linens, and other textiles.

The laundry room of the future

We have developed a washing machine solution for apartment buildings that inactivates pathogenic microorganisms via the washing program. With the assistance of technical experts and virus researchers from the RISE research institute of Sweden, we have launched different washing programs that can inactivate viruses such as Covid-19, SARS, MERS, and winter vomiting disease.

Barrier washers

Our new barrier washers prevent cross-contamination and guarantee maximum hygiene at every stage of the washing process, which protects both personnel and care assistants, for instance at hospitals.

Mop washers

Our mop washers for professional usage are equipped with a special heater, an inner drum and an electric drainage valve which ensures rapid, efficient draining. The result is a first-class wash combined with low costs and maximum protection against the spreading of microorganisms.

Ramunderstaden, in Söderköping Sweden
Climate-smart laundry room



Estimated reduction of the tenants' climate footprints during 10 years:

Energy savings

60%

Water savings, semiloaded

50%

Detergent savings, semiloaded

50%

Ramunderstaden, a housing company in Söderköping Sweden, decided to review and overhaul the 19 laundry rooms in its properties.

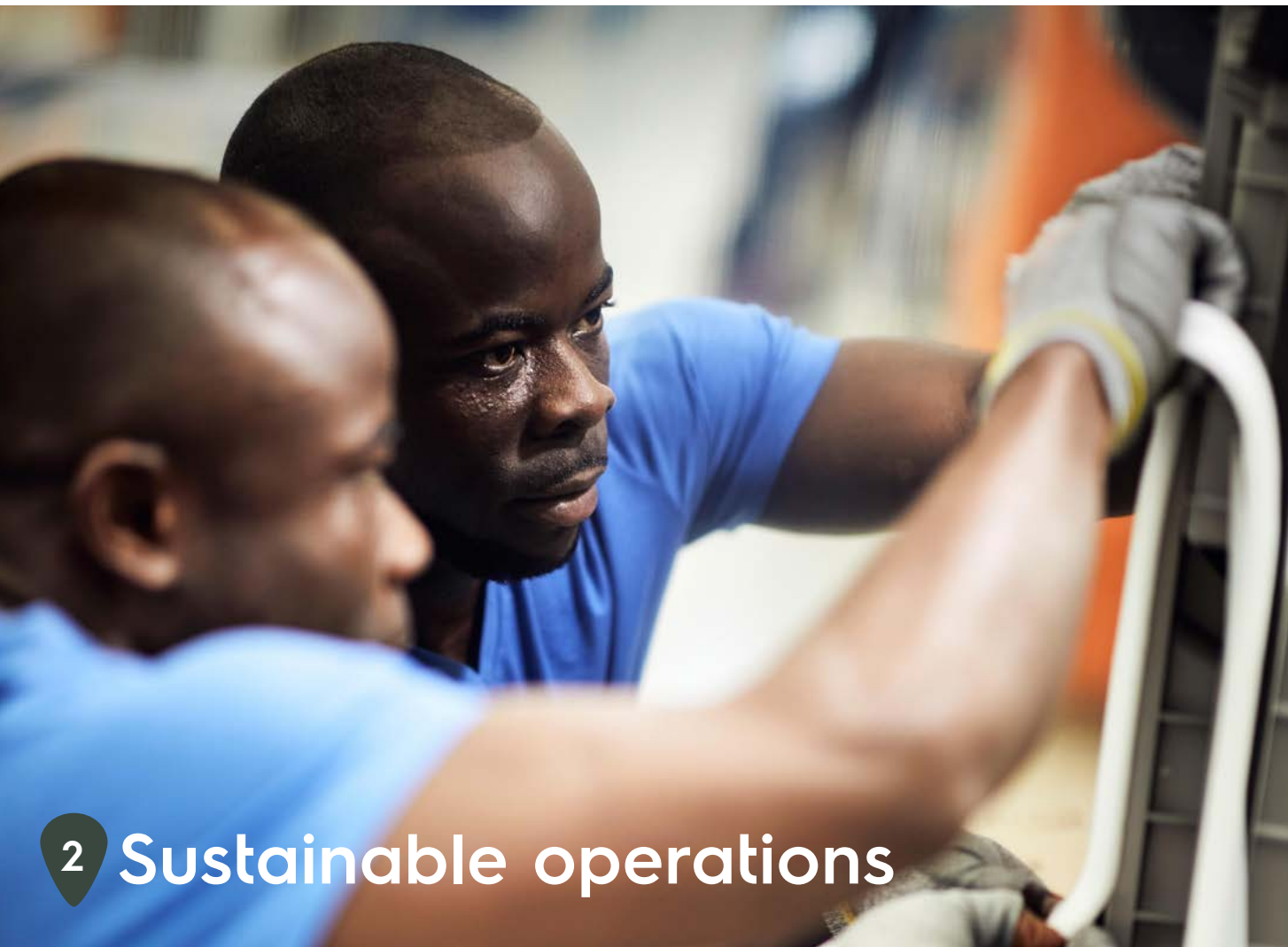
The company wanted to modernize the laundry rooms and reduce electricity and water consumption. Improving tenant satisfaction was important as laundry rooms were an important topic in customer satisfaction surveys.

Ramunderstaden selected an end-to-end solution from Electrolux Professional encompassing the replacement of all equipment and a 10-year full-service agreement. The customer also chose our digital booking system and automatic dispensing of detergent and fabric softeners.

Beyond getting more efficient equipment that is more ergonomically adapted, the net savings over the 10-year period will amount to SEK 4.6m after the investment has been paid.

A further positive outcome is that tenants have started to return to the laundry rooms. There are probably several reasons for this. Washing is cheaper, and faster washing programs have increased laundry room availability. Shorter washing programs also increase the lifetime of clothing.

We have calculated that three professional washing machines do the same job as 140 domestic machines. Simply climate smart laundry rooms provided by Electrolux Professional.



2 Sustainable operations

Electrolux Professional 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 improving our environmental and socially negative performance every day.

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.

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 company is working towards having the site certified in 2022. Our three largest manufacturing sites, 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 in the annual report on page 47. →

Efficient use of resources

Energy

Electrolux Professional places a strong emphasis on reducing energy consumption in our operations. We are constantly monitoring 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.

Water

We assess our water risks according to the World Wide Fund for nature's water risk filter. 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

Electrolux Professional has adopted a restricted materials list to restrict toxic and hazardous substances in our products and processes. Our plants also work to reduce material losses by improving the scrap rate and using materials efficiently.

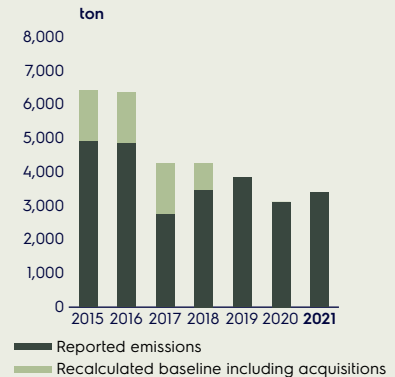
Read more in the annual report on page 49. →

Carbon emissions

Scope 1 and 2 emissions increased in 2021. The increase was expected since the volumes had decline heavily in 2020 due to the Covid-19 pandemic. For European sites carbon emissions are mainly driven by gas consumption used for heating. Change in emissions for these plants is related to heating of the manufacturing sites. The main increase compared to 2020 is related to our operations in Thailand. The Thailand plant's total emissions of 29% of our total emissions was related to production volumes. For the Thailand operations we were also impacted by the reallocation of the two manufacturing sites into one (tests and concurrent manufacturing in new/old sites). During the next coming years, one important focus will be on increasing the share of renewable energy at our sites outside of Europe. This will enable us to better decouple production volumes from carbon emissions.

Using a recalculated baseline*, reduction since 2015 is 44%. Including acquisitions, emissions have declined by 31% since 2015.

Scope 1 and 2 CO₂ emissions



* The recalculation is made by distributing the first reported emission footprint backwards to previous years.

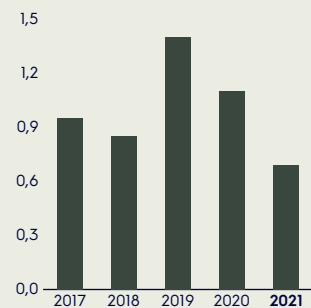
Occupational health and safety

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 Work Policy, and detailed requirements are described in our Group Workplace Directive. Our industrial operations pose higher risks, and we have adopted a dedicated Health & Safety pillar to maintain 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. Each accident results in a root-cause analysis and corresponding action plan. Each accident is followed up by the pillar team and learnings are shared between the different sites. The manufacturing sites also work on identifying and eliminating causes of unsafe acts and conditions. Our three largest plants are third-party certified according to ISO 45001. Electrolux Professional also collaborates with International SOS to protect our people during business travel.

Lost Time Injury Rate

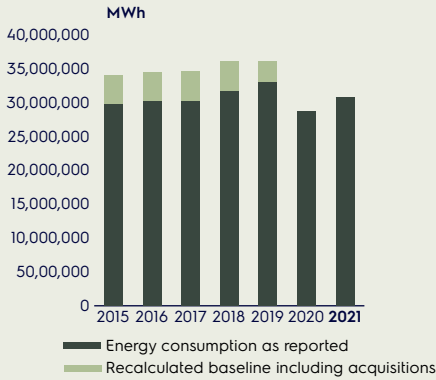


After an increase in 2019 and early 2020, figures started to improve during the second half of 2020. Compared to 2020 the LTIR decreased by 34%.

2

Environmental KPIs*

Energy consumption



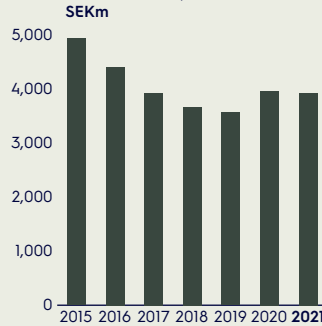
Recalculation is made by distributing the first reported emission footprint backwards to previous years.

Energy use

Energy consumption has increased during the year. The increase is due to higher production volumes as well as the changes

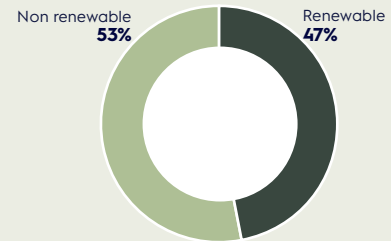
Energy intensity

(consumption (MWh) per reported MSEK net sales)



Note: the Introduction year of new acquisitions in the sustainability report and financial report do not fully match.

Share of renewable energy

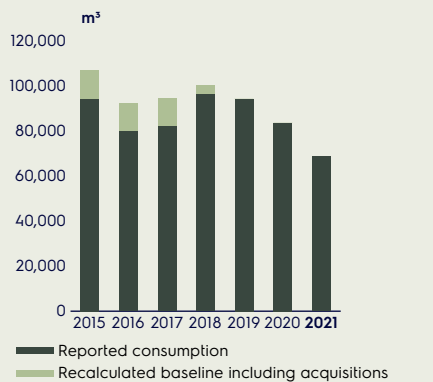


Professional will continue to prioritize energy reduction measures.

We are currently operating with a 47% (48) share of renewable energy. During the year 100% of the electricity consumption in our manufacturing locations originated from renewable sources. There are solar panels on our sites in Vallenochello, Modena and Rayong. We will continue to increase our share of renewable energy.

es made to the manufacturing footprint in Thailand (manufacturing has continued to some extent in new/old plants in parallel during the transfer period). Electrolux

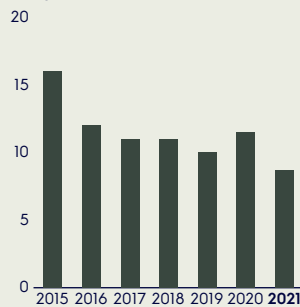
Water consumption



Recalculation is made by distributing the first reported emission footprint backwards to previous years.

Water intensity

(consumption (m³) per reported SEKm net sales)



Note: the Introduction year of new acquisitions in the sustainability report and financial report do not fully match.

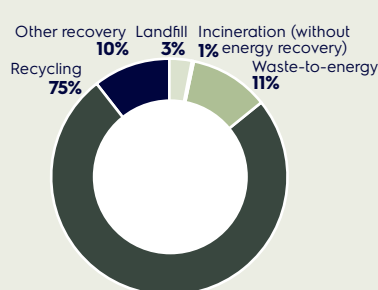
Water use

Water consumption has significantly declined in recent years. This trend continued in 2021 and is mainly due to adjustments in our operations in Italy and Thailand. In Italy we have been able to avoid and fix water leakages, while improvement in our new Rayong factory in Thailand contributes positively.

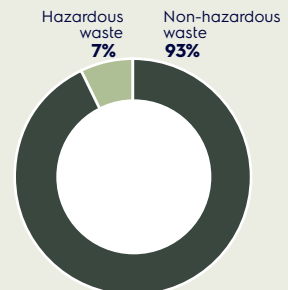
Waste and hazardous waste

During the year we have seen improvements in our waste KPIs. In particular, the total amount of waste reported declined by 9.5% compared to 2020. Further we have seen improvements in terms of increased material recovery and lower amounts of landfill. During the year 85% (84) of the non-hazardous waste generated was recovered while 10% (8) went to energy recovery and 4% (8) went to landfill or incineration without energy recovery. Electrolux Professional will increase its efforts to reduce impacts related to waste over the coming years. 7% (10) of the waste generated is categorized as hazardous waste.

Non-hazardous waste



Share of hazardous waste



* Excluding Unified Brands production sites or production volumes.

Manufacturing sites



Factory in Rayong

The new state-of-the-art plant in Thailand – a green leap

Electrolux Professional’s 18,000m² new factory in Rayong, Thailand, was completed during 2021. The state-of-the-art factory provides new professional Laundry and Beverage solutions manufacturing with a better workplace for the employees, higher business competitiveness, advanced logistics, and the ability to scale up for future expansion.

The project prioritized addressing the environmental implications of manufacturing, improving the safety and wellbeing of employees:

People safety and wellbeing

- Separation of flows for people, incoming material, and outbound finished products
- Effective natural and forced ventilation (scalable for cooling/forced ventilation)
- Canteen combined with recreational area in multi-purpose space
- Reflective glass windows combined with white ceiling and 100% self-adjusting LED-lights with 400 lux capacity.

Water consumption

- Rainwater for toilet flushing and irrigation, provision for testing water closed loop

Renewable energy and energy management

- Roof for solar panels
- Metering and control of main energy vectors using Building Management System



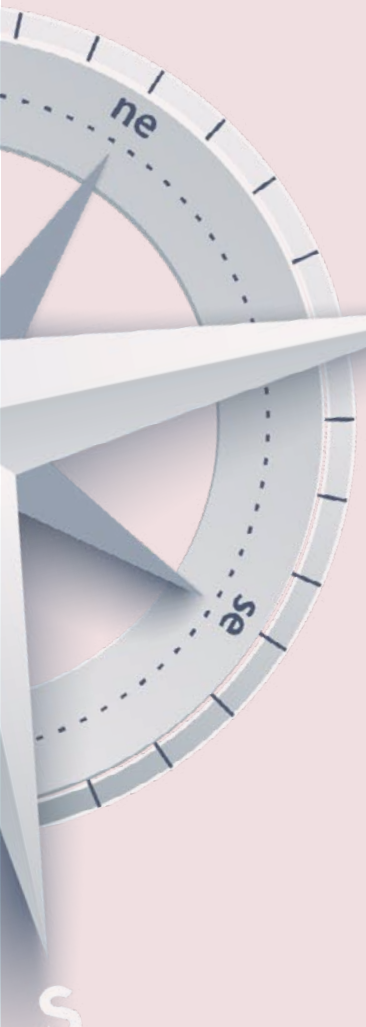


Our people

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.

A new cultural journey

During 2021 we launched our Guiding Principles to support our mission and strategy by giving direction to our behaviors. It is important for us to clearly state the behaviors we want to see to drive the company identity and culture. Our actions and decisions throughout the company should reflect and be aligned with these principles. Our Guiding Principles are:



Be customer obsessed

At Electrolux Professional, 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, equally. Our mission reflects our drive to continuously create better experiences for customers to elevate and enrich their everyday work-life. We take pride in knowing our customers’ needs first-hand and are committed to always adopting a customer-first approach to deliver value.



Build trust

At Electrolux Professional, 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 – both in ourselves and others. We understand the power of collectiveness to reach greater results and always strive to collaborate to enable others to deliver.



Be bold

At Electrolux Professional, everyone is empowered to take action to deliver better outcomes. We take risks with confidence and support courageous decisionmaking that inspire progress and growth. We welcome new perspectives and ideas and approach them with an open mind. We appreciate and respect our cultural differences and embrace all people – irrespective of race, ethnicity, or gender. We recognize the strength in our diversity, strive for equal access, and seek greater inclusion.



Act sustainably

At Electrolux Professional, we know how our day-to-day actions can have an impact in shaping a better society. We consider the development of our people to be as important as preserving our environment and take decisions that reflect our efforts to build a better future. We aim to reduce our environmental and social impact by improving our sustainability performance within operations and developing innovative and sustainable solutions to enable future generations to live more sustainably. We always act ethically and will only work with partners that reflect values similar to our own.

An engaged workforce

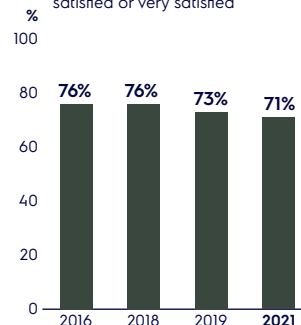
A talented and engaged workforce is essential for the execution of the company strategy. We strive to attract and develop committed, curious, passionate, and dedicated employees from diverse backgrounds in terms of nationality, gender, age, experience, and education. We are dedicated to being a responsible employer for our entire workforce.

Employee surveys

We run a company-wide extensive Employee Engagement Survey (EES) annually, as well as quarterly one-question engagement surveys, Employee Net Promoter Score surveys, (eNPS).

The annual Employee Engagement Survey provides important insights for the organization. 2020 and 2021 were challenging years for the company and our employees, with the pandemic heavily affecting our business and work-life.

Employee satisfaction survey rate, satisfied or very satisfied



2



The survey participation rate in 2021 was 91% (88), and 71% (73) of the 3,256 (2,954) employees that participated were either satisfied or very satisfied.

In 2021 we ran the eNPS survey in April and in July and saw some slight improvement between the two, indicating that the action plans are moving us in the right direction.

A new and more flexible work-life

As countries have opened up post covid-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 it, may choose where they work for up to 80% of their work time per month. We recommend and prefer that all employees come to their workplace at least half of the time. We believe that this is important for team collaboration as well as for informal interactions.

A 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. We measure gender diversity and we have clear and cascaded objectives to increase gender diversity. All employees will 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 one another with respect, dignity, and common courtesy.

Our ethics framework has been designed to provide guidance to our employees in applying the Electrolux Professional's 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 EthicsPoint web tool. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous.

A safe and healthy workplace

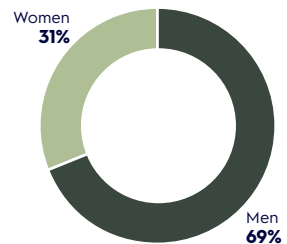
Knowing that our employees are the single most important factor in achieving long-term success, we are committed to continuously developing a work environment that enables sustainable performance and development so that all employees can deliver their best.

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.

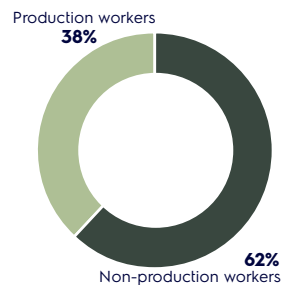
Number of employees

On December 31, 2021 Electrolux Professional had 4,015 employees in 33 countries (including Unified Brands). We have 12 manufacturing sites including R&D centers. The biggest countries in terms of number of employees are Italy, the US, and Sweden. The number of employees increased substantially in the US when Unified Brands was acquired in December 2021.

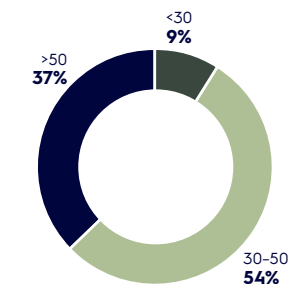
Gender distribution*



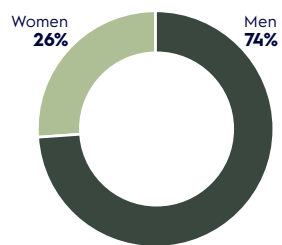
Worker distribution*



Age distribution employees*



Leadership diversity*



* Excluding Unified Brands

Employees by region



3

Ethics and relationships

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

Code of Conduct

The Code of Conduct is fundamental to the way we act. It serves as an introduction to our most important policies and principles and guides our way of doing business. Code of Conduct training is mandatory for all employees. During 2021 around 1,300 employees participated in Code of Conduct training, which includes anti-corruption and human rights topics.

Further, Electrolux Professional has adopted policies concerning the environment, workplace, and anti-corruption. Policies for people, workplace, anti-corruption, the environment, and tax fall within the scope of the Code of Conduct. They are all based on fundamental international treaties such as the International Bill of Human Rights, the conventions of the International Labor Organization and the OECD Guidelines for Multinational Enterprises.

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. This includes the freedom of association and the right to bargain collectively.

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. The goal is 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 on-line via the whistleblowing web platform, or directly to a suitable person or function within the company.

The 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 the principles in 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.

Electrolux Professional audits its existing supplier base. During 2020 we introduced Environmental and Health & Safety sections in addition to the quality sections in our audits.

In 2021 our supplier quality assurance team has conducted human & labor rights training. During the year we have also tested integrating social screening as a part of the supplier audits. This integration will continue in 2022.

95

supplier audits conducted in 2021

95/95

audits included quality

72/95

audits included environment and health & safety

3

Our stakeholders

Electrolux Professional recognizes 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"> • 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) 	<ul style="list-style-type: none"> • Quality • Energy consumption and carbon footprint • Total cost of ownership • Reliability of the overall equipment system • Ergonomics and human-centric design • Enhanced hygiene requirements 	<ul style="list-style-type: none"> • Easier work-life, profitability, low consumption, and environmental footprint <p>See more in the annual report on pages 28–32. →</p>
Employees	<ul style="list-style-type: none"> • Ongoing dialog with employees and unions through management • Systematic dialog within our people performance process • Employee engagement surveys 	<ul style="list-style-type: none"> • Health and safety • Diversity and inclusion • People development 	<ul style="list-style-type: none"> • Competitive compensation, sustainable working environment, learning and development <p>See more on pages 3, 24–26. →</p>
Investors and owners	<ul style="list-style-type: none"> • 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 also have an representative in the Board of Directors 	<ul style="list-style-type: none"> • Ethical business practices • Diversity and inclusion • Health and safety • Climate action • Supply chain management 	<ul style="list-style-type: none"> • Reduced risks and long-term value generation. <p>See more on page 3, and in the annual report on pages 168–171. →</p>
Suppliers	<ul style="list-style-type: none"> • Dialog with suppliers is mainly conducted through supplier meetings, negotiations, and discussions • Gather information about the suppliers during the RFQ phase • Signing of our supplier workplace standard 	<ul style="list-style-type: none"> • Labor conditions • Health and safety • Environmental management 	<ul style="list-style-type: none"> • Jobs, mutual benefits, and reduced risks. <p>See more on pages 3 and 27 and in the annual report on page 49. →</p>
Society and local communities	<ul style="list-style-type: none"> • Contacts with local communities regarding local environmental requirements • Contacts to monitor the public opinion and changes in legislation 	<ul style="list-style-type: none"> • Environmental impact • Social impact • Contribution to local community 	<ul style="list-style-type: none"> • Taxes and reduced carbon footprint <p>See more on pages 3, 8–9. →</p>
Academia and NGO's	<ul style="list-style-type: none"> • Participate in networks, meetings, and partnerships 	<ul style="list-style-type: none"> • Sustainable innovation • Strategic partnerships • Mutual benefits 	<ul style="list-style-type: none"> • Mutual benefits and development of opportunities. See more below and in the annual page on page 15. →

Sustainability governance and management, the GRI index, and our performance are described on pages 29–36. →



Food waste is a global issue that has been at the center of the Electrolux Professional community's efforts since 2016.

The “Zero waste, all taste” concept was launched to show how even the most basic, inexpensive ingredients that so frequently go to waste can be used to create a gourmet menu.



Electrolux Food Foundation

Electrolux Professional supports the Electrolux Food Foundation, an independent, non-profit organization that supports initiatives to inspire more sustainable food choices by consumers and professionals, and to support people in need in the communities around us.

Since food is a major battleground in the fight against climate change, the foundation's focus is well aligned with the Electrolux Professional sustainability commitment.



Sustainability notes

Sustainability notes

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 audience 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. Electrolux Professional's Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI), Core Option. **See page 35-36 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 the sustainability report. **See page 37 for the limited assurance report.**

Boundary of the report

- The Sustainability Report is published annually. This report covers data that has been collected for the 2021 calendar year.
- Unified Brands is excluded from the sustainability reporting. During 2022 we intend to assess how/when to integrate Unified Brands.
- The environmental data in this report covers 11* (13) manufacturing sites and all R&D, logistic centers, and offices where we have our manufacturing sites. New acquisitions have been

made since 2015, which impacts various indicators when operations are included in the reporting.

- The people data disclosed relating to GRI topics 102-8, 102-9, and the 400 section covers the full scope of the company (Unified Brands excluded). As people data is collected from different systems, minor variations in the total number of employees might exist at a 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.

Assumptions and calculations

Emission factors are based on the "Emission factors 2021 edition" provided by the International Energy Agency (IEA). Values used in the report are offset by a three-year period (2021 using figures for 2018). 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.

Omissions 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.

205-2 Communication and training about anti-corruption policy and procedures Only includes number of employees.

GRI 301 Material: No topic-specific disclosures are included in the report. The reason for exclusion is mainly related to low availability of data for part of the reporting scope. **Information about spend per category is disclosed in the annual report on page 49.**

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 401-1 New employee hires and employee turnover: No disclosure on total numbers is provided, only percentages.

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 minor portion 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.

* During 2021 Electrolux Professional acquired Unified Brands. The company has around 600 employees and operates two manufacturing and R&D facilities. Unified Brands is excluded from the 2021 reporting

Sustainability management and governance

The Board of Directors decides on the strategy, direction, and overall targets of the Group's sustainability work. The Executive 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 group Sustainability function also monitors the overall performance through dialog, performance data, and audit results. Performance is reported to the Executive Management Team.

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 to meet regularly to follow up on the effectiveness of the program and in particular our whistleblowing procedures.

Reporting in accordance with the EU Taxonomy regulation

Key Performance Indicators

2021	Total (SEKm)	Eligible economic activities (%)	Non Eligible economic activities (%)
Turnover	7,862	0	100
Capex	2,401	0	100
Opex	417	0	100

Contextual information

The Taxonomy should support a transition to an economy that is consistent with the environmental objectives within European Union (EU). The Taxonomy includes definitions of economic activities that is considered eligible, as well as technical screening criteria for economic activities that are classified as environmentally sustainable. For 2021 Electrolux Professional there are no requirement to report on sustainable activities.

Electrolux Professional providing 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 sector). Electrolux Professional is recognizing that the EU Taxonomy framework is under development and that our reporting will evolve as more targets are adopted and more guidance/practices are established. The company recognizing that the European Commission are considering the introduction of additional technical screening criteria's. At this point none of Electrolux Professionals product or service offering are associated with economic activities that are considered eligible according to the EU Taxonomy regulation.

Electrolux Professional has created an internal indicator to reflect technical solutions that we believe can offer opportunities for carbon reduction. The intention is to track products, that from a more technical standpoint can support the reduction of carbon emissions. **See pages 8–9, 14–15.**

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 made a screening of activities that potentially can be considered environmentally sustainable, based on availability of technical screening criteria's. Electrolux Professional consider economic activities where such technical screening criteria are available eligible.

Turnover

There are technical screening criteria's available within the EU Taxonomy for household appliances with energy labeling requirement in accordance with Regulation (EU) 2017/1369. Electrolux Professional is selling products falling under this definition, but do not consider us the manufacturer in the context of the Taxonomy. Only products manufactured in house is considered eligible according to Electrolux Professionals interpretation of the EU Taxonomy.

Electrolux Professional has not identified any Taxonomy-aligned economic activities generating eligible turnover.

CAPEX/OPEX

As none of Electrolux Professionals turnover are considered eligible, there are no CAPEX/OPEX related to assets or processes that are associated with Taxonomy-aligned economic activities. Nor are there any CAPEX/OPEX to allow Taxonomy-eligible economic activities to become Taxonomy-aligned.

There is opportunity to include CAPEX/OPEX that are related to the purchase of output from Taxonomy-aligned economic activities. The

company has identified 0.8% CAPEX that can be assumed connected to buildings and listed in points 7.3, 7.5 and 7.6 of Annex I to the Climate Delegated Act. As there are no information available from suppliers regarding eligibility, Electrolux Professional do not report any eligible CAPEX/OPEX for 2021.

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 in the annual report page 99.**

Capital expenditures

Capital expenditures are additions to tangible, intangible and right-of-use assets during the year including additions from business combination. Acquired goodwill is not included. **See the annual report note 8, 12 and 13.**

Operation expenditures

Operation expenditures includes direct non-capitalized costs related to R&D costs including variances; costs for renovating buildings/offices/short-term lease costs; cost for maintaining or repairing buildings/offices/production equipment/forklifts/warehouse equipment etc. and costs for cleaning of facilities and testing of machines.

Environmental data

Energy

GRI 302-1¹

Year	Energy use by type (MWh)					Renewable energy use (MWh)		
	Natural gas	LPG	District heating	Electricity	Total	Renewable energy	Non-renewable energy	Total
2017	9,112	0	4,255	16,979	30,345	13,833	16,512	30,345
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	7,864	905	4,426	17,675	30,870	16,310	14,560	30,870

1) Use of on-site generated electricity is included in above numbers.

Note: The baseline is not fully comparable as five acquired plants have been added to the reporting for 2018 and 2019.

Recalculated baseline for 2017 is 34,709 MWh. This means a reduction of 11% since 2017 using the comparable baseline.

Water

GRI 303-3, 303-4

Total water withdrawal from all areas in megaliters^{1, 2}

	2017	2018	2019	2020	2021
Municipal Water Supply – Purchased	82	96	94	83	67
Ground water				1	1
Surface water					1
Total	82	96	94	84	69

1) 1 megaliter equals 1,000 m³.

2) Electrolux Professional operations have no water withdrawal from areas with water risks.

Note: The baseline is not fully comparable as five acquired plants have been added to the reporting for 2018 and 2019.

Recalculated baseline for 2017 is 94,548 m³. This means a reduction of 27% since 2017 (using the comparable baseline).

Own disclosure - Product water consumption

	2019	2020	2021*
Product water consumption efficiency compared to 2019	0%	1.5%	2.3%

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

* Corresponds to savings of 2,017 million liters of water (based on annual sales figures, consumption data and the expected number of cycles during the product life time).

Total water discharge to all areas in megaliters^{1, 2}

	2017	2018	2019	2020	2021	
Third-party destinations	Untreated	45	48	50	42	36
	Pre-treated	28	29	25	33	26
Fresh surface water	Untreated	0	0	0	0	0
	Pre-treated	0	0	0	0	0
Total	73	77	74	75	62	

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 five acquired plants have been added to the reporting for 2018 and 2019.

Emissions & waste

Metric kiloton		2017	2018	2019	2020	2021
GRI 305-1	Direct CO ₂ eq emissions ^{1, 2}	1.8	1.7	2.0	1.7	1.7
GRI 305-2	Energy indirect* CO ₂ eq* emissions ²	1.0	1.7	1.9	1.4	1.7
	Total CO₂eq	2.7	3.5	3.8	3.1	3.4
Own disclosure	Use of HFC/HFO gases (ton)			18.6	16.1	17.5

1) Includes contributions from energy use and refrigerants.

2) Natural gas emission factors defined as combustion of gas with zero CO₂ content.

Note: The baseline is not fully comparable as five acquired plants have been added to the reporting for 2018 and 2019.

Recalculated baseline for 2017 is 4,269 ton CO₂. This means a reduction of 20% since 2017 using the comparable baseline.

GRI 306-3^{1, 2, 3}

2021	Metric kiloton	% of Non-hazardous waste	Recovery (%)	Disposal (%)
Non-hazardous waste				
	Landfill	0.14	3%	3%
	Incineration (without energy recovery)	0.03	1%	1%
	Waste-to-Energy	0.46	11%	11%
	Recycling	3.20	75%	75%
	Other recovery	0.44	10%	10%
	Total non-hazardous waste	4.27	100%	85%

2021	Metric kiloton	% of Non-hazardous waste	Recovery (%)
Hazardous waste			
	Disposal without energy recovery	0.11	36%
	Recycling	0.13	42%
	Other/Unspecified	0.06	21%
	Total hazardous waste	0.30	100%

2021 (metric kiloton)	Non-hazardous waste	Hazardous waste	Total	% of total
Total				
	Disposal without energy recovery	0.18	0.11	6%
	Waste-to-energy	0.46	0.46	10%
	Recovery	3.64	0.13	82%
	Other/unspecified		0.06	1%
	Total	4.27	0.30	4.58
	Percentage of total	93%	7%	

1) All waste is directed to and diverted from disposal off-site.

2) Only data for 2021 is disclosed in this report.

3) Data for Louisville is based on engineering estimations.

People data

General people data

Total number of employees ¹ 2021	Gender balance		Employees in production/ non-production		Contract type		Employment type		Employees covered by collective bargaining agreements ²	Employee turnover and hiring ³	
	Number of employees	Men	Women	Production	Non-production	Temporary	Permanent	Full time	Part time	Coverage	Turnover
3,438	69%	31%	38%	62%	2%	98%	95%	5%	49%	10%	8%

1) GRI 102-7 2) GRI 102-41 3) GRI 401-1

Note: Data is based on year-end data collected from central, local or regional HR systems, excluding Unified Brands.

Occupational health and safety

GRI 403-9 Work-related injuries

	2021	2020	2019	2018	2017
Number of work-related fatalities	0	0	0	0	0
Number of high consequence injuries >6 months	0	0	1	0	0
Total number of work-related lost time injuries	14	19	25	16	12
Working hours (in thousands of hours)	4,062	3,453	3,569	3,770	2,537
Rate of fatalities as a result of work-related injury	0	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0,1	0	0
Lost Time Injury rate ¹	0.69	1.10	1.40	0.85	0.95

1) Lost time injuries per 200,000 hours worked.

Note: The most common injuries are lacerations and contusions (8 of 14). The most commonly injured body part was the hand or arm (8/14). More severe risks relate to forklift traffic and machines. Most lost time injuries in 2021 occurred in our assembly areas.

Reactive, preventive, and proactive measures are managed within our health and safety pillar (page 67).

Training and development

GRI 404-1, GRI 404-3, GRI 205-2

	Average hours of training per year per employee in 2021			Percentage of employees receiving performance and career development reviews in 2021			Employees participating in Code of Conduct training in 2021		
	Average hours of training, men ¹	Average hours of training, women ¹	Total average training hours ¹	Men as a % of total employees ^{1,2}	Women as a % of total employees ^{1,2}	Total % receiving performance review ^{1,2}	Number of employees participating in Code of Conduct training ³	Number of training hours ⁴	% of employees participating in Code of Conduct training ⁵
2021									
Employees	7.7	6.6	7.4	63%	65%	64%	1,313	1,326	38%

1) Total number of employees according to GRI 102-7.

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

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

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

5) Total number of employees according to GRI 102-7.

Diversity and equal opportunities

GRI 405-1 Diversity of governance bodies and employees

2021	Gender distribution		Age distribution		
	Men	Women	<30 years	30-50 years	>50 years
Board of Directors ¹	57%	43%		29%	71%
Executive Management Team	92%	8%		23%	77%
Including extended Executive Management members	82%	18%		18%	82%
Employees ²	69%	31%	9%	54%	37%
Managerial positions	74%	26%	2%	57%	41%

1) Does not include employee representatives.

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

GRI index

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

General information (2016)

	Organizational profile	Page/Information Annual Report	Page/Information
GRI 102-1	Name of the organization	93	Electrolux Professional AB (publ)
GRI 102-2	Activities, brands, products, and services	26-44	see annual report
GRI 102-3	Location of headquarters	93	Stockholm, Sweden
GRI 102-4	Location of operations	31, 51	see annual report
GRI 102-5	Ownership and legal form	93, 168-170	see annual report
GRI 102-6	Markets served	31	see annual report
GRI 102-7	Scale of the organization	3, 31, 36, 42, 51, 54, 99-101	see annual report
GRI 102-8	Information on employees and other workers	54	26
GRI 102-9	Supply chain	48, 61, 69-70	see annual report and page 28
GRI 102-10	Significant changes to the organization and its supply chain	19, 36, 93, 143, 160	see annual report
GRI 102-11	Precautionary Principle or approach	160	30
GRI 102-12	External initiatives	UN Global compact	
GRI 102-13	Membership of associations	Not tracked at Group level	
STRATEGY			
GRI 102-14	Statement from senior decision-maker	4-5	1
ETHICS AND INTEGRITY			
GRI 102-16	Values, principles, standards, and norms of behavior	69	27
GOVERNANCE			
GRI 102-18	Governance structure	73-83	see annual report
GRI 102-40	List of stakeholder groups	70	28
GRI 102-41	Collective bargaining agreements	164	34
GRI 102-42	Identifying and selecting stakeholders	160	30
GRI 102-43	Approach to stakeholder engagement	70	28
GRI 102-44	Key topics and concerns raised	70	28
REPORTING PRACTICE			
GRI 102-45	Entities included in the consolidated financial statements	150-151	see annual report
GRI 102-46	Defining report content and topic boundaries	56-57, 61, 70	4-5, 10, 28
GRI 102-47	List of material topics	56-57	4-5, 7
GRI 102-48	Restatements of information	160	30
GRI 102-49	Changes in reporting	160	30
GRI 102-50	Reporting period	160	30
GRI 102-51	Date of most recent report	160	30
GRI 102-52	Reporting cycle	160	30
GRI 102-53	Contact point for questions regarding the report	Niklas Lindsköld, Head of Sustainability (sustainability@electroluxprofessional.com)	
GRI 102-54	Statements of reporting in accordance with the GRI Standards	160	30
GRI 102-55	GRI content index	165-166	35-36
GRI 102-56	External assurance	167	37

GRI - topic specific indicators

		Page/Information Annual Report	Page/ Information
GRI 201	Economic performance (2016)		
GRI 103 1/2/3	Management approach	3, 8-9, 168	1, 2-3
GRI 201-1	Direct economic value generated and distributed	3, 9	1, 3
GRI 205	Anti-corruption (2016)		
GRI 103 1/2/3	Management approach	53-54, 69, 73, 79	25-27
GRI 205-2	Communication and training on anticorruption policies	69, 164	27, 34
GRI 302	Energy (2016)		
GRI 103 1/2/3	Explanation and boundary, Management approach and evaluation	56-68, 70, 95	4-22, 28
GRI 302-1	Energy consumption within the organization	Included from 2019: Spilamberto, 162 Carros and Louisville Included from 2018: Rayong (beverage) and Shanghai Other sites included from 2015 or before	32
GRI 303	Water and effluents (2018)		
GRI 103 1/2/3	Management approach	56-57, 59, 61-68, 70, 95	4-5, 7, 10-22, 28
GRI 303-3	Water withdrawal	Included from 2019: Spilamberto, 162 Carros and Louisville Included from 2018: Rayong (beverage) and Shanghai Other sites included from 2015 or before	32
GRI 303-4	Water discharge	162	32
GRI 305	Emissions (2016)		
GRI 103 1/2/3	Management approach	56-68, 70, 95	4-22, 28
GRI 305-1	Direct (Scope 1) GHG emissions	Included from 2019: Spilamberto, 163 Carros and Louisville Included from 2018: Rayong (beverage) and Shanghai Other sites included from 2016 or prior	33
GRI 305-2	Energy indirect (Scope 2) GHG emissions	163	33
GRI 306	Waste (2020)		
GRI 103 1/2/3	Management approach	56-57, 59, 61-68, 70, 95	4-5, 7, 10-22, 28
GRI 306-3	Waste generated	Only data for 2021 disclosed GRI 306: Waste 2020.	33
GRI 401	Employment (2016)		
GRI 103 1/2/3	Management approach	52-54, 56-59, 61, 66-70	4-7, 10, 20-28
GRI 401-1	New employee hires and employee turnover	164	34
GRI 403	Occupational health and safety (2018)		
GRI 103 1/2/3	Management approach	52-54, 56-59, 61, 66-70	4-7, 10, 20-28
GRI 403-9	Work-related injuries	164	34
GRI 404	Training and education (2016)		
GRI 103 1/2/3	Management approach	52-54, 56-58, 61, 69-70	4-6, 10, 24-28
GRI 404-1	Average hours of training per year per employee	164	34
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	164	34
GRI 405	Diversity and equal opportunity (2016)		
GRI 103 1/2/3	Management approach	52-54, 56-59, 61, 69-70	4-7, 10, 20-28
GRI 405-1	Diversity of governance bodies and employees	164	34
	Gender distribution	164	34

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 2021. 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 95.

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 160 in the Sustainability Report and are part of the Sustainability Reporting Guidelines 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 *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 ISQC 1 (International Standard on Quality Control) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent of Electrolux Professional AB in ac-

cordance 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 2022

Deloitte AB

Signatures on Swedish original

Jan Berntsson
Authorized Public Accountant

Adrian Fintling
Expert Member of FAR

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

About Electrolux Professional

Electrolux Professional is one of the leading global providers of food service, beverage and laundry for professional users. Our innovative products and worldwide service network make our customers' work-life easier, more profitable and truly sustainable every day.

Our solutions and products are manufactured in 12 plants in seven countries and sold in over 110 countries. In 2021, Electrolux Professional had global sales of SEK 7,9bn and approximately 4,000 employees. For more information, visit www.electroluxprofessional.com/corporate



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