

A close-up photograph of a person's hand, wearing a white sleeve, hovering just above a dark, highly reflective surface. The hand is positioned on the left side of the frame, with fingers slightly spread. The surface below it is a dark, polished material, possibly a table or a screen, which perfectly reflects the hand and the white sleeve. The background is a solid dark blue. The overall composition is clean and modern, suggesting a high-tech or futuristic theme.

Meeting needs beyond tomorrow

Annual and Sustainability Report
2025



Electrolux
Professional
Group

We strive to have a positive impact by changing the world of professional food, beverage and commercial laundry.

By putting our customers first and providing new insights on how to be more efficient and productive through new ways to operate kitchens and laundries, we enable customers to reduce costs while reducing their climate impact.

We actively contribute to a world where businesses can thrive, institutions can be more effective, workplaces are safer and healthier, and where we can see a reduced consumption of energy, water and detergents.

Our goal is to be the undisputed sustainability leader in our industry. We are committed to significantly reducing CO₂ emissions from our operations, products and solutions by 2030, while focusing on people, profit and the planet.

**Welcome to Electrolux Professional Group,
meeting needs beyond tomorrow**



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The Annual Report for Electrolux Professional AB (publ) 556003-0354, refers to pages 47-58 and 65-188. The Sustainability Statements are presented on pages 70-138, the Corporate Governance Report on pages 47-56, Remuneration report on pages 57-58. The Annual Report is published in Swedish and English. The Swedish version is the original. The Swedish ESEF report (European Single Electronic Format) is available at www.electroluxprofessionalgroup.com/en/investors/reports-and-presentations. Electrolux Professional was part of Electrolux, founded in 1919, until March 23, 2020 when the shares of Electrolux Professional were distributed to the shareholders of Electrolux, and listed on Nasdaq Stockholm.

This is Electrolux Professional Group

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



Meeting needs

beyond tomorrow

Headquarters in Stockholm,
Sweden

4,300
employees

Listed on NASDAQ
Stockholm since
2020

Sales in
110 countries

15
manufacturing units
in eight countries

Among the World's **500**
Best Companies for
Sustainable Growth 2026

Climate targets approved
by **SBTi**

The year in brief



FIRST QUARTER

- > In early 2025, Electrolux Professional Group introduced the new Group brand tagline, **'Meeting needs beyond tomorrow'**.
- > At the **"NAFEM 2025 show"** in Atlanta, the largest food equipment exhibition in the US, the Group presented new, innovative, fully electric steamers, focused on reducing energy and carbon emissions.
- > On March 23, Electrolux Professional Group celebrated **five years as stand-alone company**.

FIRST QUARTER

- > **Q1 2025 interim report** **"Increased profit and growing geopolitical uncertainty"**.
- > **The Annual General Meeting** on May 7 in Stockholm resolved on a dividend of SEK 0.85 per share, Shannon Garcia was elected as new member of the Board of Directors.

SECOND QUARTER

- > **Q2 2025 interim report** **"Food & Beverage back to organic growth, US continues to be strong"**.
- > At the Clean Show – the largest US trade fair dedicated to Laundry, we marked 20 years of lagoon® Advanced Care and picked up a **Best New Product Award for the Combo Washer and Dryer**.

THIRD QUARTER

- > At the **HOTERES JAPAN 2025**, Tokyo's largest food service event, Electrolux Professional debuted with its Food solution offerings to the Japanese market, alongside the newly acquired TOSEI.
- > To safeguard future competitiveness and improve profitability, on Sept 2 the Group announced it will implement **cost saving measures and streamline its operations**.
- > **Q3 2025 interim report** **"Improved underlying profitability – efficiency program launched"**.

FOURTH QUARTER

- > On November 1, **Cecilia Swolin was appointed General Counsel** at Electrolux Professional Group, succeeding Carolina Tendorf who left the company at the end of 2025.
- > **Investor Day 2025** was held in Stockholm where management presented the strategic roadmap to unlock profitable growth and the road to 15% EBITA margin, and new product launches from Food and Laundry segments.

FOURTH QUARTER

- > **The launch of the new e-XP line** marked a significant step in our journey to become the undisputed innovation-leader in modular cooking.
- > On November 11 the agreement to acquire assets of **Royal Range**, US cooking company, was announced.
- > **Q4 2025 interim report: "Improved profitability driven by Europe."**

EVENTS AFTER THE BALANCE SHEET DAY

- > In January, 2026 the acquisition of the assets of Royal Range, a US Commercial cooking company, was completed.
- > **On January 28, 2026**, the Board **appointed Paolo Schira as new President and CEO** of Electrolux Professional Group, effective from the Annual General Meeting (AGM) May 5, 2026. He will succeed Alberto Zanata, who will retire.

SUSTAINABILITY

- > For the second year we are named one of **the World's 500 Best Companies for Sustainable Growth** by TIME and Statista, recognizing its strong performance in revenue growth, financial stability, and environmental impact.

SUSTAINABILITY

- > Awarded the prestigious **gold medal in the EcoVadis Sustainability Ratings**. This recognition places us in the top 5% of companies assessed globally, highlighting our firm commitment to sustainable business practices.
- > **The Tango XP** super automatic espresso coffee machine and the **NeoBlue Touch** undercounter dishwasher were awarded the prestigious **Red Dot Design Awards**.



SUSTAINABILITY

- > Established **Green Finance Framework** to further integrate the company's climate change mitigation ambition into our financing structure.
- > **Partnership with Mimibly**, a Swedish cleantech water recycling specialist, was announced.

2025 in figures

Total Shareholder
Return 2023-2025,
including dividend

48%

Net sales, total

SEK 12,169m

Net sales by segment

Food & Beverage

60%

Laundry

40%

Net sales by region

Europe

60%

Americas

24%

Asia-Pacific,
Middle East,
Africa

16%

Key ratios

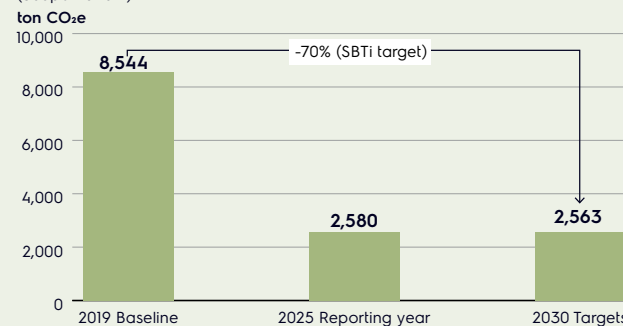
SEKm	2025	2024	2023	2022	2021
Net sales	12,169	12,583	11,848	11,037	7,862
EBITA*	1,235	1,461	1,317	1,111	663
EBITA margin, %*	10.2	11.6	11.1	10.1	8.4
EBITA excl. items affecting comparability ¹⁾	1,470	1,461	1,317	1,146	663
EBITA margin excl. items affecting comparability, % ¹⁾	12.1	11.6	11.1	10.4	8.4
Operating income*	1,016	1,231	1,154	955	592
Operating margin, %*	8.4	9.8	9.7	8.7	7.5
Income after financial items	934	1,097	1,033	895	587
Income for the period	736	803	775	686	487
Earnings per share, SEK ²⁾	2.56	2.79	2.70	2.39	1.69
Operating cash flow after investments*	1,303	1,548	1,453	636	1,116
Operating working capital, % of net sales*	16.3	16.4	18.1	16.7	14.9
Return on net assets, %*	13.4	15.1	17.6	15.6	16.7

*) Alternative performance measures used in this report are explained on pages 195–196.

1) Includes items affecting comparability of SEK -77m in 2020, SEK -35m in 2022, and SEK 235m in 2025.

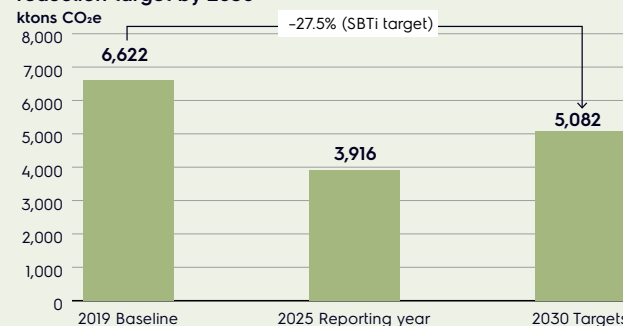
2) Basic number of outstanding shares.

Absolute CO₂* emissions reduction target by 2030 (Scope 1 and 2)



* CO₂e=Carbon dioxide equivalent (includes GHG)

Scope 3 CO₂* emissions from use phase sold products reduction target by 2030



Since we have already reached our 2030 target, a new target will be developed.

* CO₂e=Carbon dioxide equivalent (includes GHG)

Sustainability KPIs

	2025	2024
Renewable energy use (MWh)	27,495	19,764
Water consumption (m ³)	6,268	6,780
Emissions, Scope 1 and 2*,**	-70%	-61%
Emissions, Scope 3*,**	-41%	-35%
Employee satisfaction survey, satisfied or very satisfied	72%	74%
Last time injury rate (LTIR), accidents per 1,000,000 work hours***	1.6	3.1
Diversity in managerial positions**	29%	28%

* Since 2019 ** Excluding 2024 acquisitions *** The new LTIR target calculation is presented on page 127.

Another step in the right direction to meet the needs beyond tomorrow

This year we took further steps in strengthening Electrolux Professional Group. Our organic sales grew, and our underlying profitability improved, despite strong headwinds from currency effects and tariffs. We launched an efficiency program that not only supports our ongoing transformation but also moves us decisively toward our long-term profitability ambitions.

Major transformational projects

The progress we made in 2025 must be seen in the context of some of the changes that are taking place across the Group. We continued to invest in our new laundry platform and in horizontal cooking – two strategic pillars for our future. And with the efficiency program initiated in September, we are paving the way for significant savings in 2026 and 2027. This program includes streamlining of our manufacturing footprint by bringing production of our coffee machines and food preparation products together under one roof, and moving production of food products from Switzerland to Italy. These actions will strengthen profitability while improving our capabilities in sales, marketing, and digital.

We also took an important step in the US market with the acquisition of assets from Royal Range, a strategic extension of our cooking platform. At the same time, we are accelerating our

digital agenda and laying the foundation for an AI ready business. These initiatives are not only investments in technology – they are investments in the future strength and competitiveness of Electrolux Professional Group.

A resilient business

Our industry benefits from powerful long-term global trends: urbanization, a growing middle-class, rising workforce participation, and increasing disposable income. These forces make us more resilient, even when the global environment is challenging.

2025 is a testament to this resilience. Despite a weak US Food & Beverage market in the second half, a soft Japanese market throughout the year, strong negative currency effects, and US tariffs, we continued to improve our financial performance. Having a resilient business also secures



Alberto Zanata, President and CEO

reliable delivery to customers even in tough conditions, helping them avoid disruptions.

New products meeting the needs beyond tomorrow

We move forward by continuing to create products that meet the needs beyond tomorrow. In Europe, we lead the field in horizontal cooking. With the launch of the e-XP range, Thermaline free zone induction, and a new multifunctional cooker, we are broadening and strengthening our cooking portfolio even further. Relocating production from Switzerland to Italy will enhance efficiency and unlock new synergies, reinforcing our competitiveness.

Our new laundry platform, launching in 2026, represents a major step forward. Designed as a unified modular system, it reduces energy, water, and detergent consumption while improving con-

nectivity, sustainability, and customer productivity. It also opens doors to market segments where we are not yet present.

Sustainability leader – reaching 2030 targets already in 2025

Electrolux Professional Group is the sustainability leader in our industry, with ambitious goals for the climate, health & safety, and diversity. As a signatory of the UN Global Compact and aligned with the UN SDGs, we take responsibility for accelerating climate action and supporting the Paris Agreement.

TIME and Statista again ranked us among the world's top 500 companies for sustainable growth. We earned our first EcoVadis Gold Medal, placing us in the top 5% globally and we achieved the highest CDP rating among listed peers in our industry.

// Over recent years, we have strengthened the company both structurally and financially. //

Alberto Zanata, President and CEO

We are close to meeting our 2030 climate targets five years ahead of plan, with a 70% reduction in Scope 1 and 2 emissions and a 41% reduction in Scope 3. We are defining new ambitions for 2026 and beyond.

Since around 95% of our climate impact comes from product use, we continue to prioritize energy and water efficiency across all new solutions to help customers operate more easily, profitably, and sustainably. This year, we also partnered with Mimby, a Swedish cleantech innovator in water recycling, further strengthening our innovation pipeline.

This year's Annual Report is our first report prepared according to the new European Sustainability Reporting Standards (ESRS), thus offering even deeper transparency into our sustainability strategy and progress.

Creating a stronger, best-in-class company

Over recent years, we have strengthened the company both structurally and financially. Today, we are more geographically balanced, with manufacturing in America, Europe, and Asia. We

have improved profitability for several consecutive years, and we stand strong on a solid financial foundation.

As I am preparing to retire in May, after devoting my entire professional life to this company and leading the business since 2009, I look back with pride. It has been a privilege to work with so many talented and dedicated colleagues. I am confident that Paolo Schira, who will take over when I leave, will continue the journey successfully.

Electrolux Professional is a remarkable company. I have always believed in its potential – and I believe even more strongly that its best days lie ahead. Under Paolo's leadership, I am convinced the company will reach new heights and fully realize the vision of becoming the best-in-class company we know it can be.

Alberto Zanata,
President and CEO





Why invest in Electrolux Professional?

These key strengths and competitive advantages drive our development and performance, and provide a strong foundation for us to execute our strategy.

Structurally growing end-markets

We operate in a market that structurally has been growing driven by GDP growth, higher income, and people spending more time eating out.

Geographically balanced business

Approximately half of our sales are in Europe and the other half distributed between the Americas and APAC-MEA. This makes us less dependent on any single geography and its economic progress.

Track record of solid EBITA and cash flow

We have always – even during the pandemic and other major economic downturns – been a profitable company generating strong cash conversion and cash flow.

Focused plan to grow organically, supported by M&A

We have the products and the activities in place to grow organically. In addition, we have been able to complete an average of one acquisition per year to further grow the company.

Innovation focused

In order to drive growth and profitability, and also to provide products that increase customer productivity and efficiency, we invest more in R&D than the industry average.

Sustainability leader

We are the sustainability leader in our industry, according to external rankings such as CDP, Sustainalytics, and Ecovadis. All new products we launch have improved sustainability performance.

[Read more about the share and shareholders on pages 197–199.](#)

Market Cap December 31, 2025

SEK 18.7bn

Total shareholder return
incl. dividend, 2023–2025

48%

2026 proposed dividend/share

SEK 0.95

CO2 reduction
(Scope 1&2) since 2019

-70%

Our strategic foundation

Meeting needs beyond tomorrow

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We create value and meet needs beyond tomorrow

Electrolux Professional Group is the sustainability leader in our industry - and global providers of food service, beverage, and laundry solutions for professional users. We serve a wide range of customers worldwide, from restaurant and hotels to healthcare, educational, and other service facilities.

Our resources

- > **4,300** committed employees
- > **15** manufacturing sites, as of February 2026
- > A wide range of customers in **110** countries
- > Long-term relations with stakeholders in our value chain
- > A strong portfolio of **21 brands** - known for innovative, sustainable, and digital solutions targeting different customers and stakeholders in different geographies
- > Raw materials and components

Culture

At Electrolux Professional Group, we foster a diverse, inclusive, and growth-oriented culture with innovation, sustainability, and the customer at the heart of everything we do. Our people are empowered to be bold, build trust, and act sustainably, ensuring we have a positive impact on our customers, society, and the planet, while continuously developing their own skills in a supportive and collaborative environment.

Business model

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

Value creation

For our customers

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

For our employees

- > A diverse and inclusive culture
- > A long-term employer
- > A safe work environment
- > Skills development

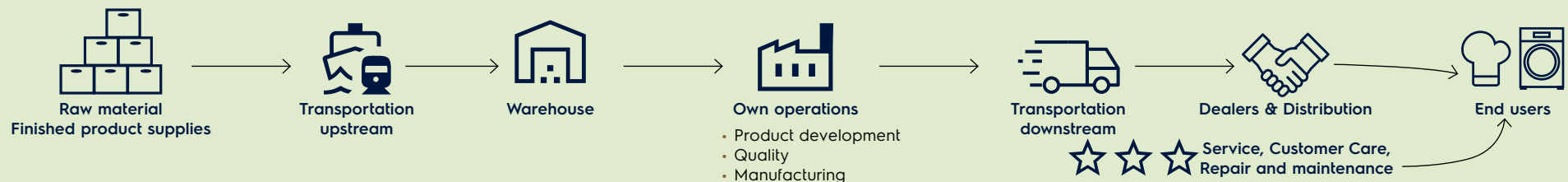
For shareholders

- > Share growth
- > Dividend

For society

- > Greater resource efficiency
- > Address social challenges

Value chain



Financial and sustainability targets

Our targets, strategy, and guiding principles serve as the backbone to everything we do.

	Target	Outcome 2025 (2024)	Comment on 2025 outcome
ORGANIC SALES GROWTH	Organic annual growth of more than 4% over time, complemented by value-accretive acquisitions.	0.5% (-0.6)	Organically, Food & Beverage grew by 1.1% during the year while Laundry was slightly down, mainly related to the tariff situation in the US.
PROFITABILITY	EBITA margin of 15%, excluding items affecting comparability	12.1% (11.6)	Excluding items affecting comparability related to the efficiency program, both profit and profitability improved driven by a good performance in Laundry as well as in Food & Beverage in Europe.
ASSET EFFICIENCY	Operating working capital below 15% of net sales.	16.3% (16.4)	Operating working capital as percent of annualized sales was flat compared to last year, mainly due to higher inventory.
CAPITAL STRUCTURE	Net debt/EBITDA ratio below 2.5x . Higher levels may be temporarily acceptable in the event of acquisitions, provided there is a clear path to deleveraging.	1.0x (1.4)	Net debt/EBITDA was reduced during the year. The Group has a strong financial position.
DIVIDEND POLICY	Electrolux Professional's target is for the dividend to correspond to approximately 30% of the income for the year. The timing, declaration, and number of future dividends depend on the company's financial situation, earnings, capital requirements, and debt service obligations.	SEK 0.95 (0.85)	The Board proposes a dividend of SEK 0.95 per share, which is in line with policy, excluding items affecting comparability.

Our climate ambition

is to become climate neutral within our industrial operations by 2030.

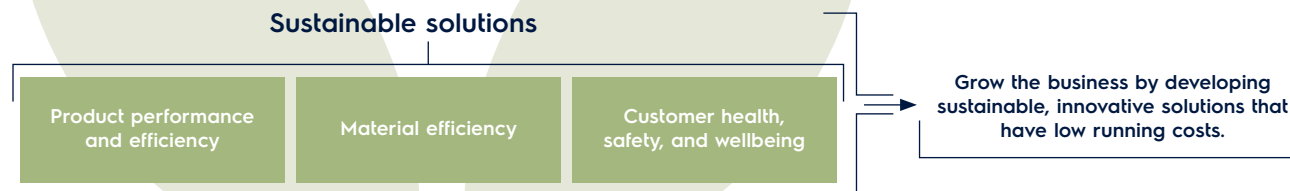
	Target	Outcome 2025 (2024)	Comment on 2025 outcome
SCIENCE-BASED CLIMATE TARGETS Reduce CO₂ emissions	Scope 1 and 2 emissions from our industrial sites >70% by 2030 (base year is 2019, recalculation has been made by distributing the first reported emission footprint backwards to previous years)	-70%* (-61)	Emissions were further reduced, and already in 2025 we are close to our 2030 target. Increased share of renewable electricity, energy-efficiency projects, and district heating from renewable sources led to the reduction in CO ₂ emissions. The share of renewable electricity increased to 90% (51).
	Scope 3 emissions, from the product use phase, >27.5% by 2030 (base year 2019).	-41%* (-35)	Scope 3 product-use emissions have already reached our 2030 target. This is due to a mix of product efficiency improvements and cleaner energy from the grid.
HEALTH AND SAFETY TARGET	Lost time injury rate (LTIR), as measured by work-related accidents per 1,000,000 work hours, <0.5 by 2030.	1.6 (3.1)	In 2025, we have achieved a 1.6 LTIR, with an overall 74% reduction compared to 2020. This has been achieved through continued efforts to improve safety measures in support of our Zero Accident ambition.
GENDER DIVERSITY TARGET	Distribution men/women or women/men 40/60 across all managerial positions by 2030. Outcome as % of women.	27% (28)	Gender diversity remains a strategic priority for the Group, with women representing 27% of leaders including acquisitions, and approximately 29% when acquisitions are excluded. We are committed to further strengthening this representation.

* Recalculation is made by distributing the first reported emission footprint backwards to previous years. Excluding 2024 acquisitions TOSEI and Adventlys.



Our sustainability strategy

Our sustainability strategy guides how we address our material sustainability topics. We perform impact analyses and strategic assessments, which coupled with stakeholder expectations and dialogs, serve as the basis for our sustainability efforts and materiality assessment.



We serve a wide range of customers around the world, from restaurants, hotels, and laundrettes to healthcare and service facilities. Our solutions consume energy, water, and detergents and thus impact our customers and the consumers of the services they provide.



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



A good, open, and long-term relationship with the stakeholders that are impacted by our business is key to delivering on our strategic targets. We demonstrate our commitment, and seek stakeholder trust through a range of actions and procedures.

UN Global Compact and Sustainable Development Goals

Electrolux Professional Group is a signatory of the UN Global Compact and committed to its ten principles on human rights, labor, environment, and anti-corruption. The UN Sustainable Development Goals guide our contribution to a more sustainable society, with six prioritized goals where we can make the greatest impact. We align with recognized frameworks such as ILO Conventions, European Sustainability Reporting Standard (ESRS) and ISO certifications, to ensure transparency and meet stakeholder expectations. We present our Double Materiality Assessment in accordance with ESRS in the Sustainability Report on pages 80-88.



SDG 7 Clean and affordable energy SDG 13 Climate action

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



SDG 6 Clean water and sanitation

Several of our products consume water. We can make a difference by developing and offering water-efficient products.



SDG 8 Decent work and economic growth

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



SDG 5 Gender equality

We value diversity and inclusion and have zero tolerance for discrimination and harassment. We aim to increase the proportion of female leaders at all levels of the Group.



SDG 12 Responsible consumption and production

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

STRATEGY FOR GROWTH: generate customer value from a foundation of operational excellence and sustainability

Our strategic targets

Our strategy for growth is based on the plans of our business areas, and rests on four pillars, built on a foundation of operational excellence and sustainability in the supply chain. We want to do our part to improve society and generate value for our stakeholders. We believe that Agenda 2030 and the UN's Sustainable Development Goals (SDGs) are good indicators of the priorities and challenges that the world is facing.

GROW

through innovation and sustainability.

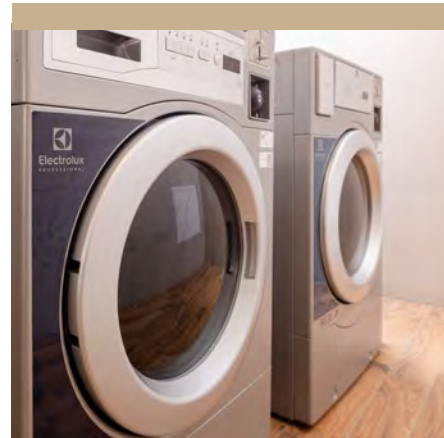
[Read more on page 13.](#)



EXPAND

in high-margin products, segments, and geographies.

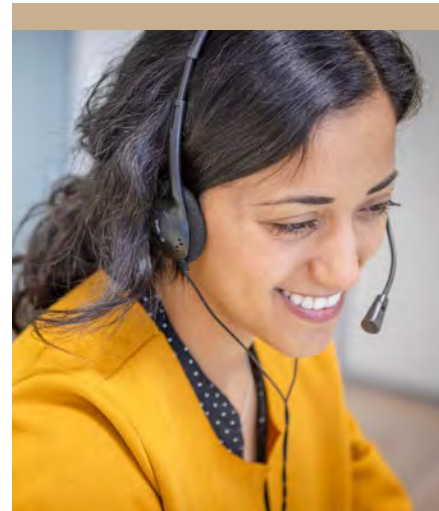
[Read more on page 16.](#)



BOOST

Customer Care and service-as-a-solution.

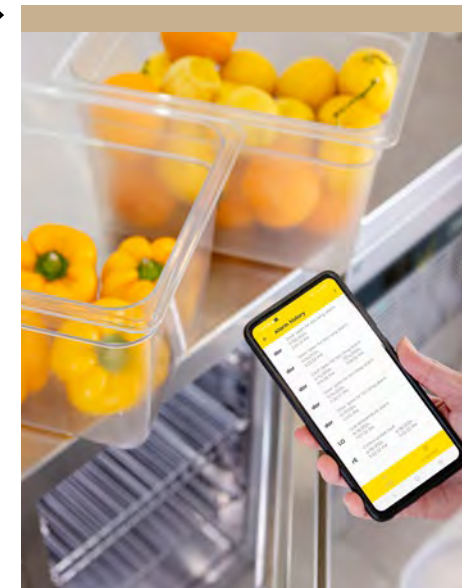
[Read more on page 18.](#)



INVEST

in digitalization to unlock additional customer value and process efficiency

[Read more on page 19.](#)



STREAMLINE our operations to improve profitability

To boost future competitiveness and profitability, Electrolux Professional Group announced cost-saving measures in September 2025, including streamlining of operations, relocation of production and shift of competencies. The program aims to enhance operational agility and support long-term growth.



GROW through innovation and sustainability

Our aim is to set the pace of industry innovation in sustainability and energy efficiency, underpinned by a connected and digital platform.

We develop new and improved products and services to add value to our customers and grow our company profitably. Our ambition is to address our customers' increasing requirements for multi-functional products, with low running costs, and reduced energy and water consumption. In addition, we will prioritize appliance digitalization.

Significant investments in R&D

One of our competitive advantages is our commitment to design innovative and sustainable solutions that directly address customer needs – driving both productivity and efficiency. In 2025, we further intensified our investment in R&D in order to launch new products with a higher margin. Investments have been focused on a new laundry platform, and horizontal cooking, both of which will be launched in 2026.

R&D cost in 2025

SEK 556m

Growth through sustainable solutions

Offering our customers sustainable solutions is one of our key strategies for growth. We aim to be a sustainability role model in our industry and continuously find new, more energy-efficient, and resource-efficient methods for food, beverage, and laundry professionals. As a result, not only do we help our customers to reduce their operating costs, but we also have an impact on their sustainability efforts. As our main environmental impact occurs during the product use phase, when energy, water and detergents are used, providing low-consuming and energy-efficient products is key.

95%
of our climate impact is from
the product use phase

Electrolux Professional Group's primary climate impact

Approximately 95% of our climate impact occurs during the product use phase, mainly energy consumption. Our target related to use phase emissions is therefore a crucial part of our climate journey. By reducing energy consumption and emissions during the product use phase, we both support environmental sustainability and help our customers lower their operating costs.

Our emission targets

Scope 3 target
emissions reduction from product use
phase by 2030 (base year 2019)

>27.5%

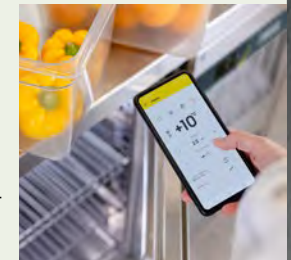
Scope 3 outcome 2025
emissions from product use phase,
since 2019, excl 2024 acquisitions

-41%

Digitally connected products

Through digital and connected products, customers can monitor and steer any connected products, thereby maximizing uptime, improving service, and reducing the consumption of energy, water and consumables.

[Read more on page 20.](#)



EcoVadis Gold Sustainability Rating

In 2025, Electrolux Professional Group was awarded the EcoVadis Gold Medal for sustainability, placing us among the top 5% of companies assessed globally. This achievement reflects our strong performance across four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. The recognition reinforces our commitment to responsible business practices and strengthens our position as a trusted partner in the hospitality industry. EcoVadis is a world-leading independent agency that evaluates the sustainability performance of over 125,000 companies worldwide.



Electrolux Professional Group one of the World's Best Companies for Sustainable Growth 2026

Electrolux Professional Group has once again been recognized on the TIME and Statista list of the World's Best Companies – Sustainable Growth for 2026.

Sustainable Solutions

Low running costs are more important than ever

- Our energy-saving solutions are at the forefront of their field
- Vital in times of high electricity prices and greater climate concern
- There is momentum for our energy-saving products
- We support our customers to move towards a circular economy through circular design principles and end-of-life management

FOOD & BEVERAGE

Smarter, more efficient kitchens at lower cost

By integrating our energy-efficient food and beverage solutions, customers can reduce energy and water consumption, thereby reducing operating cost. At the same time, smart, high-performance equipment streamlines kitchen workflows, enhancing speed, consistency, and productivity.

NeoBlue Touch undercounter dishwasher

The NeoBlue Touch undercounter dishwasher provides energy- and water-efficient compact dishwashing for restaurants, fast-food chains, and bars. With one-touch operation and an app for cycle selection, it delivers up to 65 baskets per hour while reducing energy, water, and CO₂. A smart solution for growth and sustainability that offers outstanding washing performance and loading capacity.



e-XP modular cooking – reshaping life in kitchen

The e-XP modular cooking range is engineered to deliver consistent power, high productivity, and exceptional flexibility across operations of any size. Its modular architecture and efficient design allow it to integrate seamlessly into diverse kitchen layouts and workflows, supporting both current operational needs and future growth ambitions.

With the advanced free-zone induction, intuitive controls, and enhanced usability, e-XP places smart performance at the operator's fingertips. The system's energy-efficient induction technology contributes to a more sustainable, ergonomic, and effortless working environment, enabling chefs to focus on delivering excellence with every service.

LAUNDRY

Reduced cost of ownership

Modern laundry equipment reduces maintenance costs and energy consumption, providing immediate savings.

- Increased productivity: Upgrading equipment prevents delays and increases efficiency, leading to higher customer satisfaction.
- Customer-centric service: Reliable and fast laundry services attract more business and encourage repeat customers.

LAUNDRY

TOSEI Combo stacked solution

The TOSEI ST-155W Combo Stacked solution is the world's first integrated "washer-dryer + dryer" model, delivering full-scale laundry performance in a compact, space-efficient footprint. With advanced features such as Nanoe X technology, intuitive touch-panel controls, and high-capacity upper-dryer/lower-washer-dryer configuration, it enables high productivity even in small urban locations. This innovation opens new opportunities for operators seeking premium performance without expanding their floor space.



EXPAND in high-margin products, segments, and geographies

We will grow sales organically in laundry and in restaurant chains, supported by M&A.

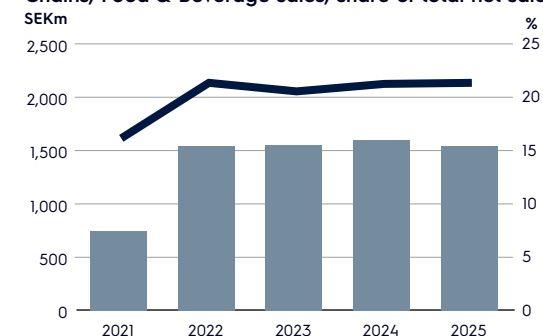
Our growth priorities include:

- > Increasing sales to commercial restaurant chains – large companies with multiple outlets across several regions – in order to expand our presence in North America and Asia.
- > Further growing the highly profitable Laundry business globally, and other high-margin products, such as cooking and cold beverages.
- > Accelerating growth through selective add-on acquisitions that clearly align with the Group's strategic road map.
- > Our acquisition strategy is focused on North America, Chains, Cooking and Technology.

> Outcome 2025:

Sales to restaurant chains were on the same level as in 2024 due to a weak second half of the year in chains in the US. New products in the high-margin Laundry and horizontal cooking categories have been developed for launch in 2026. The acquisition of the assets of Royal Range, a US cooking company was announced. This will strengthen our position in a high-margin category.

Chains, Food & Beverage sales, share of total net sales





Acquisitions to accelerate growth

Electrolux Professional Group aims to accelerate growth through selective add-on acquisitions, primarily acquisitions that clearly align with our strategic roadmap. Since becoming an independent company in 2020, the Group has acquired four companies (including Royal Range in 2026), adding approximately 30% of growth.

Eight companies have been acquired since 2015:

- > **Adventys** – a French manufacturer of professional induction cooking equipment
- > **TOSEI** – a leading Japanese manufacturer of professional laundry equipment and vacuum packing machines for food
- > **Unified Brands** – a leading US-based manufacturer of food-service equipment
- > **UNIC** – a French producer of professional coffee solutions
- > **SPM Drink Systems** – an Italian manufacturer of frozen beverage equipment
- > **Schneidereit** – a supplier of laundry rental solutions in Europe
- > **Grindmaster-Cecilware** – a North-American coffee solutions producer
- > **Veetsan** – a manufacturer of professional dishwashers in China.



Royal Range - a US cooking company

In 2025 we announced the acquisition of the assets of Royal Range – a US cooking company. The acquisition closed in January, 2026.

Royal Range, founded in 1995, designs and produces cooking equipment that includes ranges, ovens, fryers and countertop cooking appliances. The company has approximately 40 employees, has one factory, and is based in Eastvale, California.



Mimbly - a cleantech partnership

In November 2025, Electrolux Professional Group announced its partnership with Mimbly, a Swedish startup cleantech company focused on water saving and microplastic filtration technology. By partnering with Mimbly, the Group will further strengthen our commitment to sustainable innovation by supporting the development of microplastics filtration and water saving technology. Electrolux Professional and Mimbly will co-develop new solutions within the field of microplastic filtration.





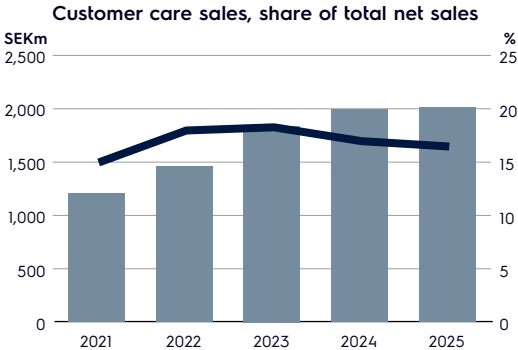
BOOST Customer Care and service-as-a-solution offering

We will further develop our global service network and capability as a full-service provider while increasing sales of spare parts, accessories, consumables, and service.

Our Customer Care ensures a seamless experience throughout the entire equipment lifecycle — offering expert support, tailored service agreements, genuine parts, and sustainable solutions to maximize uptime, efficiency, and value for our customers worldwide.

> Outcome 2025:

Sales of Customer Care were on the same level in 2025 as the previous year, and account for 16.5% of Group sales. Sales of service contracts and detergents progressed well.



* 2023 and previous periods have been restated
** 2024 acquisitions of TOSEI and Adventys are not included.

Customer Care 2025,
share of net sales
16.5%

Electrolux Professional Group
provides Customer Care via
1,900
service partners

Read more about our Customer Care offering on page 28

INVEST in digitalization to unlock additional customer value

We are accelerating our digital transformation both internally and externally to unlock greater value for our customers and strengthen our organizational resilience.

We are enhancing our global product and service offerings by investing in digitalization—providing online sales through our Digital Customer platform and connected appliances, as well as empowering customer operations with smart connectivity.

Our comprehensive digital ecosystem covers Food, Beverage, and Laundry solutions, enabling customers to manage their operations more efficiently and effectively through online connectivity. By deploying our Digital Customer platform across 35 countries, we have digitalized 45% of customer interactions in those regions, with 85% of orders (representing 65% in value) processed through the platform.

These advancements not only improve customer processes and effectiveness but also foster strong, lasting relationships, encourage repurchases, and open up opportunities for additional services. Through this dual digitalization journey—within our organization and in our customer solutions—we are committed to continuously delivering added value and supporting our clients in a rapidly evolving digital landscape.

Digital technology is transforming our industry, streamlining processes for our partners, and enhancing the efficiency of our operations.

Digital Customer platform
> Back office, e-shop

Mobile applications
> Sales mobile app, connectivity mobile app, supporting apps

CRM
> 360 view of customer data, lead management

Marketing technology
> Marketing automatization, digital customer journey, analytics and insights

Digital tools & calculators
> Configurator, usages calculator, booking tool, virtual showroom



Digital Customer platform
deployed in
35
countries so far

Where deployed,
45%
of all customer interactions
are digital

Where deployed,
85%
of our orders (65% in value) go
through the platform

Empowered customer operations with Smart Connectivity



Our smart connectivity solutions enable customers to monitor and control their equipment in real time, using data-driven and predictive insights to optimizing uptime, service quality, and resource efficiency. These capabilities not only enhance operational performance but also reduce energy, water, and consumable usage, through analysis of equipment usage patterns, supporting both sustainability and cost-effectiveness.

By providing deeper insights into equipment performance, including early detection of anomalies and wear patterns, we maintain a continuous relationship with our customers throughout the entire product lifecycle, supported by continuous data capture and advanced analytics. This approach creates opportunities for repurchases and additional services, ensuring long-term value and trust.

Our digital ecosystem includes connected products that deliver seamless integration and real-time monitoring, complemented by a comprehensive digital customer platform with back-office tools and e-shop functionality. Mobile applications, such as our sales and connectivity apps, further enhance accessibility and convenience.

To strengthen customer engagement, we leverage advanced CRM systems offering a 360-degree view of customer data and lead management, alongside marketing technologies that enable automated campaigns, personalized digital journeys, and actionable analytics.

Additionally, our suite of digital tools, including configurators, usage calculators, booking solutions, and virtual showrooms, empowers customers to make informed decisions and optimize their operations.



Making our organization AI ready

AI-enhanced productivity and efficiency are core to our digital transformation strategy. By implementing numerous generative AI solutions, we continuously improve our operational performance. The transformation of the organization is supported by employee up-skilling programs, including AI ambassadors, ongoing training, and feedback, to help teams leverage AI and automation.

Our approach leverages advanced AI technologies from leading partners alongside our proprietary generative AI models.

We are already witnessing improvements in productivity through the deployment of automation and AI to streamline key processes. Projects are prioritized based on return on investment (ROI) and strategic alignment, with a particular emphasis on enhancing efficiency and automation within Finance, Sales, and Marketing. To date, our AI team has successfully completed 20 efficiency-focused projects, and 70% of our data is now ready for cloud-based AI applications.

Global trends and our markets



Global trends impacting our industry	22
The global professional equipment industry	23
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Diverse customer base	25
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Customer Care	28
Marketing and brands	29

Global trends impacting our industry

Digitalization
(connectivity and
interaction services)

Sustainability and
use of resources

Electrification with
declining demand for
gas-based equipment

Regionalization/
Nationalization

Change in
demographics
(+2bn people by 2050,
but several countries with
decreasing work force)

Labor availability and
rising operating costs
driving automation

Climate change and effective use of resources

Climate change and a shortage of water, energy, and other resources can increase prices of certain food ingredients and has also created a need for sustainability and energy efficiency in all parts of society. Since energy costs are a significant part of the total cost of ownership, energy efficiency in professional solutions is central to any investment decision. This is also driving the switch to products that use electricity rather than gas. The ability to share and refurbish products is rising in importance as a way to facilitate more efficient use of resources. In addition, a ban on the single use of plastic packaging, which is being introduced in several markets, and the move to reduce microplastics is becoming a prominent factor.

Societal changes

The growth of the middle class, urbanization, increase in work-force participation, the prolongation of the working age, and higher disposable incomes allow more people to spend more money on leisure activities such as tourism travel, out-of-home eating, and less time on household chores. Coupled with the global population growth, especially in Asia and Africa, this is leading to an increased number of potential end-customers, demand for out-of-home food and beverage consumption, and other application areas for professional equipment. This calls for new digital tools, smaller and more user-friendly equipment, machines that are easier to clean with stricter hygiene requirements, and new ways of working in the industry. The normalization of hybrid work is also impacting the industry.

In addition, aging populations will lead to greater investments in the healthcare segment, such as hospitals and elderly homes.

Digitalization

Digitalization and AI affect the way we work and interact, and are changing the eco-system of our customers' businesses, as well as our own business. There will be greater demand for connected solutions, contactless payment, process optimization, and efficiency driven by new technologies, which in turn requires future investments and knowledge. Access to customer data will enable this development.

Labor availability

There is still a shortage of labor in the hospitality industry which drives the cost of labor up. This is accelerating automatization and digitalization as there is a need to ensure high productivity with fewer employees. At the same time, ease of use and ergonomics are increasingly important to the users of the products.

Read more on drivers per segment on pages 32 and 38.

The global professional equipment industry

Electrolux Professional Group operates in the global professional equipment industry, offering food service, beverage, and laundry products and solutions to a wide range of customers. These include companies in the global hospitality industry as well as other businesses and institutions.

In 2025, the food and beverage segment accounted for approximately USD 32bn* of the global market, and the professional laundry segment accounted for USD 3.7bn*.

The industry is largely characterized by favorable general end-market trends with multiple catalysts for structural growth.

- > Product performance having a material impact on customer productivity.
- > The requirement for reliable and technologically advanced products.
- > Significant benefits from local presence and collaboration with customers.
- > Ongoing Customer Care and support throughout the equipment lifecycle.

Major factors for success include:

- > Strong innovation capabilities
- > Reliability and product quality
- > Product design
- > A well-developed distribution and service network

- > Brand recognition
- > Customer relationships as a key differentiating factor

Total cost of ownership

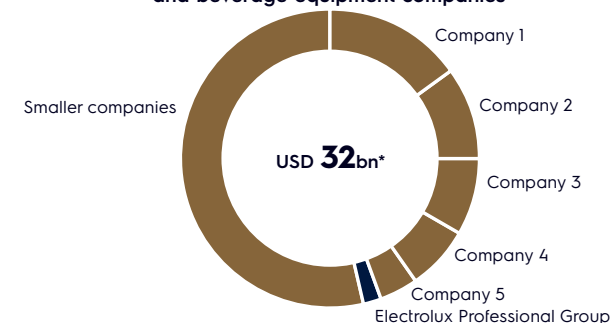
Total cost of ownership is an additional factor that drives competition. This is because the initial equipment cost represents only a fraction of the total cost of ownership during the lifetime of the equipment. The majority of costs are running costs for water, electricity, and chemicals, maintenance costs, and health and safety considerations. Reduced running costs are also a driver for customers wishing to make a positive contribution to the environment.

Competitive landscape

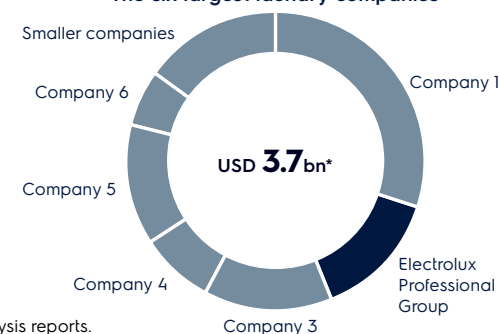
Electrolux Professional Group is one of the leading global players, with both full and single solutions for the food and beverage sector and the global laundry equipment market. There are a number of large global players in these markets, but in local markets we also compete with significant local players and companies focused on individual product lines.

* Internal estimates based on major competitors' results, other statistics, and industry analysis reports.

The six largest professional food and beverage equipment companies



The six largest laundry companies



Trends in the Professional Equipment Industry



Market and competition

End customers

- > Restaurants and chains
- > Hotels, bars, and cafés
- > Roasters and ingredient producers
- > Education, leisure, and sports
- > Public institutions
- > Business, transport, industry, and facility managers
- > Laundry service, Self-service laundrettes/laundromats
- > Care facilities and hospitals
- > Retail and convenience stores

Products

- > **Food service** products: cooking, refrigeration, dishwashing, and dynamic food preparation
- > **Beverage** equipment for coffee, espresso, hot, cold and frozen beverages, and soft-drink dispensing equipment
- > **Laundry** products: washers, tumble dryers, drying cabinets, and ironers
- > **Specialty accessories and consumables**

Largest global players

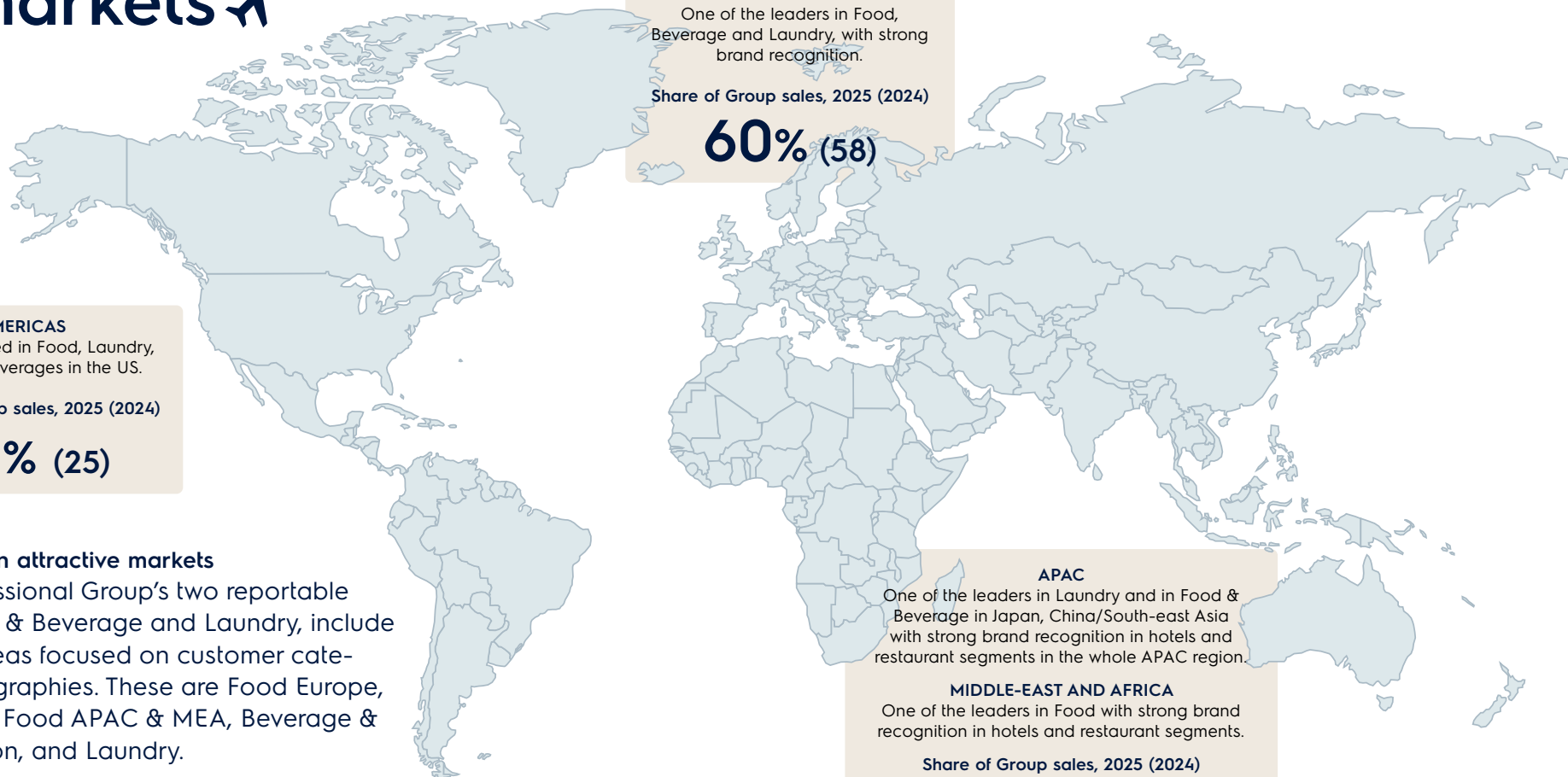
Food & Beverage

- > Ali Group/Welbilt
- > Hoshizaki
- > ITW
- > Middleby
- > Rational
- > Electrolux Professional Group

Laundry

- > Alliance Laundry Systems
- > Electrolux Professional Group
- > Girbau
- > Jensen
- > Kannegiesser
- > Miele Pro

Our markets ✈



Well-positioned in attractive markets

Electrolux Professional Group's two reportable segments, Food & Beverage and Laundry, include five business areas focused on customer categories and geographies. These are Food Europe, Food Americas, Food APAC & MEA, Beverage & Food Preparation, and Laundry.

Europe

In Europe, we have 24 sales companies across the continent. The largest countries are Italy, France, Sweden, and Germany. 80% of sales are handled via distributors and agents, and 20% of sales are served by our own sales organizations, mainly via key accounts and large projects.

Americas

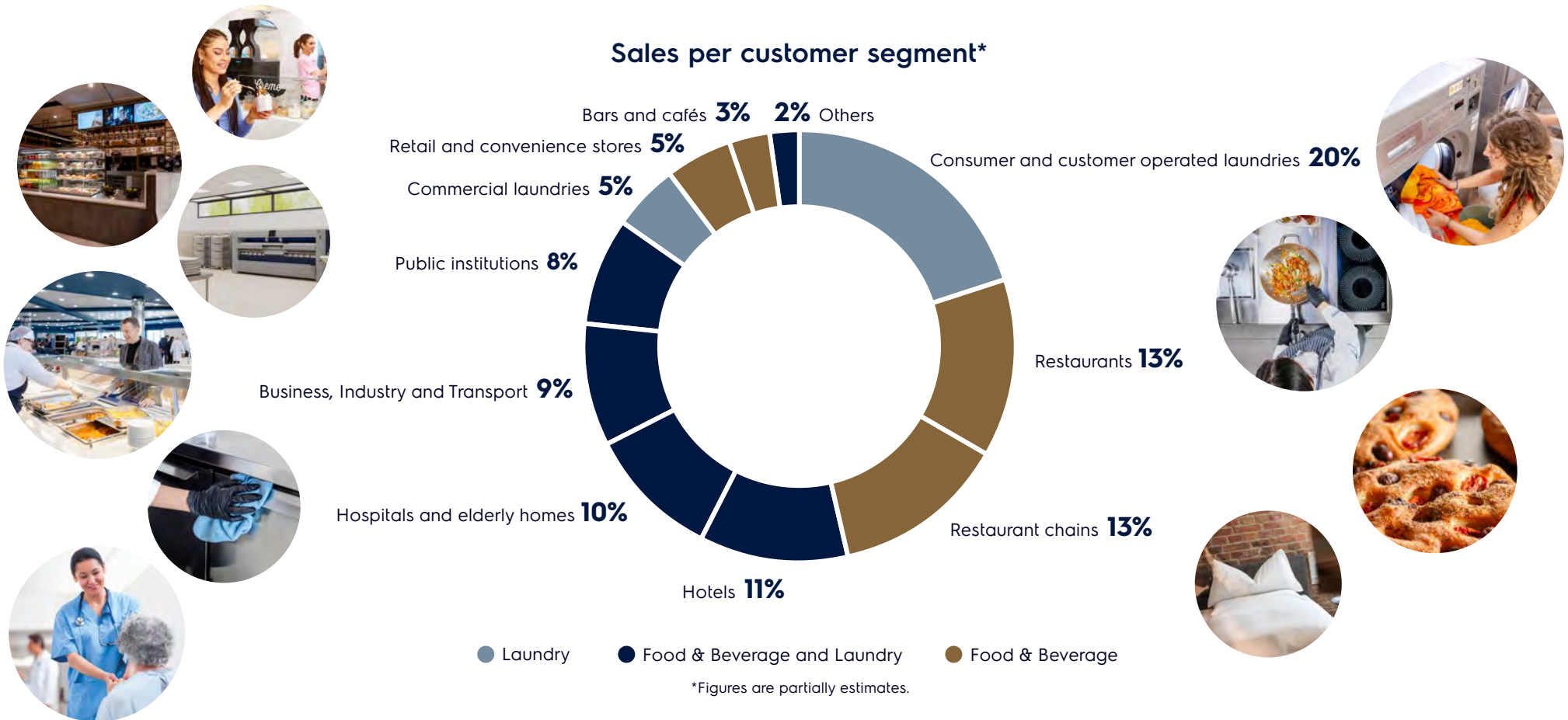
In Food and Beverage, large chain accounts are served through a direct-sales team, while the broad institutional markets are served through independent sales representatives working in partnership with dealers and consultants. Additionally, there is a network of distributors across the Americas selling and stocking products locally for quick shipments. In Laundry, the market is served by our main distributor.

Asia-Pacific, Middle-East and Africa

We have sales companies in ten countries in the region. The majority of sales are handled via an indirect distribution network, supplemented by some of our own sales activities when needed. Japan is our largest market in this region where we also have our own sales organization.

Diverse customer base

Our end-customer base consists of large multinational, regional, chain, and independent restaurants, catering providers, leisure and accommodation facilities, healthcare facilities, customer-operated laundries, schools and universities, small businesses and large industrial customers.



Electrolux Professional Group has a diverse customer base ranging from cafés to laundrettes, restaurant chains, and institutions.

Long-standing customer relationships

As a food, beverage, and laundry equipment provider we generally maintain long-standing relationships with our key customers and distributors in order to increase our wallet share and overall growth. Close customer relationships are particularly important for chains in the food and beverage businesses.

Diverse customer base

Our customer base is diverse, from small independent owners to large chains. We also have many customers in areas such as elderly care homes, government and private healthcare facilities, multi-housing laundries, and coin-ops.

Large chain contracts

Even though we generally do not enter into long-term contracts, large food-service chains usually authorize specific appliance manufacturers as their “preferred vendors” for specific equipment. Furthermore, many quick-service restaurant chains launch or refurbish a large number of locations, or frequently change their menus, requiring significant investments in new equipment over a relatively short period of time.

Customers regularly require appliance upgrades. These allow them to increase productivity and food safety, reduce labor costs, and respond to hygiene, sustainability, and energy-efficiency requirements. These upgrades usually require customized equipment as customers additionally endeavor to differentiate their offerings and services.

Individual needs and innovation

Individualization and equipment innovation are primary purchase decision factors for the customer, making product innovation essential, and one of the key differentiators and competitive advantages of Electrolux Professional Group’s brands.

Our substantial investments in research and development drive the production of innovative equipment and ensure the Group is well positioned to serve its global customer base.

Read more about R&D on pages 13–15.



Addressing customer needs

- Simplification, faster productivity, and flexibility of operations
- Improved quality of the food, beverage, and laundry service
- Reduced energy consumption and carbon footprint
- Lower total cost throughout the lifecycle of the equipment
- Handling labor shortages
- Reliability of the equipment
- Ergonomic and human-centric design
- Enhanced hygiene requirements



Sales channels

Our products are mainly sold through a global network of dealers and distributors, but also directly to end customers. The majority of the products sold are replacement products, meaning the end customer only buys one or a few products to replace existing products. The rest of the sales are mainly comprised of project sales. These are defined as full installations such as launderettes or fully equipped restaurant kitchens that need a complete refurbishment, as well as new builds.

Dealer and distributor sales

A distributor or dealer buys our ready-made products without any specific customer specifications. We keep track of the products through the dealers or through our service partners who perform installations, commissioning, warranty activation, service, and maintenance. The distributors/dealers sell the solutions to end customers such as restaurant chains or launderettes.

Customized solutions

The end customer deals directly with us regarding their product requirements. If needed, we customize their products and agree on pricing. This can be for single products or full projects. The end customer places the order with a distributor or dealer who in turn orders the products from us.

Direct sales

In specific regions and for large-scale projects, we engage directly with end customers to finalize specifications and pricing. This streamlined process ensures we meet their unique needs, particularly in areas where distribution infrastructure is less developed.

Digital Customer platform

Our dealers and distributors can leverage our Digital Customer platform, launched in 35 countries. This seamless, one-stop, self-service portal integrates e-commerce, service digitization, and connectivity, revolutionizing the way our partners interact with us.

Through this platform, partners can effortlessly place orders for products, consumables, and spare parts, track shipments in real-time, and access comprehensive documentation. Additionally, they can digitally manage support cases via a ticketing system.

Customer care and service-as-a-solution

At Electrolux Professional Group, we are committed to delivering exceptional customer experiences throughout the entire lifecycle of our professional equipment. Our customer care offering is more than just support—it's a comprehensive service-as-a-solution model designed to maximize uptime, extend product life, and empower our customers' operations.

With a presence in over 110 countries, supported by 1,900 service partners, we offer a unique hybrid model combining the expertise of our in-house technicians with trusted contracted partners. This ensures that no matter where our customers are, they receive top-tier service.

Key Elements of our Service-as-a-Solution offer

- > 7,000 expert technicians across 1,900 authorized service centers
- > Remote diagnostics and support for faster issue resolution
- > Genuine spare parts and maintenance kits to ensure optimal performance
- > Eco-certified detergents and consumables that reduce environmental impact
- > Tailored service agreements for preventive and full-coverage support
- > Smart Connectivity to empower customer operations with real-time insights
- > Fast delivery of rigorously tested original accessories and consumables



Essentia: The core of our customer care

Our customer care offerings are centered around Essentia and are built on a broad service portfolio that reflects our deep expertise as an original equipment manufacturer. The business is designed to ensure high performance and a long service life for our products, while reinforcing our commitment to sustainability. Through innovative upgrades and solutions, we help our customers maximize the value of their initial investment over time.

Tailored service agreements and an extensive technician network

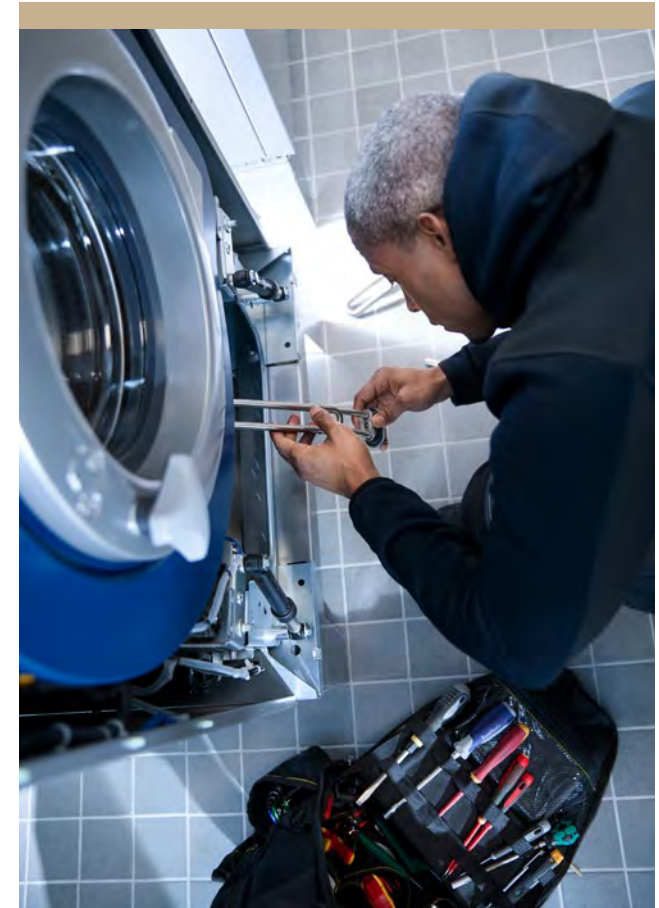
Our flexible service agreements are designed to meet the unique needs of each customer. Whether it's preventive maintenance or comprehensive support, we offer customized packages that ensure peace of mind throughout the ownership journey. The deep expertise of our in-house technicians and the reach and responsiveness of our network of trusted, contracted partners, ensures consistent, high-quality service—wherever our customers are.

Sustainability and reliability

Our consumables and detergents are engineered for high performance and environmental responsibility. With eco-certified options under the Electrolux Professional brand, we help customers:

- > Reduce water pollution
- > Minimize waste
- > Lower energy consumption

Meanwhile, our maintenance and refresher kits help extend the lifespan of equipment, reduce downtime, and support circularity.



Original accessories and consumables: trusted quality

Our maintenance and spare parts kits are designed to ensure optimal performance of equipment under regular use. By following the recommended maintenance schedule, these kits help extend the lifespan of our products, keeping operations running smoothly. For added longevity, our refresher kits breathe new life into older equipment, further enhancing durability.

We ensure quick dispatch of original accessories and consumables that have undergone rigorous testing to guarantee they meet our high standards for durability and performance. This means our customers can trust that their equipment will continue to operate at its best with genuine, expertly crafted parts.

Marketing and brands



In order to meet the needs of the market, Electrolux Professional Group holds a portfolio of 21* distinct brands targeting diverse customers in different parts of the world. Electrolux Professional is our largest brand, representing around 50% of our sales.

Tailored marketing strategy backed by global strength

Our marketing is tailored to each geography and distribution channel. Promoting and strengthening the Electrolux Professional Group's brands and reputation through a targeted marketing strategy, supported by a structured sales organization and go-to-market execution, is a key driver to our success.

Marketing initiatives include brand building, digital marketing, marketing automation and performance, delivered through a 360 degree and omnichannel execution. We engage with schools and industry associations, cooperative distributor merchandising, and industry-level marketing activities.

* The Royal Range brand was acquired in 2026

Brands

Electrolux Professional Group is our corporate brand which we use when presenting the company to external stakeholders. The main business brand, the **master brand** of the Group is **Electrolux Professional**, which covers all categories within Laundry, Food, and Beverage.

In addition to our master brand, we have **expert brands** focused on specific markets and categories. These are locally managed brands with strong category expertise, high brand awareness, and legacy amongst customers in the local markets and channels. The corporate brand Electrolux Professional Group represents the entire Group and clarifies the distinction between the Group as a company brand and Electrolux Professional as the main business brand. This approach also supports the development of our other brands.



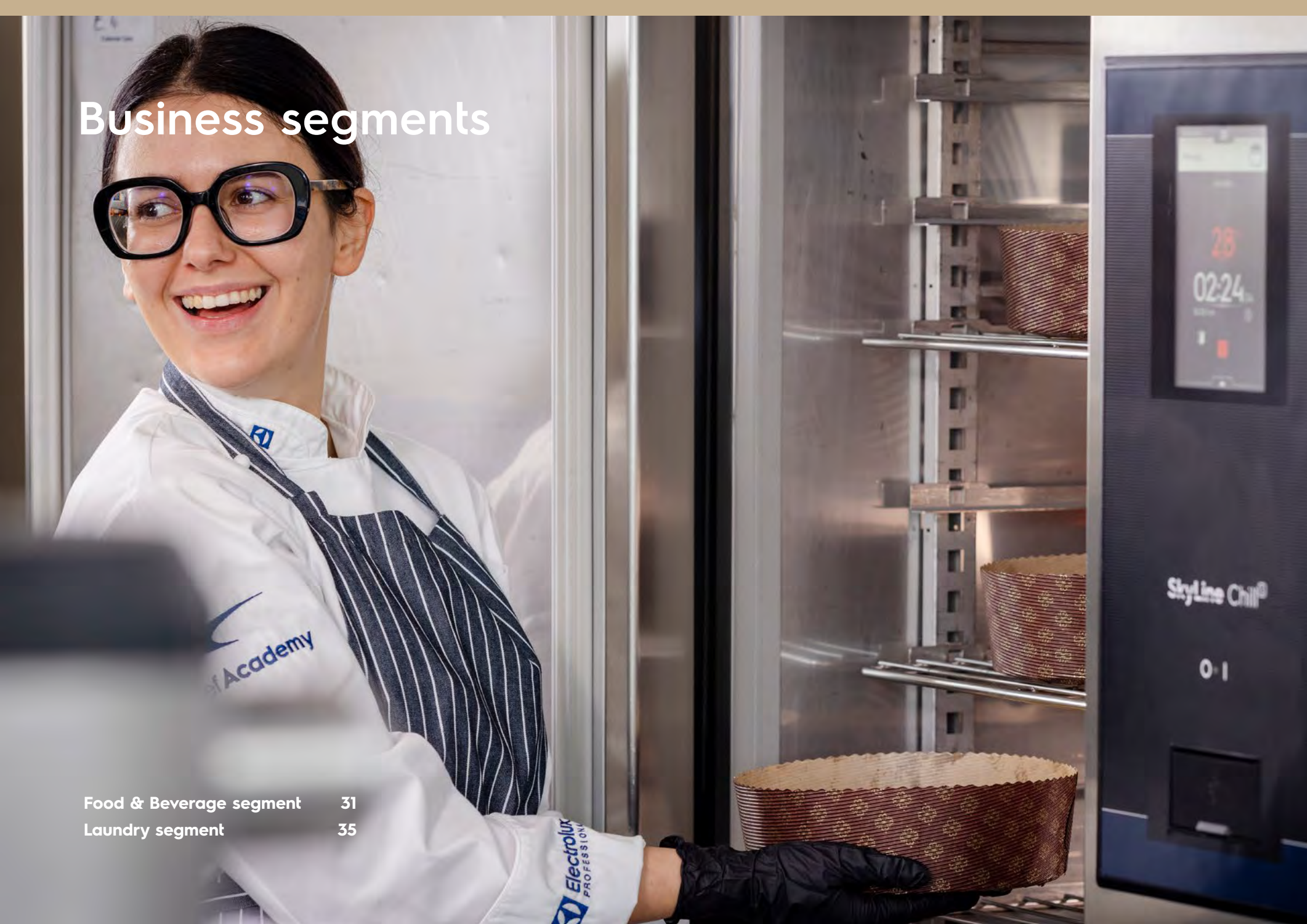
**Electrolux
Professional
Group**



**Electrolux
PROFESSIONAL**

Business segments

Food & Beverage segment	31
Laundry segment	35



Food & Beverage

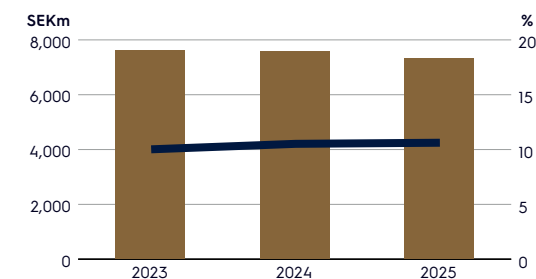


Food & Beverage operates in the global professional equipment industry, offering food-service and beverage equipment and solutions to a wide range of customers, such as hotels, restaurants, retail points, schools, and hospitals.

Highlights 2025

- > The first Americas Center of Excellence (CoE) opened in Vicksburg, Mississippi, showcasing our capability to address specific foodservice and beverage challenges by integrating products from various brands into a unified commercial kitchen solution.
- > New CoE in Rotterdam opened its doors in March, a 200 square meter space serving the Benelux region.
- > The grand opening of our new Headquarters and Center of Excellence in downtown Shanghai marks a strategic move in China.
- > Dito Sama, our brand known for planetary mixers, vegetable slicers, and cutters, celebrated its 80th anniversary.

Sales and EBITA margin Food&Beverage, 2025



Organically sales for Food & Beverage increased by 1.1%. The EBITA, excluding items affecting comparability, amounted to SEK 781m, corresponding to a margin of 10.7%.

Group Food & Beverage net sales per market 2025

Europe

58%

Americas

30%

Asia-Pacific,
Middle-East,
Africa

12%

Food and Beverage market size and growth

The total market for food and beverage equipment in 2025 is estimated at approximately USD 32bn*. According to our estimates, the food service and beverage segment normally has a compound annual growth rate of around 2-4%.

Growth is mainly driven by the increase in GDP and out-of-home spending, but is also affected by the push for energy efficiency, an increase in food safety, environmental and food waste requirements. Furthermore, there is a drive for healthy products and menus, automation and workforce optimization, product innovation, and a rising importance of data management and digitalization.

Markets and customers

In Europe, sales are particularly significant in Southern Europe where we have a strong market position under the Electrolux Professional brand, in addition to other well-known historical brands such as Zanussi. We are also strong in this region in the coffee and beverage segment with UNIC in France and SPM in Italy.

In Asia-Pacific & Middle-East and Africa our strength is in the high-end project environment. This means we are involved in larger installations in hotels and restaurants, and projects play a more important role in this region compared to Europe or the Americas. Beverage in the Asia-Pacific, Middle-East and Africa region is focused on the QSR (Quick Service Restaurants) and Convenience Store segments – building on a strong history in cold beverages in

South-East Asia. In Japan we are a leading player within vacuum packing for food.

In the Americas our focus within Food & Beverage is on major chains, fine dining, institutions, and schools.

Food

The food market is seeing an increasing demand for more versatile food preparation equipment that can prepare a larger variety of meals. This is mainly due to a reduction in kitchen space and an increase in menu variety. Also, restaurant owners are looking to reduce the number of pieces of equipment used for daily operations, thus requiring versatile machines.

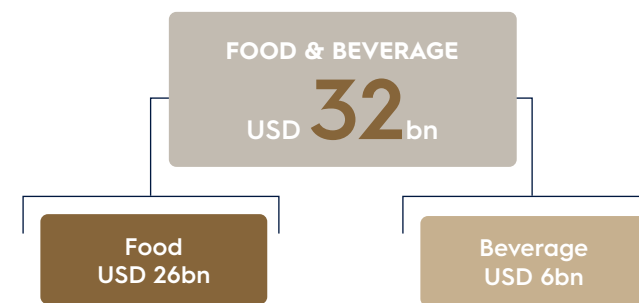
The economic downturns of recent years have forced many restaurants to downsize or increase the prices on their menus, as well as change the composition of their menus to make things cheaper. Moreover, many restaurants have had difficulties to find qualified kitchen staff.

Beverage

Growth rates are expected to be high in the beverage industry. This mainly stems from the impact of seasonal trends, stronger product diversification, and smaller average equipment size creating more space for multiple machines that are operated simultaneously.

Within the beverage equipment sector, the market for espresso equipment has the most attractive medium-term growth outlook, while the market for non-frozen dispensers represents the largest sub-segment of the industry. The hot and cold beverage segments are largely equal in size.

Food & Beverage equipment market 2025*



* Own company calculations and estimates



Key drivers in the professional food and beverage market

Connectivity

Product automation and connectivity will help customers optimize their workforce and reduce labor costs, thus reducing total cost of ownership.

New and innovative beverage trends

Customers are moving towards healthier beverage options, and new and innovative products are emerging. In mature markets particularly, such as Europe and North America, customers are shifting toward customized flavored beverages, with an increased demand for more versatile equipment.

Changing consumer food habits and delivery models

Restaurant owners have gradually increased the variety in their menus in response to changing consumer food habits, which demands more versatile kitchen equipment. Furthermore, the take-away and delivery business models are heavy growth drivers.

Total cost of ownership and environmental awareness

There is a greater focus on the total cost of ownership as part of a purchase decision. Cost mainly includes energy, maintenance, and food-waste related costs, as well as labor costs for operating the equipment.

Innovative and sustainable solutions for the food and beverage industry

The future of the planet relies on our ability to create smart solutions that use resources efficiently. Our solutions ensure that our customers can concentrate on their business, knowing they are doing everything in a sustainable way. Strategically we are now strengthening our induction offering in food to increase penetration in mass and premium restaurants and hotels.



e-XP – a new era in modular cooking

With the new e-XP modular cooking range, the future of modular cooking is taking shape through new solutions designed to empower creativity and elevate performance.



LiberoLight – compact and flexible cooking

The new LiberoLight offers both cooking and holding solutions. Its cooking units provide fast, high-performance induction, while the holding plug-ins keep food warm in an energy-efficient way. With options like invisible induction, tabletop, and drop-in units, LiberoLight fits any space and need.



Induction cooking technology by Adventys

Revolutionizing kitchen efficiency, induction cooking significantly reduces CO₂ emissions compared to other technologies such as gas since it only uses energy when the surface is activated. During 2025 the Adventys induction technology was implemented in the e-XP, thermaline, and LiberoLight solutions.

Groen SmartSteam® steamer

The Groen SmartSteam® steamer offers high performance for low-temperature cooking with significant lower energy consumption than previous models. The SmartSteam® Pro provides enhanced operational control, supports more efficient workflow, improved profitability, and sustainable kitchen operations.



Hotpack stationary

TOSPACK's industry-leading vacuum packer sets a new standard for countertop machines, enabling warm food packaging and simultaneous packing of multiple items. With intuitive controls, independent chamber management, and USB data export, it combines compact design with professional-grade performance.



Neo-Blue Touch is our energy- and water-efficient undercounter dishwasher for restaurants, fast-food chains, and bars. With one-touch operation and an app for cycle selection, it delivers up to 65 baskets per hour while reducing energy, water, and CO₂. A smart solution for growth and sustainability.

Key food and beverage service applications

Products for food

The key food-service applications of this segment are cooking, refrigeration, dishwashing, and dynamic food preparation.

Our key products include ovens, blast chillers, cooking ranges, refrigerated cabinets and counters, freezers, cutters, mixers, dishwashing equipment, and specialty accessories and consumables.

Products for beverage

The key beverage applications of this segment consist of equipment for coffee, espresso, hot, cold and frozen beverages, and soft drink dispensing equipment.

Our key products include, coffee machines for espresso, grinders, hot beverage dispensers, cold beverage and juice dispensers, frozen drink and soft-serve products.

DYNAMIC FOOD PREPARATION

- Slicers & food processors
- Vegetable washers
- Spin dryers
- Planetary mixers
- Vacuum packers & sealers
- Multi-purpose peeling machines

COOKING

- Fryers
- Boiling & braising pans
- Grills & griddles
- Induction cooking
- Steamers
- Vacuum packing
- Ventilation equipment
- Modular cooking ranges and fry tops
- Combi and Convection ovens
- Made-2-Measure cooking suites

REFRIGERATION

- Refrigerated cabinets
- Refrigerated counters
- Saladettes
- Cold rooms
- Blast chillers

DISHWASHING

- Dishwashers:
- Undercounter
- Hood type
- Rack type
- Flight type
- Blow dryer
- Waste and dishware handling systems
- Accessories

STAINLESS STEEL FABRICATION

- Cabinets and cupboards
- Work tables and shelves

HOT

- Coffee grinders
- Espresso machines
- Hot beverage dispensers

COLD

- Cold beverage dispensers
- Cold juice dispensers
- Beer dispensing systems

FROZEN

- Frozen granita dispensers
- Frozen ice cream dispensers

SOFT

- Soft serve
- Soft ice cream dispensers





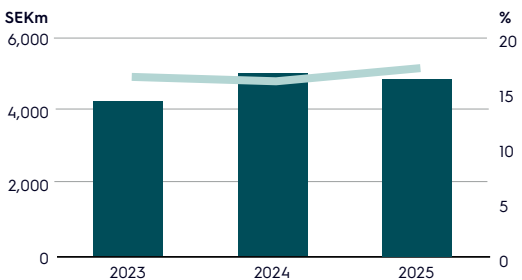
Laundry

The Professional Laundry segment provides solutions designed for a range of professional users, from coin-ops, laundrettes, and the hospitality industry to healthcare providers and commercial laundries. Customers include hospital and hotel laundries, laundries in apartment buildings, and laundrettes.

New launch in 2026

> A new laundry platform will be launched in 2026. This unified modular platform is designed to reduce energy, water, and detergent consumption, improving customer productivity, sustainability and connectivity. The new laundry platform will also target market segments where Electrolux Professional is not present today.

Sales and EBITA margin Laundry, 2025



Organically sales decreased by 0.3%. The EBITA, excluding items affecting comparability, amounted to SEK 846m, corresponding to a margin of 17.4%.

Group Laundry Net sales per market 2025



Laundry market size and growth

The total market for professional laundry equipment is estimated to be approximately USD 3.7bn* in 2025. The market for global professional laundry equipment normally has an annual growth of 2%, and this is expected to continue over the medium term.

Market growth is mainly being driven by a growing population and increased use of textiles. Over the years we have observed an increased focus on product sustainability and efficiency, energy labelling and certification requirements, good ergonomics, and the demand for appliance innovation and connectivity for better control, flexibility, and to be able to reduce the cost of labor. While these trends are evident worldwide, the importance of each varies from region to region.

As more technologically-advanced equipment is introduced, major equipment replacement cycles are expected to take place. As a result of lower ownership costs, customers are expected to demonstrate more price flexibility.

Customer service and after-market support are key competitive factors.

Markets and customers

In Europe we are one of the leading laundry equipment players. In recent years we have seen an increased focus on hygiene, in particular within elderly care homes and hospitals, which has been a contributing factor to our sales growth. Additionally we have experienced a significant growth in coin-op shops thanks to the convenience and care service provided.

In the Asia-Pacific, Middle-East and Africa region, sales come from an equal mix of laundrettes, hotels and recreation, and elderly care homes and hospitals. After the acquisition of TOSEI in 2024, Japan is the country in the region where we have the largest sales.

Our business in North America has traditionally been heavily weighted towards laundromats, with good growth in the other segments too.



* Own company calculations and estimates.

Two major market segments in Laundry

The Laundry segment is divided into two main areas; the first is comprised of customers whose main business is professional laundry, and the second is made up of customers that consider laundry as a cost center.

PROFIT CENTER				COST CENTER				
BUSINESS TO BUSINESS	BUSINESS TO CONSUMERS	SELF-SERVICE	MULTI-HOUSING	CARE	FACILITY MANAGEMENT	SPECIAL ON-SITE LAUNDRY	HORECA (HOTELS, RESTAURANTS, CATERING)	SMALL BUSINESSES
Sub-segments				Sub-segments				
• Heavy duty • Commercial laundries	• Dry-cleaning shops (chains and privately owned)	• Coin-ops • Laundrettes • Camping/ Marinas	• Apartment housing laundry - route operations • Student houses • Dormitories	• Health care • Elderly care	• Building service companies	• Marinas • Sport & Leisure • Public services • Factories • Institutions	• Hotels • Restaurants • Catering	• Small hotels/ B&B's • Hairdressers • Beauty shops • Sport centers



Innovative and sustainable solutions for laundry operations

High energy prices are putting pressure on laundromats and businesses with in-house laundry operations to find cost-effective solutions. Antiquated dryers are among the most energy-consuming appliances, but recent advancements have made washers and dryers much more efficient. By upgrading to energy-efficient equipment, hoteliers and laundry operators can significantly reduce their operating costs.



The Combo Washer & Dryer

The Combo Washer & Dryer integrates washing and drying programs into a single, efficient solution designed specifically for self-service laundry environments. It delivers short waiting times, high-quality results, and an intuitive user experience, ensuring smooth operation for both customers and operators. By combining two processes in one machine, it supports faster turnover, improved space utilization, and consistently low running costs. In addition, we offer the TOSEI Combo stacked solution, see page 15.



The washing machine's best friend

Washing machines that use automatic dosing have a significantly longer service life. Combined with a preventive service agreement, the need for service work is also minimized — not only on the washing machine but also on other equipment such as tumble dryers. Older machines with manual dosing can also be converted to automatic dosing.

Three ways to save with energy-efficient solutions

- 1. High-spin washers with heat-pump dryers:** These minimize excess water, reduce drying times, and save energy.
- 2. Water-saving machines:** Intelligent features prevent water wastage and shorten drying times.
- 3. Dryers with air conditioning applications:** These consume less energy and have shorter drying cycles, making them twice as fast as traditional dryers.

Our energy-saving laundry solutions are backed by research and advanced technology. Our advanced solutions help save water, energy, and detergent, and maintenance contracts ensure efficiency and longevity.



Mimby - water-recycling and microplastic filtration solutions

In 2025, Electrolux Professional Group partnered with Swedish cleantech startup Mimby to advance water-saving and microplastic filtration technologies. Our collaboration focuses on co-developing solutions that reduce water consumption, filter microplastics, and improve energy efficiency. This initiative supports Electrolux Professional's commitment to sustainability and prepares for future regulatory requirements.

Mimby has developed a technical plug-in solution called Mimbox that lowers water consumption, filters microplastics down to around 50 micron, and saves energy by retaining the water.





Key Laundry service applications

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

- Front-load washers
- Combined washers/dryers
- Efficient dispensing systems
- Barrier washers
- Semi-professional washers

DRYING

- Tumble dryers
- Drying cabinets
- Semi-professional dryers

IRONING

- Ironers
- Finishing machines

Key drivers in the professional laundry equipment market

Reduced cost of ownership – especially energy costs

Customers are increasingly looking for equipment that reduces operating costs. They are focusing more on the total cost of ownership of equipment rather than the initial investment, for instance costs for labor, electricity, water, and detergent.

Greater environmental and climate awareness

Many customers want to be able to meet environmental standards and desire lower water consumption, more efficient appliances, gentler detergents, and less impact from chemicals.

Increased demand for flexible business models

Functional sales or equipment rentals are gaining traction in the market. Demand for equipment rental as both a circular and flexible business model, is rapidly accelerating, particularly in Europe and especially from smaller companies.

Our production

A BETTER TODAY,
A BETTER TOMORROW,
A BETTER FUTURE

Operational excellence 40
Manufacturing sites 41



Operational Excellence – Driving performance and sustainability

At Electrolux Professional Group, operational excellence is at the heart of everything we do. Our manufacturing units are organized by product category and integrated into each Business Area to ensure proximity to customer segments and enable agile decision-making and responsiveness.

Target: Climate-neutral operations by 2030

Sustainability is a cornerstone of our strategy. In 2025, we reduced non-renewable energy consumption by 55%, achieving an 92% share of renewable energy across our operations. We are actively increasing renewable energy use at our manufacturing sites.

Every manufacturing site follows a systematic approach to sustainability, focusing on responsible resource use, occupational health and safety, and environmental management. We apply standardized tools and methods and encourage strong employee engagement. Reducing waste impact will be a key priority going forward.

We are committed to providing sustainable solutions throughout our value chain. This includes using safe materials that pose no risk to people or the environment, guided by our Restricted Materials List.

Safety is non-negotiable. Each site tracks and reports incidents, conducts root-cause analyses, and implements corrective actions. Insights are shared across sites to prevent recurrence, and proactive measures are taken to eliminate unsafe conditions.

Our goal is for all logistics, manufacturing, and R&D operations to be certified to ISO standards, including ISO 9001 and ISO 14001, with some sites also certified to ISO 50001 and ISO 45001. These certifications reflect our commitment to quality, safety, and sustainability.

Efficiency, flexibility, and world-class performance

Agility in our supply chain is critical to meeting customer needs quickly and cost-effectively. We leverage the World-Class Manufacturing Framework to prioritize actions that deliver measurable results in sustainability, customer satisfaction, and cost reduction. Standardization and modularization enable us to offer high customization at minimal resource use, creating a leaner and more responsive production network.

Our ambition remains clear: climate-neutral industrial operations by 2030. Through continuous improvement and innovation, we are building a future where operational excellence and sustainability go hand in hand.

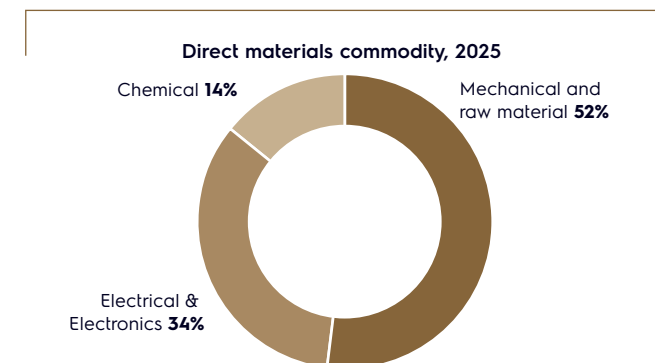
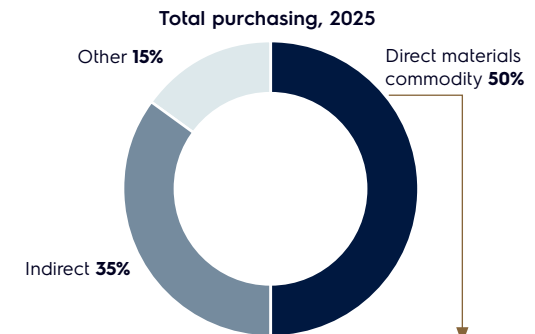
Streamlining of operations

In 2025, we started to streamline operations to improve profitability and safeguard competitiveness. We are doing this by relocating coffee production from the factory in Carros, France, to Aubusson, France, and relocating cooking production from the factory in Sursee, Switzerland, to mainly Pordenone, Italy.

Purchasing

In 2025, total purchasing accounted for approximately SEK 6.5bn, 50% of which consisted of direct materials such as mechanical materials, electronic components, and chemical materials. Mechanical raw material such as steel, aluminum, cast iron, and copper represented roughly 50% of direct material cost. Indirect material represents a significant share of overall purchasing covering categories such as services, logistics, and energy.

Electrolux Professional Group purchases a wide range and large volumes of raw materials and components from external suppliers and closely monitors their quality and reliability. The Group works with approximately 3,300 suppliers. To mitigate potential negative impacts from price fluctuations and to secure availability, annual or biannual price agreements are typically negotiated with the main producers of key raw materials, such as steel.



Manufacturing sites

Global manufacturing sites

Our three largest factories, **Vallenoncello in Italy, Ljungby in Sweden, and Rayong in Thailand**, produce for the global markets. The other plants mainly serve regional markets, some of them with solutions already adapted for the global markets, with growth potential.

Location	Primary product category	Products produced
Vallenoncello, Italy	Food solutions	- Refrigeration: counters, cabinets, blast chillers, roll-ins, saladettes - Oven range - Modular cooking: grills, fry tops, braising pans, fryers, pasta cookers, pans, neutral tops, solid tops, burners, open bases, induction, hobs - Dishwashers: hood types, rack types, under counters, glass washers
Ljungby, Sweden	Laundry	- Washers - Dryers
Rayong, Thailand	Beverage Laundry	- Cold beverage and juice dispensers - Washers - Dryers: single, stacked
Carros, France	Beverage	Espresso coffee machines
Troyes, France	Laundry	Washers, ironers
Seurre, France	Food technology	Induction cooking technology solutions
Aubusson, France	Food solutions	Dynamic preparation: planetary mixers, cutters, peelers, vegetable cutters, display cooking
Saint Vallier, France	Food solutions	Made-to-measure stoves

Location	Primary product category	Products produced
Sursee, Switzerland	Food solutions	- Modular cooking: grills, fry tops, braising pans, fryers, pasta cookers, pans, neutral tops, solid tops, burners, open bases, induction, hobs - High-capacity cooking: tilting, boiling, and braising pans - Made to measure stoves
Spilamberto, Italy	Beverage	- Hot and frozen beverage dispensers - Soft ice cream dispensers
Shanghai, China	Food solutions	- Dishwashers: hood types, rack types, under counters, flight types - Fry tops
Vicksburg, Mississippi, United States	Food solutions	- Preparation, cooking and washing systems (ware and vegetable washing) - Steamers, kettles, and braising pans
Weidman, Michigan, United States	Food solutions	Refrigeration and preparation tables; standard and made-to-measure solutions
Izunokuni, Shizuoka, Japan	Laundry, Food solutions	- Washers and dryers, mainly for laundromats (Coin-ops) - Vacuum packing machines such as table-top, stationary and fully automatic
Eastvale, California, US*	Food solutions	Ranges, ovens, fryers and countertop cooking appliances

* US Royal Range plant, acquired in January 2026.

Our people

A young man with curly brown hair, wearing a dark blue t-shirt and a thin gold chain, is looking towards the camera. He is wearing white work gloves and a black watch on his left wrist. In the background, another person is working at a station, and there are large industrial lights and blue metal structures.

Empowering our people 43

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Empowering our people: Building a culture for growth, engagement, and well-being



At Electrolux Professional Group, our people are at the heart of everything we do. Their skills, engagement, and diverse perspectives are the foundation of our ability to deliver on our strategy and create long-term value for all stakeholders. We are committed to enabling a culture where everyone can thrive, contribute, and grow.



Our culture and behaviors are shaped by our guiding principles, which define how we work together and deliver value:

- > **Be customer obsessed:** Our customers are at the heart of everything we do.
- > **Build trust:** We welcome healthy debates and honest conversations, value integrity, and learn from our set-backs.
- > **Be bold:** We empower everyone to take action, welcome new ideas, and embrace cultural differences.
- > **Act sustainably:** We consider the development of our people to be as important as preserving our environment, making decisions that build a better future.

Number of employees

4,257

Employees by region
Europe

65%

Americas

14%

Asia-Pacific,
Middle-East,
Africa

21%



A diverse and inclusive organization

Diversity and inclusion, and a wide range of backgrounds and perspectives drives innovation and strengthens our company. In 2025, we continued to advance our diversity agenda through targeted training courses and events focused on creating inclusive workplaces and clear goals for gender balance. We continue to deliver Unconscious Bias training in the organization for people leaders and their team members. A total of 1,068 training completions were achieved during 2024 and 2025. We are working on enhancing gender diversity in leadership by strengthening our recruitment and selection processes through targeted initiatives, including the introduction of a potential-based hiring module for managers, with open requisitions and structured training for recruiters on the principles and application of neutral, inclusive job advertising. In 2025, 27% of our people in leadership roles were women including recent acquisitions, and approximately 29% excluding acquisitions. We remain committed to a workplace free from harassment and discrimination.

Health, safety, and well-being

The health, safety, and well-being of our people are top priorities. We have a 'zero accident' mindset, with robust health and safety protocols, regular training, and ISO 45001 certification at our largest plants. In 2025, our Lost Time Injury Rate (LTIR) was 1.6. We also ensure fair and competitive compensation, with all employees covered by social protection programs and a commitment to equal pay for equal work.

Engagement and flexible work life

We know that engaged employees are key to our success. Our annual Employee Engagement Survey reached a 91% participation rate in 2025, with the satisfaction score rising to 72%. We listen to

our people and act on their feedback, ensuring that every voice is heard. We also recognize the importance of work-life balance. Our flexible work arrangements enable eligible white-collar employees to choose where they work for part of their time, and we encourage our people to take parental leave and holidays. All employees are entitled to family-related leave, and we support disconnecting outside working hours.

People development: Growing together

Continuous learning is integral to our workplace. The program "Gig Opportunities" encourages employees to work across functions and develop new skills, while regular Development Talks focus on personal and business growth.

At Electrolux Professional Group, we invest in everyone's growth, recognizing unique strengths through talent reviews and succession planning. Leadership development is supported by initiatives like the Global Leadership Forum, the Group Management mentoring program, and coaching and partnership with business schools and AIESEC.

We accelerate the development of our people by creating opportunities that stretch their capabilities and align with their growth potential. This potential is reflected in key qualities we call Potential Indicators: Growth Mindset & Curiosity, Emotional Intelligence, Purposeful Ambition, and Cognitive Ability. Our approach is designed to challenge individuals in ways that help them thrive, not stretch them to the point of failure, so they can fully realize their potential.

Find out more about our people efforts, data, and performance in 2025 in the Sustainability statement on pages 121-129.

Key ratios, 2025

- > 91% participation in the Employee Engagement Survey; 72% satisfaction rate, improvement of 1 percentage point
- > 32% women in the workforce; 27% women in leadership roles incl. acquisitions, and 29% excl. acquisitions.
- > 57% of employees participated in the Development Talk process, targeted at white-collar employees.
- > Average training hours per employee was 17.03.
- > Flexible work arrangements and 100% eligibility for family-related leave.
- > Lost Time Injury Rate was 1.6 accidents/1,000,000 work hours.

- > In September 2025, the Group launched a program to safeguard future competitiveness and improve profitability. The changes affects around 350 employees, adjusting organizational structure and competencies across countries and functions, and reviewing production locations and roles for future needs.



Corporate governance

The Corporate Governance Report describes the organizational bodies, rules, and other governance structures by which the Electrolux Professional Group is controlled and operated. The Group's external auditors have reviewed this report and their opinion has been included in the Auditor's Report.

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Reinforced competitive strength

Despite continued macroeconomic and geopolitical volatility throughout the year, Electrolux Professional Group has continued to advance and further strengthen its competitive position.

The two main strategic initiatives undertaken during the year relate to the development of next-generation products within horizontal cooking and in laundry. In parallel, the Group has increased operational efficiency through the efficiency project, which addresses both cost reductions and targeted upskilling to support evolving competence requirements.

From a financial perspective, net sales increased slightly in comparable currency, while the EBITA margin continued to improve towards the target - despite the significant depreciation of the US dollar and the impact of imposed tariffs which had a combined adverse effect of approximately one percentage point. Cash generation remained strong, resulting in a reduction of the net debt/EBITDA ratio.



We are pleased with the continued strengthening of our strategic position while simultaneously delivering improved operational and financial performance.

Kai Wärn, Chairman of the Board



The recently acquired company, TOSEI, experienced weaker sales growth due to the Japanese market contraction. However, the company maintained its market share and successfully delivered on the internally defined synergy targets, supporting a positive mid- to long-term outlook. At the end of the year, we announced the acquisition of Royal Range, a US-based horizontal cooking company with a strong strategic fit, reinforcing the US horizontal cooking offering.

On January 28, the retirement of Alberto Zanata was announced. Alberto Zanata has led the company with great success over the past 17 years, and the Board extends its sincere appreciation for his outstanding leadership. At the same time, the Board was pleased to appoint Paolo Schira as his successor, effective from the Annual General Meeting on May 5. Paolo brings extensive experience from both the Food Service and Laundry Service businesses within the Group.

During the year, twelve Board meetings were held. The annual Board visit took place in the United States, where members attended the food service exhibition in Atlanta and met with key channel partners. In addition, a visit was made to the Food Center in Vallenoncello, Italy.

In summary, we are pleased with the continued strengthening of our strategic position while simultaneously delivering improved operational and financial performance, despite external headwinds.

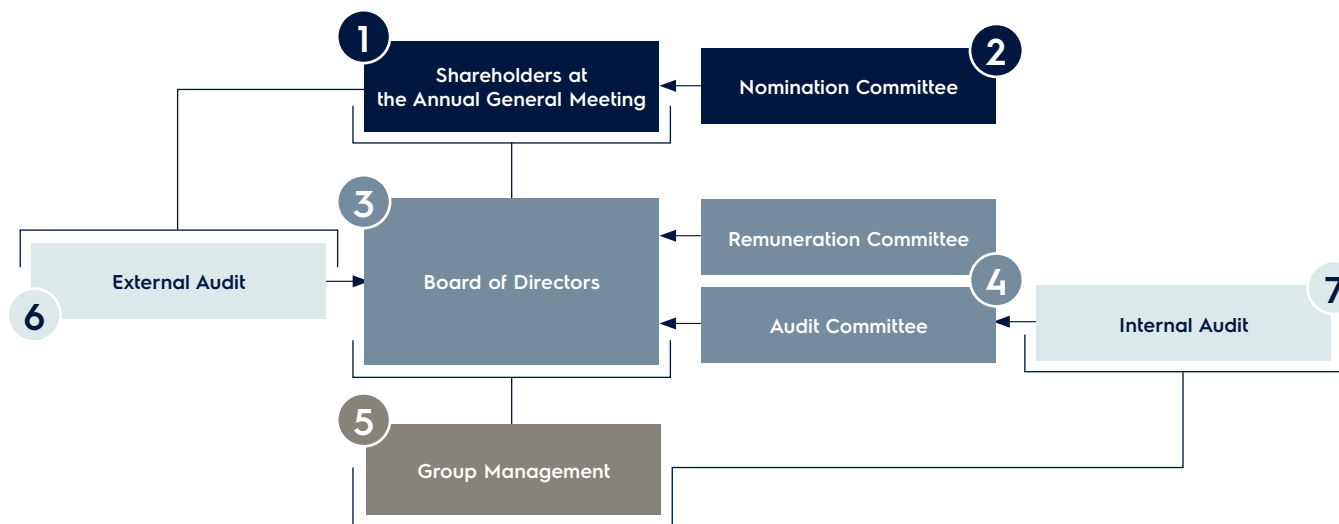
Kai Wärn,
Chairman of the Board



Corporate governance report

Good corporate governance is about ensuring that Electrolux Professional Group is managed as responsibly and efficiently as possible to meet our obligations as a public company, and also to create value for shareholders in an efficient, responsible, and sustainable manner. Corporate governance determines how rights and responsibilities are distributed between a company's various bodies, in accordance with internal processes and the laws and regulations in effect.

Corporate governance structure



External and internal rules

The governance of the Group is defined by external and internal rules. The external rules comprise the Swedish Companies Act, Nasdaq Stockholm's Rule Book for Issuers, and the Swedish Corporate Governance Code (the "Code"), as well as other relevant Swedish and foreign laws and regulations. The Code is available at www.corporategovernanceboard.se and describes good practices in the stock market.

Internal rules consist of the Articles of Association, the Rules of Procedure of the Board of Directors, the Electrolux Professional Code of Conduct, policies for information, finance, credit, internal control, risk management, anti-corruption, and other group policies.

Application of the Code

Electrolux Professional Group applies the Code without deviations and did not report any deviations from the Code in 2025. There were no infringements of applicable stock exchange rules by Electrolux Professional, and no breach of good practice on the securities market were reported by the Disciplinary Committee of Nasdaq Stockholm nor the Swedish Securities Council in 2025. This corporate governance report has been drawn up as part of Electrolux Professional Group's application of the Code.

Shares

According to Electrolux Professional's Articles of Association, the share capital shall not be less than SEK 20,000,000 and not be more than SEK 80,000,000, divided into not less than 200,000,000 shares and not more than 800,000,000 shares.

Electrolux Professional's registered share capital is SEK 28,739,745, represented by 287,397,450 shares of which 8,027,292 are Class A shares and 279,370,158 are Class B shares (as of December 31, 2025), each with a quota value of SEK 0.1.

Each Electrolux Professional Class A share entitles the holder to one vote and each Electrolux Professional Class B share entitles the holder to one tenth of a vote at the General Meeting.

The Class B shares of Electrolux Professional are listed on Nasdaq Stockholm and traded on the Large Cap list.

Since September 2020, Class A shares have been delisted from trading on Nasdaq Stockholm. Holders of Electrolux Professional Class A shares have the right to require that Class A shares are converted to Class B shares. During 2025, 2,045 Class A shares were converted to Class B shares.

1 Shareholders

The number of registered shareholders as at December 31, 2025 was 40,236. On December 31, 2025, Investor AB was the largest shareholder, with a holding corresponding to 32.46% of the votes and 20.51% of the share capital in Electrolux Professional AB. For more information about the shares and shareholders, see pages 197-199.

Dividend Policy

Electrolux Professional's target is for the dividend to correspond to approximately 30% of the income for the period. For the financial year of 2025 the Board of Directors proposes a dividend to the shareholders of SEK 0.95 (0.85 for 2024) per share, corresponding to 30% of net income for the year, excluding items affecting comparability.

General Meeting of shareholders

Pursuant to the Swedish Companies Act, the General Meeting is the supreme decision-making body in a Swedish limited liability company, and shareholders exercise their voting rights at such meetings. The Annual General Meeting (AGM) was held on May 7, 2025 in Stockholm and in combination with advance postal voting.

The AGM of Electrolux Professional is held annually before the end of June. In addition to the AGM, Extraordinary General Meetings (EGM) can be convened when required. The General Meetings are held in the municipality of Stockholm, where the company's registered office is located. The date and place of the AGM is communicated on the company's external website no later than the publication of the quarterly report for the third quarter.

At the AGM, shareholders of Electrolux Professional resolve on several matters, including confirmation of income statements and balance sheets, the disposition of the company's profit or loss, discharge of liability for the members of the Board and the President and CEO, composition of the Nomination Committee, election of members of the Board (including the Chairman of the Board) and auditor, remuneration for the members of the Board and auditor, as well as guidelines for remuneration for the President and CEO and other senior executives.

The shareholders of Electrolux Professional also resolve on other matters that are important to the company, for example any changes to the Articles of Association, at the General Meeting.



Shareholders who wish to have a matter dealt with must submit a written request to the Board to that effect. The request must have been received by Electrolux Professional no later than seven weeks prior to the General Meeting.

The next AGM will be held on May 5, 2026, in Stockholm.

2 Nomination Committee

At the Annual General Meeting held on May 7, 2025, the current instruction for the Nomination Committee was adopted which applies until a new instruction is adopted by the Annual General Meeting.

The Nomination Committee shall comprise of five members. The members should be one representative of each of the four largest shareholders, in terms of voting rights, that wish to participate in the Committee, together with the Chairman of the Electrolux Professional Board. The composition of the Nomination Committee shall be based on the ownership as of the last banking day in August in the year prior to the AGM based on reliable shareholder information which is provided at such time. The names of the representatives and the names of the shareholders they represent shall be announced as soon as they have been appointed. If the shareholder structure changes during the term of office of the Nomination Committee, the composition of the Nomination Committee may be adjusted accordingly. Changes in the composition of the Nomination Committee shall be published as soon as any such changes have been made.

The Nomination Committee's task includes preparing a proposal to the next AGM

The Nomination Committee's task is to propose Board members and auditors as well as remuneration for these to the AGM.

The Audit Committee assists the Nomination Committee in preparing proposals for auditors, and the Nomination Committee's proposal includes the Audit Committee's recommendation on the election of auditors. The Nomination Committee's proposals are publicly announced no later than on the date of notification of the AGM. Shareholders may submit proposals for nominees to the Nomination Committee.

The Chairman of the Board conducts a yearly evaluation of the Board by way of a survey to the Board members and subsequent discussions, to assess the Board's composition, qualifications, efficiency, and work procedures. The conclusions are presented to the Nomination Committee.

On this basis and if deemed appropriate after subsequent discussions and interviews, the Nomination Committee determines whether the existing Board should be strengthened with additional expertise or if there are any other reasons to make changes to the composition of the Board. In making such determinations and (if applicable) evaluating potential new candidates for the Board, the Nomination Committee takes into consideration the objective to achieve a gender balance in the Board. The Nomination Committee applies rule 4.1 of the Swedish Code as its diversity policy.

The Nomination Committee considers that the Board of Directors demonstrates breadth and diversity, as reflected, among other factors, in age, nationality, educational background, gender, experience and competencies. Among the Board members elected by the Annual General Meeting in 2025, five nationalities are represented, and three of the eight Board members elected (37.5%) are women.

In addition, the Nomination Committee takes into consideration the need to ensure that the independence requirements of the Swedish Code are met. These requirements stipulate that at least the majority of Board members must be independent from the Company and its management, and that at least two (from such majority) are also independent of Electrolux Professional's largest shareholders. The Nomination Committee also takes into account any proposals it receives about the composition of the Board that may have been suggested by other shareholders.

The Nomination Committee's proposal and opinion are published at the latest when the notice is issued. The Nomination Committee for the 2026 AGM is based on the ownership structure as of August 31, 2025, and was announced in a press release on September 18, 2025. The Nomination Committee members are:

- > Petra Hedengran, Chairman, appointed by Investor AB
- > Jan Dworsky, appointed by Swedbank Robur Funds
- > Anders Hansson, appointed by AMF Pension och Fonder
- > Jesper Wilgodt, appointed by Alecta
- > Kai Wärn, Chairman of the Board of Electrolux Professional AB

3 Board of Directors

The Board of Directors has the overall responsibility for Electrolux Professional's organization and administration. The duties of the Board of Directors are set forth in the Swedish Companies Act, the company's Articles of Association and the Code. In addition, the work of the Board of Directors is governed by the Rules of Procedure of the Board of Directors, adopted annually by the Board. The instructions for the Board of Directors govern, among other things, the division of work and responsibility between the Board of Directors, its Chairman, and the President and CEO, and specify financial and sustainability reporting procedures for the President and CEO. The Board of Directors also adopts instructions for the Board committees.

Composition and Independence of the Board of Directors

According to Electrolux Professional's Articles of Association, the Board of Directors shall be comprised of no less than three and no more than nine members, with no more than three deputy members, elected by the shareholders at the AGM. In addition and by law, employee organizations are entitled to appoint employee representatives.

The Board of Directors currently comprises eight members elected by the 2025 AGM for a term of office extending until the close of the 2026 AGM, with no deputies, as well as two ordinary members and two deputies appointed by Swedish employee organizations.



The AGM elects the Chairman of the Board. Directly after the AGM, the Board holds a meeting for formal constitution at which the members of the committees of the Board are elected. The Chairman of the Board of Electrolux Professional is Kai Wärn. All current members of the Board are non-executive members.

According to the Code, the majority of the Board members appointed by the General Meeting must be independent in relation to the company and its Group Management Team. No more than one Board member elected by the General Meeting may be a member of the Group Management Team of the company or a subsidiary. At least two of the Board members that are independent in relation to the company and the Group Management Team must also be

independent in relation to the major shareholders of the company. According to the Code, a major shareholder is a shareholder that directly or indirectly controls 10% or more of the shares or votes in the company. Independence is assessed by the Nomination Committee.

The Board is considered to be in compliance with relevant requirements for independence. All Directors apart from Daniel Nodhäll are considered to be independent. Daniel Nodhäll is considered to be independent in relation to the company and the Group Management Team, but not in relation to major shareholders of Electrolux Professional.

Information on Board diversity is provided on pages 48 and 73, as well as in the Board members' presentation on pages 53–54.

Management of the company's affairs

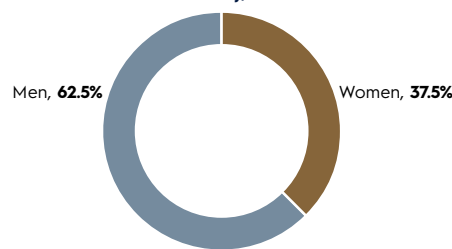
The Board of Directors is responsible for the organization of Electrolux Professional and the management of the company's affairs. The Board's tasks include adopting strategies, targets, business plans, budgets, interim reports, year-end financial statements, and policies. The Board of Directors is also required to monitor the company's financial and sustainability performance and to ensure that the company has good internal control, including formalized routines to ensure that approved principles for financial and sustainability reporting and internal control are applied, and that reports (financial and sustainability-related) are produced in accordance with legislation, applicable accounting and sustainability standards, and other requirements for listed companies. Furthermore, the Board of Directors decides on major investments and changes in the organization and operations of the Group. The Board of Directors is responsible for regularly evaluating the work of the President and CEO.

Moreover, the Board of Directors is to ensure that there is a satisfactory process for monitoring the company's compliance with laws and other regulations relevant to operations, as well as the application of internal guidelines, and to evaluate operations on the basis of the objectives and policies set by the Board of Directors.

The Board of Directors is also tasked with identifying how sustainability issues impact risks to, and business opportunities for, the company, and defining appropriate guidelines to govern the company's conduct in society with the aim of ensuring its long-term value creation capability. The Board shall ensure that the company has formalized procedures to ensure that the established principles for sustainability reporting are complied with and that Electrolux Professional's sustainability reporting is prepared in accordance with laws and applicable Sustainability standards. Read more in the General Information section in the Sustainability statements on pages 71–88.

The Chairman of the Board of Directors leads and organizes the work of the Board, ensures that the Board fulfills its tasks, and ensures that the Board's decisions are implemented. The Chairman of the Board of Directors shall, together with the President and CEO, monitor the company's performance and prepare and chair Board meetings. The Chairman is also responsible for ensuring that the Board members evaluate their work each year and continuously

Gender diversity, the Board*



* as elected by AGM 2025, excluding employee representatives

receive the information necessary to effectively perform their tasks. The Chairman represents the company in relation to its shareholders.

The Group's external auditors report to the Board as necessary, but at least once a year. A minimum of one such meeting is held without the presence of the President and CEO, or any other member of the Group Management Team. The external auditors also attend the meetings of the Audit Committee. The Audit Committee reports to the Board after each of its meetings. Minutes are taken at all meetings and are made available to all Board members and to the auditors.

The work of the Board in 2025

In 2025, the Board held twelve meetings, nine of which were held either as physical meetings or by video conference meetings. Three meetings were held per capsulam. The attendance of each Board member at these meetings is stated in the table on pages 53–54.

All scheduled Board meetings during the year followed an agenda, which, together with the documentation for each item on the agenda, was sent to Board members in advance of the meetings. Ordinary Board meetings usually last for half a day to one entire day in order to allow time for presentations and discussions. Electrolux Professional's General Counsel serves as the secretary at the Board meetings. Each scheduled ordinary Board meeting includes a review of the Group's results and financial position, as well as the outlook for the forthcoming quarters, as presented by the President and CEO. The meetings also deal with investments, credit limits, and other matters that are to be submitted to the Board under the Rules of Procedure or the company's policies. The Board decides on all capital investments exceeding SEK 25m and receives reports on all investments exceeding SEK 10m. Finally, in most scheduled Board meetings a business area or strategic item is presented and reviewed.

In addition to the priorities illustrated on this page, the Board's focus in 2025 included follow-up on strategic plans across each Business Area, AI and digital transformation and the continued development of the sustainability strategy and reporting processes.

Evaluation of the Board of Directors

The Board evaluates its work annually with regard to working procedures, the working climate, and the focus of the Board's work. This evaluation also focuses on access to, and requirements for, special competencies on the Board. The evaluation is a tool for the development of the Board work and also serves as input for the Nomination Committee's work.

Each year, the evaluation of the Board is initiated and led by the Chairman of the Board. Evaluation tools include questionnaires and discussions. In 2025, Board members responded to written questionnaires. The evaluations were subsequently discussed individually and at a Board meeting. The result of the evaluations was presented to the Nomination Committee.

Board remuneration

The AGM determines the compensation for the Board of Directors for a period of one year until the next AGM. The compensation is distributed between the Chairman, other members of the Board, and remuneration for committee work.

The remuneration for the Board was approved at the AGM 2025. Total compensation to the non-executive Board members in 2025 amounted to SEK 7.4m, of which SEK 6.5m included ordinary compensation and SEK 0.9m was for committee work.

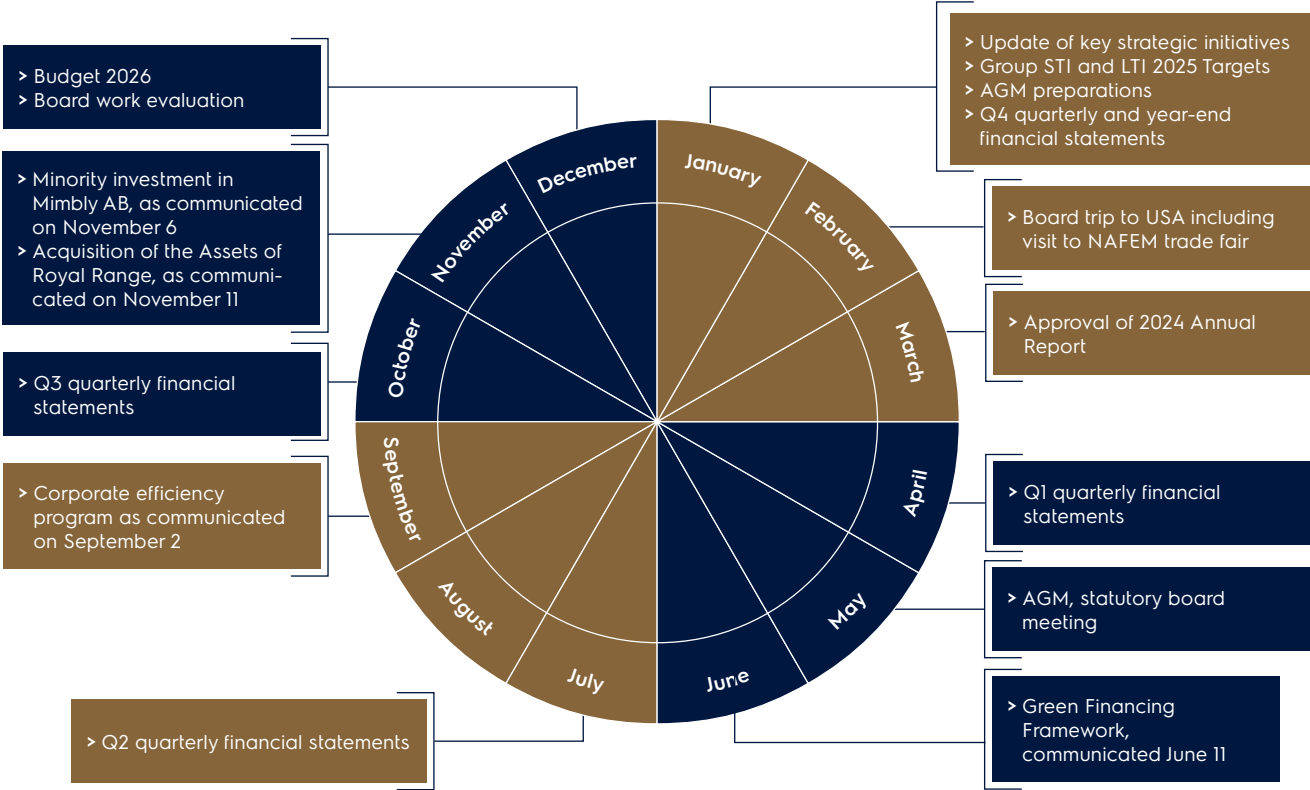
The Annual General Meeting 2025 resolved on fees to the Board of Directors in accordance with the Nomination Committee's proposal: yearly fee to the Chairman of the Board of Directors of SEK 1,925,000 and SEK 640,000 to each of the other Directors appointed by the Annual General Meeting not employed by Electrolux Professional. In addition to these fees, the Annual General Meeting resolved on an additional fee of USD 4,000 per meeting to be paid to each Director who resides outside Europe for attendance at ordinary physical Board meetings in Sweden or Italy. Fees for committee work for the members who are appointed by the Board of Directors were approved as follows:

SEK 233,000 to the Chairman of the Audit Committee, SEK 150,000 to each of the other members of the Audit Committee, SEK 150,000 to the Chairman of the Remuneration Committee, and SEK 110,000 to each of the other members of the Remuneration Committee.

The compensation paid in 2025, presented in detail in Note 26 of the Financial report, refers to compensation until the AGM in 2025 and three quarters of the compensation authorized by the AGM in 2025.

4 Board committees

According to the Swedish Companies Act and the Code, the Board of Directors shall institute an audit committee and a remuneration committee. The majority of each committee's members are independent in relation to the company and its Group Management. For the Audit Committee, at least one of the members who is independent in relation to the company and its Group Management team is also to be independent in relation to the company's major shareholders.



The major tasks of these committees are preparatory and advisory, but the Board may delegate decision-making powers on specific issues to the committees. The issues considered at committee meetings shall be recorded in minutes of the meetings and continuously reported to the Board of Directors. The members and Chairmen of the committees are appointed at the statutory Board meeting following the election of Board members by the AGM. The Board has also determined that issues may be referred to ad hoc committees dealing with specific matters.

Audit Committee

The main tasks of the Audit Committee are to oversee the process of Electrolux Professional's financial and sustainability related reporting, internal control, and internal audit in order to secure the quality of the Group's external reporting. The Audit Committee is also tasked with supporting the Nomination Committee with proposals when electing external auditors. During 2025 the Audit Committee has closely followed the work related to sustainability reporting.

The Audit Committee consists of the following three Board members: Hans Ola Meyer (Chairman), Josef Matosevic and Daniel Nodhäll. The external auditors report to the Committee at each ordinary meeting. The President and CEO, CFO, Head of Group internal audit, and General Counsel participated in all the Audit Committee meetings in 2025. During 2025 the Audit Committee held five meetings. Attendance is shown in the table on pages 53-54.

Remuneration Committee

One of the Remuneration Committee's primary tasks is to propose guidelines for the remuneration of the members of the Group Management Team. The Committee also proposes changes in remuneration of the President and CEO, for resolution by the Board, and reviews and resolves on changes in remuneration of other members of the Group Management Team as proposed by the President and CEO.

The Remuneration committee consists of the following three Board members: Martine Snels (Chairman), Kai Wörn, and Daniel Nodhäll. The Chief Human Resources Officer participated in the meetings and was responsible for the meeting preparations and taking minutes.

During 2025 the Remuneration Committee held four meetings, three of which were held either as physical meetings or online. One meeting was held per capsulam. Attendance is shown in the table on pages 53-54.

5 Group Management Team

The Group Management Team currently includes the CEO and eleven members. The President and CEO is appointed by, and receives instructions from, the Board of Directors. The President and CEO, in turn, appoints other members of the Group Management Team and is responsible for the ongoing management of the Group in accordance with the Board's guidelines and instructions.

The Group Management Team holds monthly meetings online, and quarterly in-person meetings lasting two or three days, to review the previous month's results, update forecasts and plans, and discuss strategic issues.

Key focus areas for the Group Management Team during 2025

- > Continued development of the strategic plans in the Business Areas
- > Cost savings, restructuring, and upskilling of the organization to meet the future demands
- > Management of business and financial impact resulting from US tariffs and geopolitical challenges
- > Digital transformation and AI adoption
- > Continued development of sustainability strategy including development of products with less impact on the environment
- > Development of People & Succession Pipeline strength

Management changes

During 2025, the General Counsel Carolina Tendorf, decided to leave the company. After a thorough recruitment process, Cecilia Swolin was appointed General Counsel. She joined the company on October 1, 2025 and replaced Carolina Tendorf as General Counsel as of November 1, 2025.

6 Auditors

The 2025 AGM re-elected Deloitte AB for the period up to and including the 2026 AGM. Jonas Ståhlberg, authorized public accountant and a member of FAR (the professional institute for authorized public accountants in Sweden), is the auditor-in-charge. For specification of remuneration to auditors refer to Note 12.

Deloitte provides an audit opinion regarding Electrolux Professional AB, the financial statements of the majority of its sub-

sidaries, the consolidated financial statements for the Electrolux Professional Group, the sustainability statements and the administration report of Electrolux Professional AB. The auditors also conduct a review of the interim report for the second quarter. The audit is conducted in accordance with the Swedish Companies Act, International Standards on Auditing (ISA), and generally accepted auditing standards in Sweden. Audits of local statutory financial statements for legal entities outside of Sweden are performed as required by laws or applicable regulations in each country, including issuance of audit opinions for the various legal entities.

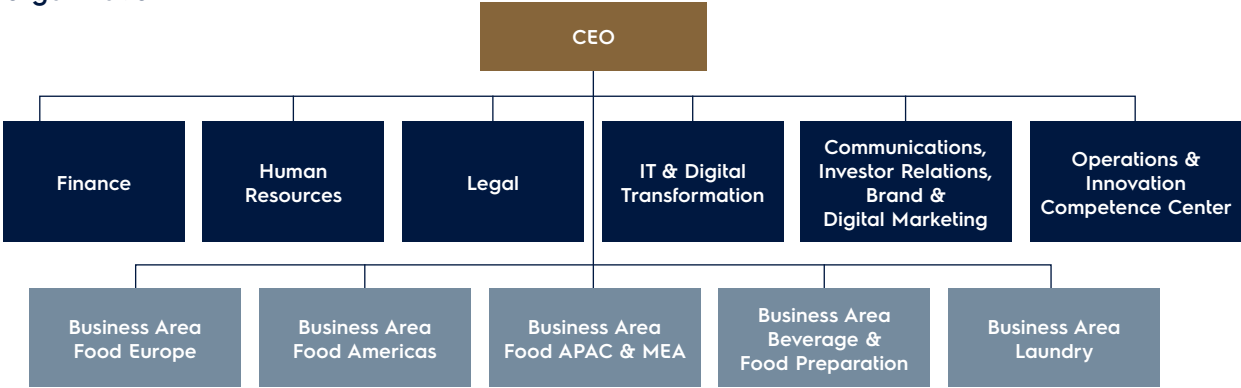
7 Internal Audit

The internal audit function (Group Internal Audit) strengthens the organization's ability to create, protect, and sustain value by providing the Board and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

Group Internal Audit assignments are conducted according to a risk-based plan developed annually and approved by the Audit Committee. The audit plan is derived from an independent risk assessment conducted by Group Internal Audit to identify and evaluate risks associated with the execution of the Group's strategy, operations, and processes. The audits are executed using a methodology for evaluating the design and implementation of internal controls to ensure that risks are adequately addressed, and processes operate efficiently. Opportunities for improving the effectiveness of the governance, internal control, and risk management processes identified in the internal audits are reported to management for action. A summary of audit results is provided to the Audit Committee, as is the status of management's implementation of agreed actions to address findings identified in the audits.

The Head of Group Internal Audit reports to the Audit Committee and is managed administratively by the CFO.

Our organization



Internal control over financial reporting

Electrolux Professional uses the COSO framework (Committee of Sponsoring Organizations of the Treadway Commission) as a basis for internal control over financial reporting. The processes for internal control, risk assessment, control activities, information and communication, and monitoring regarding the financial reporting are designed to ensure reliable overall financial reporting and external financial statements in accordance with IFRS, applicable laws and regulations, and other requirements. This process involves the Board of Directors, the Audit Committee, the Group Management Team, and all employees.

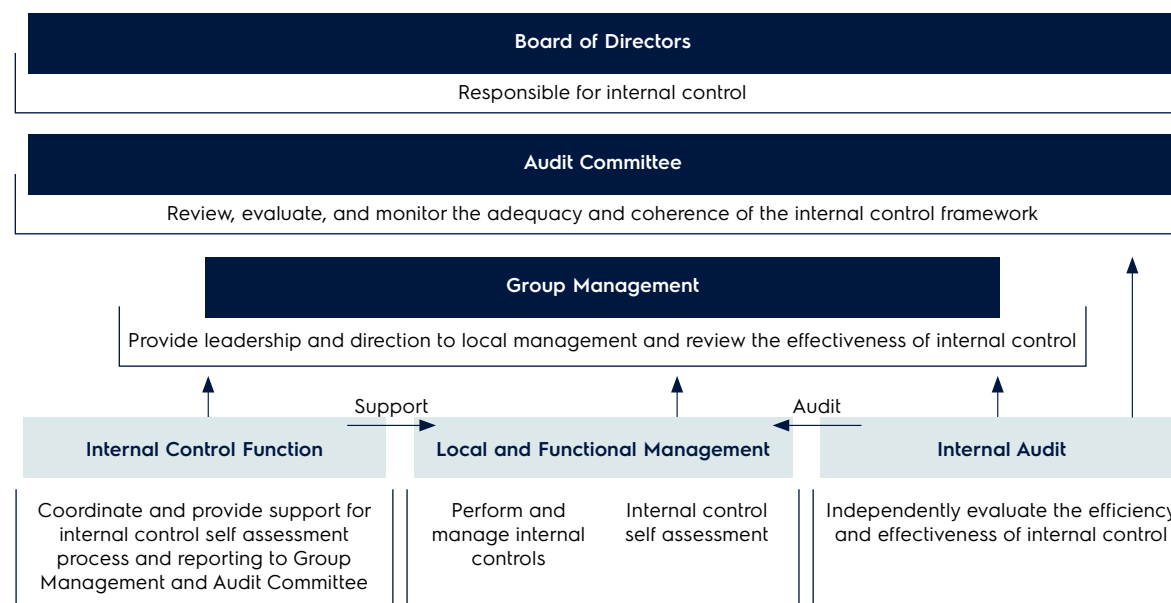
Control environment

The Board has overall responsibility for establishing an effective system of internal control. The Audit Committee regularly reviews and evaluates the adequacy of the internal control framework. It monitors control deficiencies identified within the Group's internal control environment and oversees implementation of action plans if applicable. The CEO and the Group Management Team have the ultimate responsibility for internal controls within their areas of responsibility.

All entities within the Group must maintain adequate internal controls. As a minimum requirement, control activities should address key risks identified within the Group. Limits of responsibilities and authorities are provided in the Delegation of Authority Policy, manuals, policies, and procedures and codes, including the Code of Conduct, the Group Workplace Policy, and the Group Anti-Corruption Policy, as well as in policies for information and finance, and in the Accounting Manual. Together with laws and external regulations, these internal guidelines form the control environment, and all Electrolux Professional employees are accountable for compliance.

Risk assessment

Risk assessment is the assessment of risks in the various processes and data points that feed into the Company's financial reports. This includes identifying risks of not fulfilling the fundamental criteria, i.e., completeness, valuation, existence and occurrence, rights and obligations, and presentation and disclosure of significant accounts in the financial reporting for the Group, as well as the risk of loss or misappropriation of assets and potential fraud.



Control activities

Control activities aim to mitigate the risks identified and ensure accurate and reliable financial reporting as well as process efficiency. Control activities include ongoing evaluations, self-assessments, and internal audit to ascertain whether the components of internal control are present and functioning.

Information and communication

Information and communication within the Group regarding risks and controls helps to ensure that the right business decisions are made. Guidelines for financial reporting are communicated to employees, for instance by ensuring that manuals and policies are published and accessible through the Group-wide intranet.

Monitoring

Monitoring and testing of control activities is performed periodically to ensure that risks are properly mitigated. The effectiveness of control activities, as measured by self assessment, is monitored continuously at three levels: Group, legal unit, and process. Monitoring involves both formal and informal procedures applied by management, process owners, and control operators, including reviews of results in comparison with budgets and plans, analytical procedures and key performance indicators, and self-assessment results.

Internal audit independently evaluates the design and implementation of controls based on the audit scope, and proactively proposes improvement to the control environment. Controls that have failed must be remediated. Management establishes and implements action plans to correct weaknesses. The Audit Committee reviews, evaluates, and monitors the internal control process for financial reporting.

Board of Directors*



KAI WÖRN



KATHARINE CLARK



SHANNON GARCIA



JOSEF MATOSEVIC



HANS OLA MEYER

Position & year elected	Chairman of the Board of Directors and Board member since 2019. Member of the Remuneration Committee.	Board member since 2020.	Board member since 2025.	Board member since 2023. Member of the Audit Committee.	Board member since 2019. Chairman of the Audit Committee.
Year of birth	1959	1979	1980	1971	1955
Nationality	Swedish	British	American	American	Swedish
Education	M.Sc. in Mechanical Engineering, KTH Royal Institute of Technology, Stockholm, Sweden.	B.Sc. (Hons) Business Information Systems Management, Bournemouth University, UK. Professional Diploma, Chartered Institute of Marketing, UK.	Studies in communication at Campbell University and in business administration at Medaille College.	B.Sc. in Mechanical Engineering from Bayerische Julius-Maximilian's Universität in Würzburg, Germany.	B.Sc. in Economics and Business Administration from Stockholm School of Economics, Sweden.
Other board assignments	Board member of Sandvik AB, SunStreet Energy AB, and Comparsio AB.	-	Chair-Elect at the Women's Foodservice Forum (non-profit).	-	-
Current and previous positions	Previously CEO and President Husqvarna AB, Partner at IK Investment Partners Norden AB, President and CEO of Seco Tools AB, various positions within ABB.	President at Apollo Fire Detection Group. Previously VP BD, Innovation and Sustainability at Gunnebo, VP Commercial Development/CCO, Assa Abloy Opening Solutions EMEA.	President Global Markets & Global Chief Operations Officer of Pizza Hut, Yum! Brands. Previously President, Siren Retail & SVP, U.S. and other senior positions within Starbucks Corporation and Senior Vice President, U.S. Business Olive Garden as well as various senior positions within Darden Restaurants Inc.	Managing Director at Revolent Capital Solutions. Previously President and CEO, Helios Technologies, Executive Vice President and Chief Operating Officer and interim President and CEO of Welbilt, Inc., Executive Vice President of Global Operations at The Manitowoc Company, Inc., Executive Vice President of Global Operations Oshkosh Corporation, as well as various executive positions with Wynnchurch Capital.	Previously CFO, Senior Vice President Controlling and Finance at Atlas Copco AB.
Independence	Independent in relation to the company and the Group Management Team as well as the company's major shareholders.	Independent in relation to the company and the Group Management Team as well as the company's major shareholders.	Independent in relation to the company and the Group Management Team as well as the company's major shareholders.	Independent in relation to the company and the Group Management Team as well as the company's major shareholders.	Independent in relation to the company and the Group Management Team as well as the company's major shareholders.
Shareholding at February 28, 2026	104,000 Class B shares and 778,816 call options issued by Investor AB entitling him to the right to purchase Electrolux Professional B shares.	9,000 Class B shares.	-	-	9,000 Class B shares.
Board meeting attendance	12/12	12/12	7/7	12/12	12/12
Committee meeting attendance	4/4 Remuneration Committee			5/5 Audit Committee	5/5 Audit Committee

Shannon Garcia was elected May 7, 2025. Lorna Donatone declined re-election at the AGM on May 7, 2025. Lorna Donatone attended 4/5 board meetings, and 2/2 Audit committee meetings.

*All information as of February 28, 2026.



DANIEL NODHÄLL



MARTINE SNELS



CARSTEN VOIGTLÄNDER

Position & year elected	Board member since 2019. Member of the Remuneration Committee and the Audit Committee.	Board member since 2019. Chairman of the Remuneration Committee.	Board member since 2019.
Year of birth	1978	1969	1963
Nationality	Swedish	Belgian	German
Education	M.Sc. in Economics and Business Administration, Stockholm School of Economics, Sweden.	M.Sc. Industrial engineering, K.U. Leuven, Campus Geel, Belgium. Studies in mathematics, Universiteit Antwerpen, Belgium. Advanced Finance, London Business School, England. Finance for non-financials, Singapore Institute of Management, Singapore. B2B Marketing, Vlerick Business School, Belgium.	Degree in Mechanical Engineering, Technical University of Braunschweig, Germany. Doctoral Degree/Dr.-Ing., Process Engineering, Technical University of Braunschweig, Germany. Advanced Management Programme, INSEAD.
Other board assignments	Board member of AB Electrolux and Husqvarna AB.	Board member of SIG Group AG, member of the Audit Committee and member of the Nomination and Governance Committee, Board member of Prodrive Technologies Group B.V.	Board member of BBC Group AG. Non-Executive Director of INNIO Group, OIKOS International and STULZ GmbH. Member of the Foundation Board of Friedhelm Loh Stiftung. Member of the Supervisory Board of Testo Management SE.
Current and previous positions	Head of Listed Companies at Investor AB.	CEO and owner of L'Advance B.V. Previous Non-Executive Director of Resilux NV and Member of the Supervisory Board of Vion Food Group NV. Previous Board member of Urus Group LLC. Previous member of the Executive Board of GEA Group AG and various positions within FrieslandCampina NV, including Chief Operating Officer in the Board and Executive Director Ingredients.	CEO and owner of Voigtlaender Board Advisory. Previously CEO of Vaillant Group.
Independence	Independent in relation to the company and the Group Management Team, but not in relation to the company's major shareholders.	Independent in relation to the company and the Group Management Team as well as the company's major shareholders.	Independent in relation to the company and the Group Management Team as well as the company's major shareholders.
*Shareholding at February 28, 2026	33,000 Class B shares.	10,000 Class B shares	10,000 Class B shares
Board meeting attendance	11/12	12/12	11/12
Committee meeting attendance	4/4 Remuneration committee 5/5 Audit committee	4/4 Remuneration Committee	



JOACHIM NORD

Position & year elected Board member since 2019. Employee representative of the Council for Negotiation and Cooperation (PTK).

Year of birth 1966 **Nationality** Swedish

Shareholding 130 Class B shares.



JENS PIERARD

Position & year elected Board member since 2023. Employee representative of the Swedish Confederation of Trade Unions (LO).

Year of birth 1968 **Nationality** Swedish

Shareholding -

PER MAGNUSSON

Position & year elected Deputy Board member since 2023. Employee representative of the Swedish Confederation of Trade Unions (LO).

Year of birth 1964 **Nationality** Swedish

Shareholding* -

HELEN ÅKERMAN

Position & year elected Deputy Board member since 2024. Employee representative of Unionen.

Year of birth 1982 **Nationality** Swedish

Shareholding -

Group Management Team*



ALBERTO ZANATA



PAOLO SCHIRA



**CAMILLA MONEFELDT
KIRSTEIN**



BO ERICKSON



PHILIPPE ZAVATTIERO



RICHARD FLYNN

Position	President and Chief Executive Officer since 2009. **	President Business Area Laundry, since 2022. **	President Business Area Food Europe since 2023.	President Business Area Food Americas, since January 1, 2025.	President Business Area Beverage and Food Preparation, since 2021.	President Business Area Food APAC and MEA since 2022.
Year of birth	1960	1975	1972	1981	1961	1980
Nationality	Italian	Italian	Norwegian	American	French	British
Education	Master's degree in Electronic Engineering with Business Administration, Padua University, Italy.	Master's Degree, Engineering, University of Trieste, Italy.	Master's degree in Industrial Economics, Norwegian University of Science and Technology. Master's degree in Operational Research, London School of Economics and Political Science.	Bachelor's degree in Marketing and Finance, Marquette University, USA.	Master's Degree of Engineering, National Institute Polytechnique of Grenoble, France. Master's degree ESSEC Business School Paris, France.	Business management, University of Gloucestershire, England.
Other assignments	-	-	-	-	Board member of Institut Paul Bocuse, France.	-
Previous positions	Head of Professional Products, Executive Vice President within the Electrolux Group.	Most recently SVP & GM Commercial Organization Europe. Various senior positions within the Professional Products business area of the Electrolux Group, including SVP Business Development and Vice President Business Unit Laundry.	Recently President Personal Protection Equipment Division at Hultafors Group. Previously Executive Vice President Snickers Workwear and Fristads AB. Various management positions at Oriflame Cosmetics, SAS Group, K-World, and Management consultant at McKinsey & Company.	Most recently Group President of Pentair's Commercial Water Solutions with responsibilities for industry leading brands like Manitowoc Ice, Everpure Filtration, and KBI Beverage Services.	SVP & GM Europe Electrolux Professional, SVP of the Commercial Organization Europe within the Professional Products business area of the Electrolux Group.	Most recently, since 2021 SVP & GM Commercial Organization APAC & MEA. Previously Sales Director Chains, APAC & MEA. Various roles within Electrolux Professional in Europe and Asia.
Shareholding at February 28, 2026	211,236 Class B shares.	36,256 Class B shares.	-	-	43,448 Class B shares.	14,964 Class B shares.

* All information as of February 28, 2026.

** On January 28, 2026, the Board appointed Paolo Schira as new President and CEO of Electrolux Professional Group, effective from the Annual General Meeting (AGM) May 5, 2026. Alberto Zanata will retire in connection with the AGM on May 5, 2026.



FABIO ZARPELLON



CARLO MARIO CARONI



PIA HOVLAND



CECILIA SWOLIN



JACOB BROBERG



GUILHEM SENEGAS

Position	CFO since 2009.	COO (Operations & R&D) since 2014 (Operations) and 2019 (R&D) respectively.	Chief Human Resources Officer since 2020.	General Counsel, since November 1, 2025.	Chief Communication and Investor Relations Officer since 2019.	Chief Information Officer and Head of Digital Transformation, since 2020.
Year of birth	1967	1968	1965	1978	1964	1975
Nationality	Italian	Italian	Swedish	Swedish	Swedish	French
Education	Degree, Business Administration, Ca' Foscari University of Venice, Italy.	Master's degree in Mechanical Engineering in Economics and Management, Politecnico di Torino, Italy.	Bachelor's degree in Computer Science, Stockholm University, Sweden.	Master of Laws (LL.M.), University of Gothenburg.	B.A., Political Science and Economics, Lund University, Sweden.	Master's degree in Engineering from CentraleSupélec, Paris and MBA from Le Collège des Ingénieurs, Paris.
Other assignments	President La Vela srl.	Board member of Fondazione Ergo.	–	–	Chairman of the Board of Stiftelsen Svenska Dagbladet, Board member SIRA Swedish Investor Relations Association.	–
Previous positions	CFO of Professional Products within the Electrolux Group.	SVP Global Operations within the Professional Products business area of the Electrolux Group.	Various senior HR positions in Britannia Airways, Effnet Group and Electrolux including SVP HR, Communications & Continuous Improvement in Business Area Europe at Electrolux Group.	General Counsel at Northvolt AB, various senior legal roles at Elekta AB, including Head of Legal, Managing Director at Elekta Instrument AB, as-sociate at Cederquist law firm and Mannheimer Swartling law firm.	Most recently, since 2019 SVP Investor Relations and Corporate Communications in Electrolux Professional. Previously SVP Corporate Communications and Investor Relations, Cloetta AB.	Various Senior IT roles for bioMérieux & Mérieux Nutrisciences, IT consultant for Capgemini.
Shareholding at February 28, 2026	44,711 Class B shares.	27,352 Class B shares.	27,543 Class B shares.	–	25,788 Class B shares.	5,859 Class B shares.

Change in Group Management: Carolina Tendorf was Group Counsel until October 31, 2025 and was succeeded by Cecilia Swolin on November 1, 2025. Carolina Tendorf left the company on December 31, 2025.

Electrolux Professional Group remuneration report 2025

Introduction

This report describes how the guidelines for executive remuneration of Electrolux Professional AB, adopted by the Annual General Meeting 2024, have been implemented in 2025. The report also provides information on remuneration for the President and CEO. The report has been prepared in accordance with the Swedish Companies Act and the Rules on Remuneration of the Board and Executive Management and on Incentive Programs, issued by the Stock Market Self-Regulation Committee.

Further information on executive remuneration is available in Note 26 (Employees and personnel costs) on pages 181-184 of the 2025 Annual and Sustainability Report. Information on the work of the Remuneration Committee in 2025 is set out in the corporate governance report available on page 51 of the 2025 Annual and Sustainability Report.

Remuneration of the Board of Directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and disclosed in Note 26 on page 182 of the 2025 Annual and Sustainability Report.

Key business developments in 2025

The President and CEO summarizes the company's overall performance in his statement on pages 5-6 of the 2025 Annual and Sustainability Report.

Group remuneration guidelines: scope, purpose, and deviations

A prerequisite for the successful implementation of the Group's business strategy and safeguarding of its long-term interests, including its sustainability, is that the Group can recruit and retain qualified personnel. To this end, the Group must offer competitive total remuneration in relation to the country or region of employment of each Group Management member. The Group's remuneration guidelines enable the company to offer executives a competitive total remuneration. Under the remuneration guidelines, executive remuneration shall be on market terms and may consist of the following components: fixed cash compensation, variable compensation, pension benefits, and other benefits.

Variable compensation consists of both short-term cash compensation and long-term, share-related or cash-based compensation. The guidelines are found in the administration report on pages 68-69 of the 2025 Annual and Sustainability Report. During 2025, the Group has complied with the applicable remuneration guidelines adopted by the Annual General Meeting. No deviations from the guidelines have been decided and no derogations from the procedure for implementation of the guidelines have been made.

The auditor's report regarding the Group's compliance with the guidelines is available on www.electroluxprofessional.com/corporate. No remuneration has been reclaimed.

Table 1 – Total remuneration of the President and CEO in 2025 (SEK thousand)¹

SEK thousand	Fixed compensation		Variable compensation			Pension expense ⁶	Total remuneration	Proportion of fixed and variable remuneration
	Fixed cash compensation ³	Other benefits ⁴	One-year variable	Multi-year variable ⁵	Extraordinary items			
Alberto Zanata	8,080	401	1,395	4,759	0	682	15,317	Fixed 60%
(President and CEO) ²								Variable 40%

1) The table reports compensation earned in 2025 (irrespective of whether payments have been made in the same year), except for multi-year variable compensation which reports what was vested in 2025 (settlement in first quarter of the following year).

2) The remuneration of the President and CEO is defined in EUR. The presented remuneration in SEK is therefore impacted by the currency exchange rate.

3) The annual fixed salary includes annual base salary, vacation salary, paid vacation days, and fixed non-compete components.

4) Company car and medical insurance.

5) Vested 2023 long-term incentive plan.

6) Pension expense, consisting of defined contributions in accordance with Italian practice, has been counted entirely as fixed remuneration.

Table 2 – Share-based remuneration (for the President and CEO)

Information regarding the reported financial year											
				Opening Balance (Jan 1, 2025)		During the year				Closing balance (Dec 31, 2025)	
The main conditions of share award plans				Shares awarded (maximum outcome)		Perfor- mance outcome (%)		Shares vested (actual outcome)			
				Share awards held at the beginning of the year		Value (SEK thousand, based on market share price)		Value (SEK thousand based on market share price at vesting date)		Awards subject to vesting (based on perform- ance outcome)	
Plan	Performance period	Award date (grant date)	Vesting end date	No. of shares	No. of shares	No. of shares	No. of shares	No. of shares	No. of shares	No. of shares	No. of shares
LTI 2023	Jan 1 - Dec 31, 2023	May 5, 2023	Dec 31, 2025	74,598	0	0	63%	74,598	4,759	0	0
LTI 2024 ¹	Jan 1 - Dec 31, 2024	May 10, 2024	Dec 31, 2026	51,936	0	0	50%	0	0	51,872	51,936
LTI 2025 ¹	Jan 1 - Dec 31, 2025	May 10, 2025	Dec 31, 2027	0	130,697	7,675	46%	0	0	71,034	59,662

Share-based remuneration

The aim of Electrolux Professional's long-term incentive plans (LTI) is to attract and retain competent senior employees, and to increase the commitment and the motivation of the program participants. The plans have been designed to align management incentives with shareholder interests.

During 2025, the company had three ongoing long-term incentive plans (LTI 2023, LTI 2024 and LTI 2025) for senior managers and key employees, including the President and CEO. All programs run over a three-year vesting period including a one-year performance period. The allocation of shares in the 2023 program is determined by the position level and the outcome of three objectives: (i) earnings per share, (ii) operating cash flow after investments and (iii) CO₂ emission reduction. The allocation of shares in the 2024 & 2025 programs is determined by the participant's position level and the outcome of three objectives: (i) earnings per share, (ii) return on net assets and (iii) CO₂ emission reduction.

Performance outcome of the objectives in the three plans is determined by the Board after the expiry of the respective one-year performance period for each program.

Allocation of shares is based on performance, and performance objectives are linear from minimum to maximum. If the maximum is reached or exceeded, 100% of the maximum granted shares to each participant will be allocated. If the performance is below the maximum level but exceeds the minimum level, a proportionate allocation of shares will be made. No allocation will be made if performance does not reach the minimum level. The shares will be allocated after the vesting period free of charge except for tax liabilities.

If a participant's employment is terminated during the respective three-year vesting period of each program, the participant will be excluded from the program and will not receive any shares or other benefits under the program. However, in certain instances, including a participant's death, disability, retirement, or the divestiture of the participant's employing company, a participant could be entitled to reduced benefits under the program.

All programs comprise Class B shares. Additional information about the outstanding LTI programs can be found in Note 26 in the Annual and Sustainability Report 2025.

Application of performance criteria

The performance measures for the President and CEO's variable compensation have been defined to deliver the Group's strategy and to encourage behavior that is in the long-term interest of the Group. The strategic objectives and short-term and long-term business priorities for 2025 have been taken into account in the definition of performance measures.

Descriptions of how the performance measures for payment of variable short-term and long-term compensation have been applied during the financial year are set out in Tables 3(a) and 3(b) on this page.

Table 3(a) – Performance of the President and CEO in the reported financial year: variable short-term cash compensation

	Description of the performance criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance b) Actual award/remuneration outcome
Alberto Zanata (President and CEO)	Group EBITA margin (%) ¹	55%	a) 12.13% b) SEK 442 thousand
	Group net sales growth (%) ²	15%	a) 0.87% b) SEK 178 thousand
	Group operating working capital (%) ³	15%	a) 16.25% b) SEK 428 thousand
	Group customer care, net sales growth (%) ⁴	15%	a) 1.52% b) SEK 346 thousand

- 1) Year-on-year EBITA margin in %, adjusted to 2025 budget FX/exchange rate in SEKm. EBITA is defined as EBIT (absolute) plus amortization, excluding effects of acquisitions and divestments not anticipated at the time of budget setting.
- 2) Year-on-year External Net Sales growth in %, adjusted to 2025 budget FX/exchange rate in SEKm, excluding effects of acquisitions and divestments.
- 3) Operating Working Capital (OWC) (excluding factoring contributions) divided by External Net Sales. OWC is determined as the 12-month average of Accounts Receivables (excluding factoring contributions), Inventory, and Accounts Payable, all adjusted to the average FX/exchange rate for 2025. External Net Sales are also adjusted to the average FX/exchange rate for 2025, with the effects of acquisitions and divestments excluded.
- 4) Year-over-year External Net Sales growth in %, adjusted to 2025 budget average FX/exchange rate in SEKm, excluding effects of acquisitions and divestments.

Table 3(b) – Performance of the President and CEO in the reported financial year: variable long-term share-based compensation

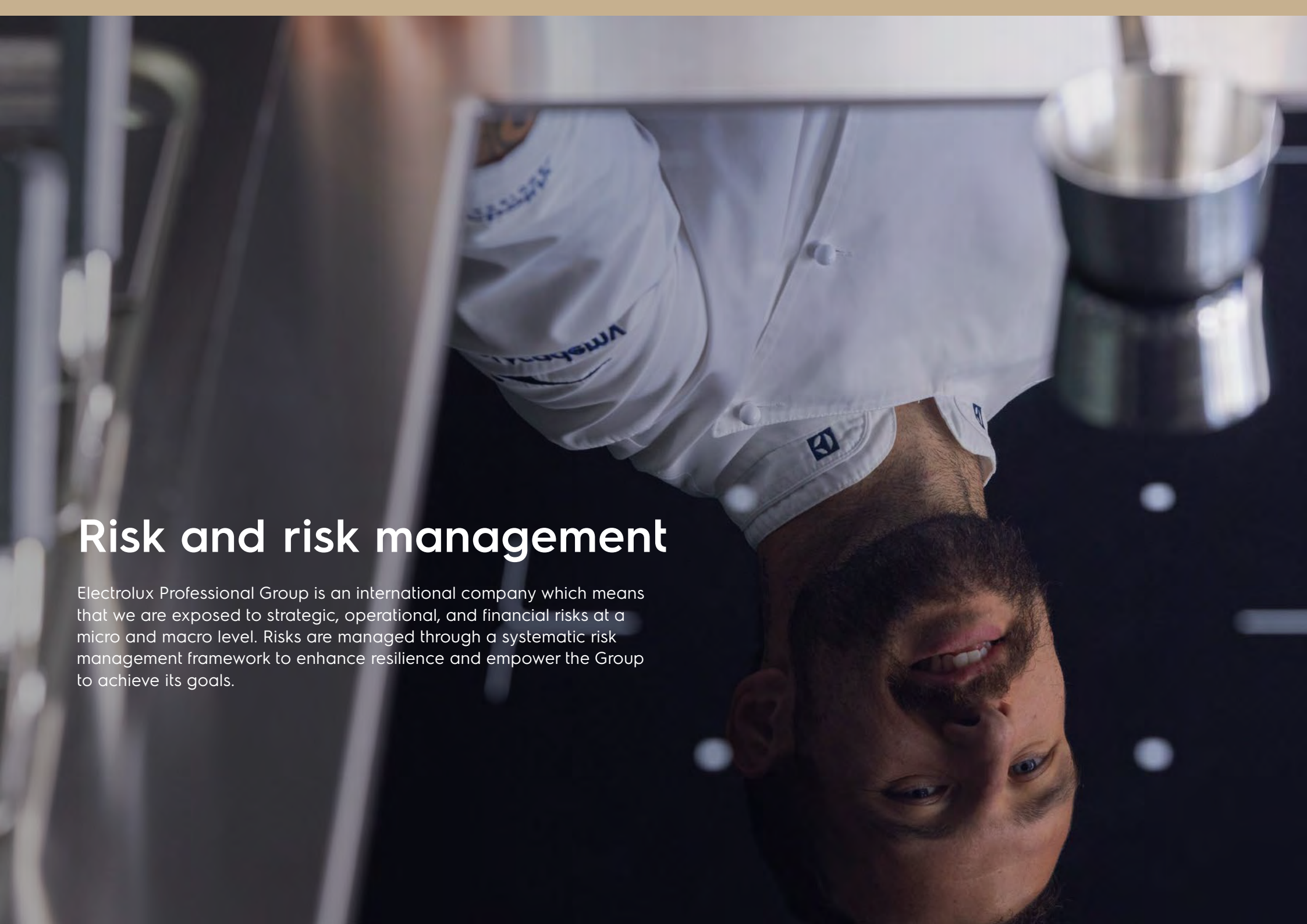
	Name of plan	Description of the performance criteria related to the remuneration component	Relative weighting of the performance criteria	a) Measured performance b) Actual award/remuneration outcome
Alberto Zanata (President and CEO)	LTI 2025 ¹	Earnings per share ²	50%	a) SEK 3.16 b) 23,525 shares
		Return on net assets ³	30%	a) 16.34% b) 9,998 shares
		CO ₂ emission reduction ⁴	20%	a) 737 m tons b) 26,139 shares

- 1) After the close of the financial year, it was announced that Alberto Zanata will retire effective 5 May 2026. Under the LTI plan rules, he is entitled to a prorated allotment of shares from LTI 2025, which will be settled in 2026. The table above reflects the conditions as of 31 December 2025.
- 2) Income for the period (attributable to equity holders of Electrolux Professional) divided by the weighted average number of basic shares outstanding during the period.
- 3) Annualized operating income (EBIT) expressed as a percentage of average net assets, all periods at historical FX/exchange rates. Return on net assets shall be adjusted for acquisitions/divestments of operations.
- 4) CO₂ emission reduction refers to Year-on-Year greenhouse gas reductions measured in absolute values within the following areas: (i) Scope 1 and (ii) Scope 2, in accordance with the Greenhouse Gas (GHG) Protocol.

Table 4 – Comparative information on the change of remuneration and company performance

Actual Value and Annual Change ¹	2025	2024	2023	2022	2021
President and CEO Remuneration in kSEK (change in %) ²	15,317 (–4%)	15,984 (–4%)	16,599 (+46%) ³	11,331 (–9%)	12,453
Group EBITA in SEKm (change in %) ⁴	1,529 (+3%)	1,481 (+11%)	1,330 (+16%)	1,146 (+72%)	665
Average remuneration on a full-time equivalent basis of employees of the parent company, Electrolux Professional AB in kSEK (change in %) ⁵	580 (+4,9%)	553 (+0,2%)	552 (+2%)	539 (+10%)	489

- 1) The table presents the actual value for the reported financial year and, in parentheses, the change vs the previous year.
- 2) The remuneration of the President and CEO is defined in EUR. The presented remuneration in SEK is therefore impacted by the currency exchange rate.
- 3) The increase in 2023 compared to 2022 is due to the vesting of the first LTI program (LTI 2021) in Electrolux Professional AB.
- 4) EBITA adjusted to the budget foreign exchange rates, excluding acquisitions and costs for acquisitions not anticipated at the time of budget setting, and items affecting comparability.
- 5) Total remuneration, excluding Board members and members of the Group Management Team, of Electrolux Professional AB.



Risk and risk management

Electrolux Professional Group is an international company which means that we are exposed to strategic, operational, and financial risks at a micro and macro level. Risks are managed through a systematic risk management framework to enhance resilience and empower the Group to achieve its goals.

Risk Governance

Electrolux Professional's Board of Directors has the ultimate responsibility for risk oversight. The Enterprise Risk Management (ERM) governance structure is based on the three lines of defense model, which determines the roles, responsibilities, and relationships between risk management functions.

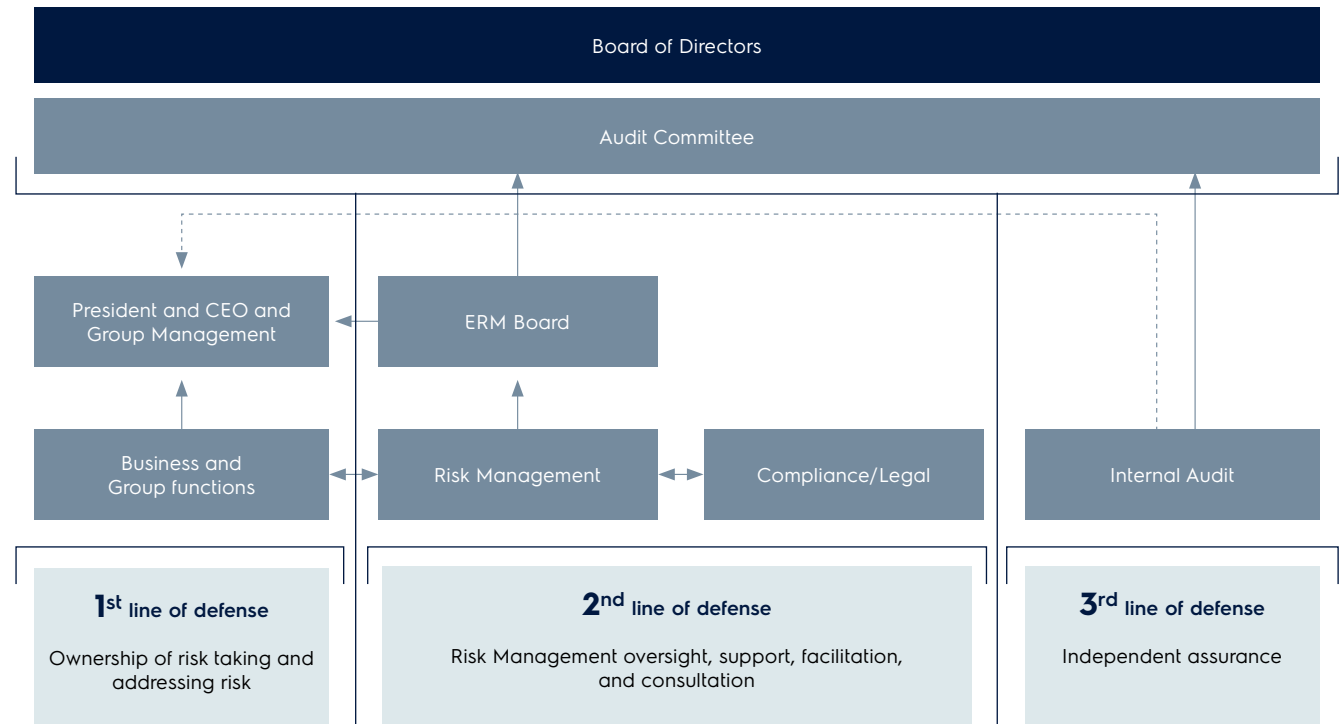
The President and CEO, Group Management, Business and Group functions form the first line of defense with ownership of risks, ensuring monitoring of risks, and the responsibility for addressing risk.

The role of the second line of defense, fulfilled by the ERM Board is to provide risk management oversight, support, facilitation, and consultation. The ERM Board oversees and facilitates Electrolux Professional Group's ERM activities, ensuring that they are conducted in a holistic and proactive manner, to strengthen the development of integrated risk assessment processes, thus supporting the achievement of the Group's strategic goals. The ERM Board consists of the President and CEO, the Group CFO, the General Counsel, and the Group Risk Manager.

Internal audit is the third line of defense. It provides independent assurance by evaluating the effectiveness and efficiency of the Group's risk governance model and risk management processes, including the implementation of internal control and other risk mitigation actions.

Electrolux Professional Group transfers certain risks to established and internationally recognized commercial insurance markets. Further actions are also taken to reduce insurable risks as part of the Group's loss prevention strategy, to reduce the potential for significant losses, and to ensure the Group's ability to produce and deliver to customers without interruptions.

Risk Governance



Enterprise Risk Management

The purpose of the Enterprise Risk Management (ERM) process is to proactively manage risks that have the greatest potential to impact Electrolux Professional Group's ability to fulfill the company's mission, strategy, and business goals. The foundation for the ERM process is bi-annual workshops with Group Management and Business Area Management Teams as well as continuous support for risk mitigation actions.

ERM objectives and process

- Promote integration of risk management processes with business strategy, project management processes, and decision making.
- Ensure continuity and transparency in methodology, assessment, and management processes.
- Establish appropriate, consistent, and transparent risk coordination and accountability for risk mitigation.

Identified risks are assessed by management teams through a combination of potential impact on the company and current level of risk management. This assessment determines the degree of

materiality for each risk, which in turn sets the prioritization for risk mitigation and guides identification of appropriate actions to improve the specific risk management. The process setup ensures strong risk ownership and highlights the ability to act to improve risk management as the core component in the ERM process.

Risk materiality scale

Low Moderate Substantial Critical

Risks

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

Strategic risks

Strategic risks relate to macro-economic factors and geopolitical conditions resulting in changes in the business environment that potentially have a significant effect on operations and business objectives.

Read about climate scenario analysis in Note 31 on pages 186–187.

	Materiality	Risk	Risk Management
Economic climate	● ● ● ●	Demand for Electrolux Professional Group's products depends on the general economic climate within the professional equipment industry, which in turn is affected by macroeconomic factors in the countries and regions where the Group conducts operations, including the rate of growth in the global and local economy.	Strategic risks are managed through the normal course of business, i.e. strategic plans and business decisions taken by the Board of Directors, the Group Management Team, and management teams throughout the Group.
Political instability	● ● ● ●	Market accessibility is impacted by geopolitical decisions, aggressions, sanctions, export controls, etc. as well as the general prevailing political discourse, e.g. globalization or protectionism, including introduction of tariffs and other import or export duties which ultimately affect the costs and/or legal possibilities to do business in certain areas of the world, as well as general supply and demand.	Close monitoring of the political developments in countries with political and other exposure. Readiness to adapt and act to ensure viability and continuity of business.
Climate change	● ● ● ●	Climate change is expected to drive global geographic shifts affecting tourism/ business travel, and is a chronic physical risk. In a 4-degree climate change scenario, a large part of our customer base could become exposed to significant risks due to climate change in 2050. Geographic shifts in global tourism/business travel could have a financial impact in terms of reduced demand for products and a shift to new geographies towards the higher latitudes, unless we keep up with this shift in demand. A shift in peak season tourism to shoulder seasons could open up future business opportunities and increase sales in these currently off-peak seasons.	Read about actions taken in the Sustainability report on pages 96–104.

● Low ● Moderate ● Substantial ● Critical

Operational risks

Operational risks stem from business operations and have a potential impact on the Group's financial position and performance. Risks are mainly associated with the development, design, and manufacturing of the Group's products, the supply chain, and sales of products and services worldwide.

Read about climate scenario analysis in Note 31 on pages 186–187.

	Materiality	Risk	Risk Management
Manufacturing	● ● ● ●	The Group has 15 (January 2026) manufacturing plants in eight countries and manufacturing is a chain of processes. Fire, natural disasters, extreme weather conditions, epidemics, pandemics, systems failure, mechanical failure, or equipment failure could affect the Group's manufacturing capacity. Any extensive outages or disruptions due to such events could have an adverse effect on the Group's business and financial position. Disruption to the Group's manufacturing capacity in operations and supply chain due to extreme weather events has been identified as a changed physical risk. Electrolux Professional's manufacturing and supplier sites may become increasingly affected by extreme weather events in the coming years.	Manufacturing units continuously monitor the production process, test the safety and quality of products, conduct risk assessments, and train employees. The Group works in a structured manner to ensure the health and well-being of its employees and regularly assesses and manages health and safety risks in operations. Manufacturing sites are surveyed annually through a group-wide loss prevention standard which includes risk management, emergency procedures, business continuity, and security. The program ensures continuous improvement and sharing lessons learned between sites. The Group has transferred part of its property damage and business interruption risks to the direct insurance market. The long-term view of the location of sites is managed through strategic plans and business decisions taken by the Board of Directors, the Group Management Team, and management teams throughout the Group. Read more about production and logistics on pages 40–41.
Supply chain	● ● ● ●	Manufacturing depends on the availability and timely supply of components and raw materials, sourced and purchased primarily from external suppliers. A shortage of electronics and raw materials poses risks related to product costs and timely delivery to customers. Some key parts and customized components are available only from a single supplier or a limited group of suppliers and there is a risk that the Group will be unable to obtain these products for a certain period, which could have an adverse effect on the Group's ability to manufacture single types or categories of products within a reasonable time or at an acceptable cost. Potentially increased costs for materials, energy, and transportation as a knock-on effect of carbon pricing has been identified as a climate change transition risk.	Proactive efforts are being made to establish a robust and flexible supply chain with multiple sourcing that complies with laws and the Group's business principles, which is having a positive effect. We perform regular supplier audits and continuous monitoring of supplier performance and financial stability, and long-term agreements are in place with single-source suppliers. In addition, we are establishing more dual-sourcing for key components and raw materials.
Products	● ● ● ●	Most of Electrolux Professional Group's products and product lines are subject to regulations that set out basic health and safety requirements applicable to products released onto the market. Should any of the Group's products have defects that lead to serious accidents or ill-health when used, there is a risk that competent authorities could decide to prohibit sales, require recall of the product from the market, or provide warning information. Such market interventions and any product liability claim from contracting parties or third parties could have an adverse effect on the Group's business, reputation, results of operations, and financial position.	The Group aims to ensure customer safety and reduce risks by focusing on product safety during the product development phase and the manufacturing of its products. Tests are performed on products during the manufacturing process as well as through field tests at customer sites. The Group also uses third-party laboratories to review products from a safety standpoint. In recent years we have started to perform ergonomic certifications on certain products (ERGO-CERT). The Group has transferred part of its product liability risk to the direct insurance market.

● Low ● Moderate ● Substantial ● Critical

Operational risks, continued

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

● Low ● Moderate ● Substantial ● Critical

Financial risks

The Group is exposed to several risks from liquid funds, trade receivables, borrowings, commodity prices, tax, foreign exchange etc. These risks are categorized as financial risks, some of which are presented below. More information about financial risks and management of the risks can be found in Note 1 Accounting Principles on page 150, Note 2 Financial risks on page 152, and Note 17 Trade receivables on page 168.

Foreign exchange risk

Electrolux Professional's solutions and products are manufactured in fifteen (January 2026) facilities located in eight countries around the world and sold in approximately 110 countries. Accordingly, the Group is exposed to currency risks. Foreign exchange risk is defined as the risk that fluctuations in currency exchange rates have a negative impact on the Group's financial position, profitability, or cash flow and includes transaction exposure and translation exposure.

Credit risk

Credit risk on financial transactions is the risk that the counterparty is not able to fulfill its contractual obligations related to the Group's investments of liquid funds and derivatives. Credit risks also arise in connection with trade receivables. Electrolux Professional's client

base is characterized by a mix of repeat customers, such as distributors, and one-time customers, as well as multi-operator stores or spare-part customers. If Electrolux Professional is unable to fully collect its trade receivables from major customers, the Group's result would be adversely affected.

Interest-rate risk

Interest-rate risk refers to the adverse effects of changes in interest rates on the Group's income. The main factor determining this risk is the interest-fixing period. In 2025, the Group's average interest-fixing period was 1.2 years.

Tax risk

The Group is comprised of subsidiaries that are subject to taxation in approximately 30 jurisdictions. There is a risk that Electrolux Professional's understanding and interpretation of tax laws, tax treaties, and other provisions are not correct in all aspects. There is also a risk that tax authorities in the relevant jurisdictions make assessments and decisions that differ from Electrolux Professional's understanding and interpretation, which could negatively impact the Group's tax expense and effective tax rate. In addition, valuation of deferred taxes is based on projections of future taxable income and there is a risk that changes in assumptions or erroneous estimates result in significant differences in the valuation of deferred taxes.

Sustainability risks

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

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

Financial and Sustainability information

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Administration report

The Board of Directors and President and CEO of Electrolux Professional AB (publ), corporate identity number 556003-0354 and registered office in Stockholm, Sweden, hereby submit the Annual and Sustainability report and Consolidated accounts for the financial year January 1, 2025 to December 31, 2025.

Information on operations

Electrolux Professional Group is one of the leading global providers of food service, beverage, and laundry equipment for professional users. Our innovative products and worldwide service network make our customers' work-life easier, more profitable and truly sustainable every day. The Group serves a wide range of customers globally, from restaurants and hotels to healthcare, educational, and other service facilities.

Intangible assets are key to our value creation. Our business depends on the competence of our employees and their ability to collaborate, implement our strategy and develop new solutions and processes. Our global brand, as well as the local brands, are key resources for the competitiveness of our business. Skilled and diverse employees and close customer relations drive long-term value creation and profitable growth. Our leading position in sustainability lays the foundation for a stronger market position and long-term profitable growth. Investments in product innovation, digital technologies, branding, as well as efficient production processes strengthen our business and create stakeholder value.

Electrolux Professional Group has two reportable segments; Food & Beverage and Laundry. The segments are regularly reviewed by the President and CEO, who is the Group's chief operating decision maker.

➤ Food & Beverage offers equipment to a variety of professional users in the hospitality industry. Products within Food & Beverage are mainly comprised of modular cooking, ovens, dishwashing and refrigeration, dispensers for hot beverages (e.g. coffee grinders, and espresso machines), cold beverages (beverage and juice dispensers), and frozen beverages (e.g. frozen drinks), vacuum packing, as well as equipment for soft serve (e.g. ice cream).

➤ Laundry offers equipment designed to meet a diverse array of professional users, from self-service and the hospitality industry to healthcare providers and commercial laundries. Customers include hospital and hotel laundries, apartment-building laundries, and launderettes. Products offered within the laundry segment include washing machines, tumble dryers, ironers, and finishing equipment.

In addition to product offerings, each segment provides Customer Care services to customers throughout the equipment lifecycle.

Markets

Electrolux Professional's solutions and products are sold in more than 110 countries. Our commercial activities focus on three main geographical regions – Americas, Europe, and Asia Pacific & Middle East and Africa (APAC & MEA). Our products are sold through a global network of dealers and distributors as well as directly to end-customers.

Production

On December 31, 2025, Electrolux Professional Group's production units operated through fourteen manufacturing sites, organized mainly by product category to ensure proximity and agility to serve customer needs. All manufacturing sites commit to a systematic approach for the responsible use of resources, occupational health and safety, and environmental management. Our factories are specialized by product categories, with food and laundry plants producing the majority of the appliances to order, while for the beverage plants there is a mix between make-to-order and make-to-stock.

Significant events during the financial year

New energy-saving solutions at NAFEM 2025

At the "NAFEM 2025 show" in Atlanta, the largest food equipment exhibition in the US, new, fully electric steamers, which are focused on reducing energy and carbon emissions were presented.

New Group brand tagline introduced

The new Group brand tagline, 'Meeting needs beyond tomorrow' was introduced.

Shannon Garcia new Board member

At the Annual General Meeting on May 7, Shannon Garcia, was elected new Board member.

Green Finance framework

A Green Finance Framework was established to further integrate the Group's climate change mitigation ambition into its financing structure.

Gold medal in EcoVadis sustainability ratings

Electrolux Professional Group was awarded gold medal in the EcoVadis Sustainability Ratings. This recognition places the company in the top 5% of companies assessed globally.

One of the World's 500 Best Companies for Sustainable Growth

For the second year, the Group was named one of the World's 500 Best Companies for Sustainable Growth 2026 by TIME and Statista.

Program to streamline operations

To safeguard future competitiveness and improve profitability, the Group announced on September 2, the implementation of cost saving measures and streamlining of operations.

Refinancing

A refinancing and upsizing of a syndicate revolving credit facility was presented.

New General Counsel

Cecilia Swolin was appointed General Counsel, succeeding Carolina Tendorf who left the company at the end of 2025.

Investor Day

The investor Day was held in Stockholm focusing on the strategic roadmap to unlock profitable growth and the road to 15% EBITA margin, as well as new product launches in Food and Laundry.

Conversion of shares

According to Electrolux Professional AB's Articles of Association, owners of A shares have the right to convert such shares to B shares. Conversion reduces the total number of votes in the company. 2,045 shares were converted during 2025. On December 31, 2025, the company's registered share capital amounted to SEK 28,739,745, represented by 287,397,450 shares of which 8,027,292 were Class A shares and 279,370,158 were Class B shares. The total number of votes amounted to 35,964,307.8.

Financial targets

Electrolux Professional Group's financial targets are as follows:

- > **Organic sales growth** – Annual growth of more than 4% over time, complemented by valueaccretive acquisitions.
- > **EBITA margin** – EBITA margin of 15%.
- > **Operating working capital** – Operating working capital below 15% of net sales.
- > **Net debt/EBITDA** – Leverage ratio below 2.5x Net debt/EBITDA. Higher levels may be temporarily acceptable in the event of acquisitions, provided there is a clear path to deleveraging.
- > **Dividend policy** – Approximately 30% of net income.

Operational and financial review

Net sales

Net sales for 2025 amounted to SEK 12,169m (12,583) a decrease of 3.3% compared to the same period last year. Organically, sales increased by 0.5% while Adventys contributed a further 0.2%. Currency had a negative effect of 4.0%.

Sales of Food & Beverage increased organically by 1.1%. Sales of Laundry decreased organically by 0.3%.

Geographically, sales increased organically by approximately 3% in Europe, but declined by 2% in the Americas, and by 4% in Asia-Pacific, Middle East and Africa. The US Food & Beverage market was soft at the end of the year, and the Japanese market was soft throughout the year.

Changes in net sales

%	2025	2024
Organic growth*	0.5	-0.1
Acquisitions*	0.2	7.2
Changes in exchange rates	-4.0	-0.9
Total	-3.3	6.2

* Alternative performance measures are explained on pages 195-196.

Operating income and EBITA

Operating income excluding amortization of intangible assets (EBITA) and items affecting comparability amounted to SEK 1,470m (1,461), corresponding to a margin of 12.1% (11.6). Currency transactions had a negative effect on the EBITA margin. EBITA also includes an acquisition cost of SEK 10m. Operating income includes a cost of SEK 235m in items affecting comparability related to an efficiency program. Operating income amounted to SEK 1,016m (1,231), corresponding to a margin of 8.4% (9.8).

Performance per segment

The Group's operations are reported under two reportable segments, Food & Beverage and Laundry.

Food & Beverage

Sales for Food & Beverage were SEK 7,317m (7,585), a decrease of 3.5% compared to last year. Organically sales increased by 1.1% (-2.7) and changes in exchange rates had an effect of -5.0% (-1.0).

Operating income excluding amortization of intangible assets and items affecting comparability (EBITA) amounted to SEK 781m (808), corresponding to a margin of 10.7% (10.6). Operating income amounted to SEK 450m (637), corresponding to a margin of 6.2% (8.4).

Key ratios Food & Beverage performance

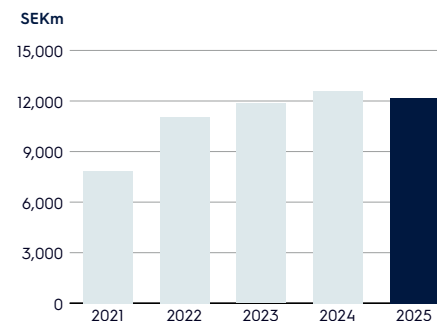
SEKm	2025	2024	Change,%
Net sales	7,317	7,585	-3.5
Organic growth, %	1.1	-2.7	-
Acquisitions, %	0.4	3.3	-
Changes in exchange rates, %	-5.0	-1.0	-
EBITA*	618	808	-23.5
EBITA margin, %*	8.4	10.6	-
EBITA excl items affecting comparability*	781	808	-3.3
EBITA margin, % excl items affecting comparability*	10.7	10.6	-
Operating income*	450	637	-29.4
Operating margin, %*	6.2	8.4	-

* Alternative performance measures are explained on pages 195-196.

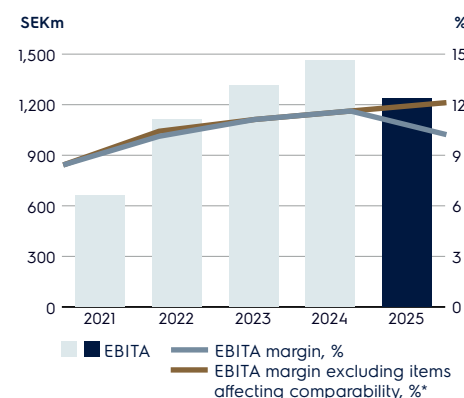
Laundry

Sales for Laundry were SEK 4,852m (4,998), a decrease of 2.9% compared to last year. Organically, sales decreased by 0.3% (4.5) and changes in exchange rates had an effect of -2.6% (-0.6).

Total net sales

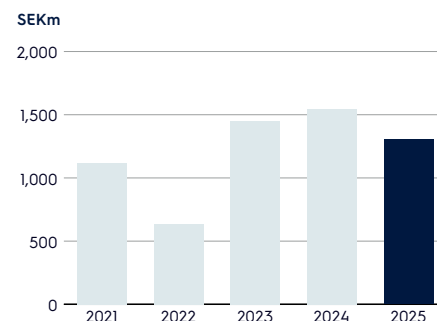


EBITA and EBITA margin



* Includes items affecting comparability of SEK -35m in 2022, and SEK -235m in 2025.

Operating cash flow after investments



Operating income excluding amortization of intangible assets (EBITA) and items affecting comparability amounted to SEK 846m (811), corresponding to a margin of 17.4% (16.2). Operating income amounted to SEK 725m (752), corresponding to a margin of 14.9% (15.0).

Key ratios Laundry performance

SEKm	2025	2024	Change,%
Net sales	4,852	4,998	-2.9
Organic growth, %	-0.3	4.5	-
Acquisitions, %	-	14.2	-
Changes in exchange rates, %	-2.6	-0.6	-
EBITA	777	811	-4.3
EBITA margin, %	16.0	16.2	-
EBITA excl items affecting comparability	846	811	4.4
EBITA margin, % excl items affecting comparability	17.4	16.2	-
Operating income	725	752	-3.6
Operating margin, %	14.9	15.0	-

* Alternative performance measures are explained on pages 195-196.

Seasonal variation

No seasonal variations exist

Financial net

Net financial items amounted to SEK -82m (-133). The finance net is lower due to lower debt and currency impact

Income for the period

Income for the period was SEK 736m (803), corresponding to SEK 2.56 (2.79) in earnings per share. Income tax for the period amounted to SEK -198m (-295). The effective tax rate was 21.2% (26.8).

Group common cost

Group common cost was SEK -159m (-159).

Cash flow

Operating cash flow after investments amounted to SEK 1,303m (1,548). Cash flow was lower mainly due to lower EBITA, and increased capital expenditures related to product innovation projects.

Operating working capital

Operating working capital as a percent of annualized net sales was 16.3% compared to 16.4% at the end of 2024.

Financial position

Net debt

As of December 31, 2025, Electrolux Professional Group had a financial net debt position (excluding lease liabilities and provisions for post-employment provisions) of SEK 1,238m compared to SEK 2,090m as of December 31, 2024. Lease liabilities amounted to SEK 297m and net provisions for post-employment benefits amounted to SEK 3m.

In total, net debt amounted to SEK 1,538m as of December 31, 2025, compared to SEK 2,481m as of December 31, 2024. Long-term borrowings amounted to SEK 1,789m. Short-term borrowings amounted to SEK 576m. Total borrowings amounted to SEK 2,364m compared to SEK 2,968m as of December 31, 2024.

Liquid funds as of December 31, 2025, amounted to SEK 1,126m compared to SEK 878m as of December 31, 2024.

Credit facilities and loans

As of December 31, 2025, the Group had SEK 1,300m issued under its SEK 5,000m MTN programme, and no issuances under the Group's SEK 2,000m commercial paper programme. During the year, the Group signed a new EUR 240m syndicated revolving credit facility (RCF), refinancing the previous undrawn EUR 200m RCF. At the end of the year, the Group's revolving credit facility of EUR 240m was unutilized. None of the loans and credit facilities contain any financial covenants.

Related-party transactions

See Note 28 on page 184.

Employees

The number of employees at year-end was 4,257 (4,317).

Corporate Governance Report

Electrolux Professional Group has prepared the Corporate Governance report, including details on Diversity policy for the Board. The report is presented on pages 47-56.

Sustainability Report (Statements)

Electrolux Professional Group presents its 2025 Sustainability Report on pages 70-138. The Sustainability Statements have been prepared in accordance with European Sustainability Reporting Standards (ESRS) as adopted by the EU and the EU Taxonomy Regulation.

Environmental impact and approach

A systematic environmental approach is the basis for reducing Electrolux Professional Group's environmental impact. Our greatest direct environmental impact relates to water and energy consumption, wastewater, waste, and transportation. From a product lifecycle perspective, the main environmental impact occurs in the

product use phase at the customer's location. As of December 31, 2025, Electrolux Professional Group had manufacturing operations at fourteen sites in eight countries.

The Swedish factory in Ljungby conducts notifiable activities according to Swedish legislation. There are no injunctions under the Swedish Environmental Legislation. The factories operate according to national legislation, apply for necessary permits, and report to local authorities in accordance with applicable legislation.

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

The Group's environmental policy and environmental work is described in more detail on pages 95-118.

Other disclosures

Risk and uncertainty factors

The Group is exposed to several risks from liquid funds, trade receivables, borrowings, commodities, tax, foreign exchange, credit, and other financial risks. Electrolux Professional's Board of Directors has the ultimate responsibility for risk oversight. The ERM Governance Structure is based on the three-lines-of-defense model. Risk and risk management is described on pages 59-63 and in Note 2 on pages 152-154.

Research and development

A key factor for Electrolux Professional Group's success is our ability to develop new products that serve customer needs and increase their productivity. This is mainly driven by management decisions to make investments in product development and the right technologies, leading to a stronger and more competitive range of products, which makes it possible for Electrolux Professional Group to retain its competitiveness and pricing.

Product development starts and ends with the customer in mind. The Group's sales organization has continuous interaction with customers in order to understand their needs. Continued investments in research and development are paramount to the company's future profitability.

Electrolux trademark license agreement

Since the separation from the AB Electrolux group, in 2020, the "Electrolux" component of the Electrolux brand and trademark (to be used exclusively in combination with "Professional", i.e. "Electrolux Professional") and the "Zanussi" brand and trademark are licensed from AB Electrolux to Electrolux Professional pursuant to a license granted to Electrolux Professional under a trademark license agreement. The license agreement has an initial term of 50 years, which is automatically renewed with two consecutive ten-year periods, unless terminated with two years' notice by either party. For the first 15 years of the term, the licenses will be royalty-free.

Thereafter, Electrolux Professional will pay a royalty for the licenses amounting to 0.1% of the net sales of licensed products and services, subject to more detailed calculation principles set forth in the agreement.

The trademark license agreement is subject to a change-of-control clause, which gives AB Electrolux a right to terminate the agreement or any licenses therein, with immediate effect, in the event that Electrolux Professional is subject to a change of control. Such change of control is deemed to occur if, for example, any sale or transfer of the ownership of a controlling interest or majority stake in Electrolux Professional (or the parent company) takes place to another entity which has a substantial consumer appliances business (meaning a consumer appliance business with an annual sales revenue of more than SEK 10bn) in the first twelve-month period of the term of the agreement, and thereafter increasing annually in line with the Swedish Consumer Price Index (Sw. konsumentprisindex), decided at the sole reasonable discretion of AB Electrolux.

The Group's expected future progress

For the next few years the Group will remain focused on its strategic pillars to grow sales and profit. In the short term, the Group may be affected by the general economic and geopolitical uncertainty.

Remuneration

Guidelines for remuneration to the Electrolux Professional Group Management

The 2024 Annual General Meeting adopted the following guidelines for remuneration and other terms of employment for the Electrolux Professional Group Management ("Group Management"). These guidelines replace the guidelines adopted by the Annual General Meeting in 2020. No changes are proposed to the current guidelines other than minor editorial changes.

The guidelines set forth herein shall apply to the remuneration and other terms of employment for the President and CEO and other members of the Group Management of Electrolux Professional. The Group Management currently comprises twelve executives.

The principles shall be applied to employment agreements entered into after the Annual General Meeting in 2024 and to changes made to existing employment agreements thereafter. The guidelines shall be in force until new guidelines are adopted by the General Meeting. These guidelines do not apply to any remuneration decided or approved by the General Meeting.

Remuneration for the President and CEO is resolved upon by Electrolux Professional AB's Board of Directors, based on the recommendation of the Remuneration Committee. Remuneration for other members of Group Management is resolved upon by the Remuneration Committee and reported to the Board of Directors. The Remuneration Committee shall also monitor and evaluate programs for variable remuneration for the Group Management, the application of the guidelines for executive remuneration as well as the current remuneration structures and compensation levels in the Group. The Board of Directors shall, based on the recommendation

from the Remuneration Committee, prepare a proposal for new guidelines at least every fourth year and submit it to the Annual General Meeting. The President and CEO and other members of the Group Management do not participate in the Board of Directors' processing of and resolutions regarding remuneration-related matters insofar as they are affected by such matters.

Electrolux Professional Group has a clear strategy to deliver profitable growth and create shareholder value. A prerequisite for the successful implementation of the Group's business strategy and safeguarding of its long-term interests, including its sustainability, is that the Group is able to recruit and retain qualified personnel. To this end, it is necessary that the Group offers competitive remuneration in relation to the country or region of employment of each Group Management member. These guidelines enable the Group to offer the Group Management a competitive total remuneration. More information on Electrolux Professional Group's strategy can be found on the Group's website and in the most recent Annual and Sustainability Report.

The remuneration terms shall emphasize 'pay for performance' and vary with the performance of the individual and the Group. The total remuneration for the Group Management shall be in line with market practice and may comprise the following components: fixed compensation, variable compensation, pension benefits and other benefits.

Employment contracts governed by rules other than Swedish may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Fixed compensation

The Annual Base Salary ("ABS") shall be competitive relative to the relevant market and reflect the scope of the job responsibilities. Salary levels shall be reviewed periodically (usually annually) to ensure continued competitiveness and to recognize individual performance.

Variable compensation

Variable compensation consists of both short-term and long-term incentives. Long-term incentives ("LTI program") can be cash-based or share-based. Share-related LTI programs are resolved upon by the General Meeting and are therefore excluded from these guidelines. Each year, the Board of Directors will evaluate whether or not an LTI program shall be adopted or, in case of a share-related LTI program, proposed to the General Meeting. LTI programs shall be distinctly linked to the business strategy and shall always be designed with the aim to further enhance the common interest of participating employees and Electrolux Professional Group shareholders of good long-term development for Electrolux Professional Group.

Following the 'pay for performance' principle, variable compensation shall represent a significant portion of the total compensation opportunity for Group Management. Variable compensation shall always be measured against pre-defined targets and have a maximum above which no pay-out shall be made.

The extent to which the criteria for awarding variable cash remuneration have been satisfied shall be determined by the Remuneration Committee when the measurement period has ended. For financial objectives, the evaluation shall be based on the annual financial result in accordance with the most recent interim report for the fourth quarter made public by the Group.

Short Term Incentive (STI)

Members of the Group Management shall participate in an STI plan under which they may receive variable compensation. The objectives in the STI plan shall be financial and the measurement period shall be one year. The objectives may consist of, for example, EBITA Growth and Net Sales Growth.

The maximum STI entitlements shall be dependent on job position and must not amount to more than 100 per cent of ABS.

Cash based LTI programs

Variable remuneration may also be paid as a part of cash-based LTI programs. The objectives for cash-based LTI programs shall be based on financial and sustainability KPIs and aim to measure the Group's growth, profitability, and reduction of CO₂ emissions. The objectives may consist of, for example, Earnings per Share and Return on Net assets (RONA). The measurement period for the satisfaction of the objectives shall be one year, however, any pay-out under the program shall not be awarded until two years after the expiry of the measurement period provided that the conditions for pay-out are fulfilled. The pay-out, if any, shall be used by the participant to purchase shares in Electrolux Professional Group and the participant shall be required to hold such shares for a holding period of two years after the pay-out. The purpose of a cash-based LTI program is thus for the participants to build up a shareholding in the Group in order to create a common ownership interest between the participants and the shareholders. Cash-based LTI programs shall always be designed to further enhance the common interest of participating employees and Electrolux Professional Group shareholders of a good long-term development for Electrolux Professional.

The maximum LTI entitlements shall be dependent on job position and may amount to not more than 100 per cent of ABS.

Extraordinary arrangements

Additional variable compensation may be approved in extraordinary circumstances under the condition that such extraordinary arrangement is made for recruitment or retention purposes, is agreed on an individual basis, does not exceed three (3) times the ABS, and is earned and/or paid out in installments over a minimum period of two (2) years. Such additional variable remuneration may also be paid on an individual level for extraordinary performance beyond the individual's ordinary tasks and shall in these situations not exceed 30 percent of the ABS, and be paid in one installment.

Right to reclaim variable remuneration

Terms and conditions for variable remuneration should be designed to enable the Board, under exceptional financial circumstances,

to limit or cancel payments of variable remuneration provided that such action are deemed reasonable (malus). The Board shall also have the possibility, under applicable law or contractual provisions and subject to the restrictions that may apply under law or contract, to in whole or in part reclaim variable remuneration paid on incorrect grounds (claw-back).

Pension and benefits

Old age and survivor's pension, disability benefits, and healthcare benefits shall be designed to reflect home-country practices and requirements. When possible, pension plans shall be based on defined contribution. In individual cases, depending on provisions in collective agreements, tax and/or social security legislation to which the individual is subject, other schemes and mechanisms for pension benefits may be approved. For the Group Management the defined pension contributions shall not exceed 40 percent of the ABS unless the entitlement is higher under applicable collective agreements.

Other benefits, such as company cars and housing, may be provided on an individual level or to the entire Group Management. Costs relating to such benefits may amount to not more than 20 per cent of the ABS. Members of the Group Management who are expatriates or relocated permanently to another country, may receive additional remuneration and other benefits to the extent reasonable in light of the special circumstances associated with the relocation arrangement. Such benefits shall be determined in line with the Group's Directive on International Assignments or applicable local relocation policy, and may for example include relocation costs, housing, tuition fees, home travel, tax support, and tax equalization.

Notice of Termination and Severance Pay

The notice period for the President and CEO shall be twelve months if Electrolux Professional Group takes the initiative to terminate the employment and six months if the President and CEO takes the initiative to terminate the employment. For other members of the Group Management the notice period shall be between six to twelve months if Electrolux Professional Group takes the initiative to terminate the employment and three to six months if the Group Management member takes the initiative to terminate the employment.

In individual cases, contractual severance pay may be approved in addition to the notice periods. Contractual severance pay may only be payable upon Electrolux Professional Group's termination of the employment arrangement or where a Group Management member gives notice as the result of an important change in the working situation, because of which he or she can

no longer perform to standard. This may be the case for example in the event of a substantial change in ownership of Electrolux Professional Group in combination with a change in reporting line and/or job scope.

Contractual severance pay may for the individual include the continuation of the ABS for a period of up to twelve months following termination of the employment agreement; no other benefits shall be included. These payments shall be reduced with the equivalent value of any income that the individual earns during that period of up to twelve months from other sources of income, either from employment or from other business activities.

In addition to the above, compensation for any non-compete undertaking may be awarded. Such compensation shall be based on the ABS at the time of notice of termination of the employment, unless otherwise stipulated by mandatory collective agreement provisions, and be awarded over the period for which the non-compete clause applies, which should not exceed twelve months after termination of the employment.

Salary and employment conditions for employees

In the preparation of the Board of Directors' proposal for these remuneration guidelines, salary and employment conditions for employees of the Group have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the Remuneration Committee's and the Board of Directors' basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

Deviations from the guidelines

The Board of Directors may temporarily resolve to deviate from the guidelines, in whole or in part, if in a specific case there is special cause for the deviation and a deviation is necessary to serve the Group's long-term interests, including its sustainability, or to ensure the Group's financial viability. The Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters. This includes any resolutions to deviate from the guidelines.

Note 26 of the Annual Report includes a detailed description of existing remuneration arrangements for the Group Management Team.

Variable long-term share programs

The LTI 2023, LTI 2024, and LTI 2025 programs are described in Note 26.

Proposed appropriation of profit

Electrolux Professional Group's target is for the dividend to correspond to approximately 30% of the Group income for the period. The Board of Directors proposes to pay a dividend of SEK 0.95 (0.85) per share, corresponding to 30% of net income for the year, excluding items affecting comparability. This is in line with the policy. In total, the proposal is SEK 273m and SEK 7,647m to be carried forward.

Parent Company

The Parent Company's activities include head office as well as production and sales in and from Sweden.

Net sales and financial position for the Parent Company

Net sales for the Parent Company, Electrolux Professional AB, for the period from January 1 to December 31, 2025 amounted to SEK 3,269m (3,346) of which SEK 1,388m (1,307) referred to sales to Group Companies and SEK 1,881m (2,039) to external customers.

Income after financial items was SEK 997m (753). Income for the period amounted to SEK 1,010m (645). Capital expenditure in tangible and intangible assets was SEK 193m (124).

Cash and cash equivalents at the end of the period amounted to SEK 714m, compared with SEK 616m in the beginning of the year.

Undistributed earnings in the Parent Company at the end of the period amounted to SEK 7,920m, compared with SEK 7,176m at the beginning of the year.

During 2025, Electrolux Professional AB received internal dividends of SEK 889m (225).

During the year, sales operations related to certain markets have been restructured within the Group and allocated to other Group companies. This has also impacted the Parent Company.

The income statement and balance sheet for the Parent Company are presented on pages 146–147.

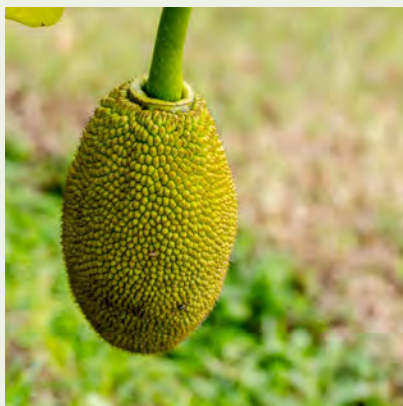
Events after the balance sheet day

- In January, 2026 the acquisition of the assets of Royal Range – a US Commercial Cooking company – was completed. The transaction is described in note 32.
- On January 28, 2026 Paolo Schira was appointed as new President and CEO of Electrolux Professional Group, effective from the Annual General Meeting (AGM) May 5, 2026. He will succeed Alberto Zanata, who will retire.

Contents, sustainability

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How to read this statement

The Electrolux Professional Group Sustainability Statement 2025 has been prepared in accordance with the Swedish Annual Accounts Act, European Sustainability Reporting Standards (ESRS), and the EU Taxonomy Regulation.

The statement covers the period from January 1 to December 31, 2025, reflecting our progress and efforts during this time-frame.

This statement includes information on our sustainability targets, action plans, and commitments. However, these reflect our current views and are subject to risks, uncertainties, and evolving circumstances. Some content is based on estimates, assumptions, or third-party data.

We encourage stakeholders to interpret the information with an understanding of its inherent limitations, as it may involve hypothetical scenarios or assumptions and should not be regarded as definitive predictions of future outcomes. This statement represents a step in our evolving sustainability journey and our commitment to sustainability performance.

General information

ESRS 2 BP-1 General basis for preparation of the sustainability statement

The Electrolux Professional Group Sustainability Statement has been prepared in accordance with the Swedish annual Accounts Act, European Sustainability Reporting Standards (ESRS), and the EU Taxonomy Regulation. The report covers the period from January 1 to December 31, 2025, reflecting our progress and efforts during this timeframe. As a signatory of the UN Global Compact, Electrolux Professional Group also uses this statement to showcase our progress regarding the Ten Principles of the Global Compact.

The primary audience for this statement is shareholders and other stakeholders such as investors, financial stakeholders, regulators, customers, business partners, civil society, and internal stakeholders. Electrolux Professional Group identifies its main stakeholders by evaluating the significance of the impacts related to its business and operations. The sustainability statement has been prepared and consolidated to ensure comprehensive coverage across the organization. It includes information required by various regulations and commonly accepted sustainability reporting standards and frameworks.

Our double materiality assessment (DMA) process, as described in Impacts, risks and opportunities (IRO), evaluates the impacts, risks, and opportunities within our operations and value chain.

Our sustainability statement addresses both our upstream and downstream value chain, an illustration of which is presented on page 76.

Scope of the report

The scope of consolidation for the sustainability statement is aligned with the scope used for the consolidated financial statements. The sustainability statement encompasses the data from the Group's subsidiaries under the consolidated reporting, see Note 1 accounting principles on page 150 and Note 30 shares and participations on page 185.

The scope does not include intellectual property, proprietary know-how, and innovation outcomes pursuant to the provisions of the ESRS, which permit such omissions when disclosure could seriously prejudice the company's competitive position or breach confidentiality obligations. The omitted information pertains to advanced product development initiatives, process innovations, and digital solutions that are integral to our strategic differentiation in the professional appliance market. Public disclosure of such information would seriously prejudice our competitive position.

The relevant material sustainability information has been disclosed, ensuring compliance with the ESRS while safeguarding our innovation assets. All material information relevant to the Group's sustainability performance, strategy, risks, impacts, and opportuni-

ties has been disclosed in this sustainability statement, prepared in accordance with the ESRS.

ESRS 2 BP-2 Disclosures in relation to specific circumstances

Time horizons

The Electrolux Professional Group has adopted the short, medium- and long-term time horizons defined by ESRS 1 General requirements, excluding the Scenario assessment part of the climate risk assessment described in the Climate change IRO section on page 86.

Value chain estimation

This sustainability statement includes estimates from indirect sources where direct data is unavailable. These figures are based on reasonable assumptions but may carry higher uncertainty and could change as more data or improved methods become available.

Metrics that include value chain data estimated using indirect sources

Using estimates ensures we provide meaningful insights even without exact figures. The estimation approach generally impacts the quantitative disclosure related to resource inflow and outflow data, where specific measurements are not available. In such cases,

Metrics that include estimations and high measurement uncertainty

ESRS Metrics	Why estimates were needed	Type of assumption	Planned improvements
EI-6 Scope 3 – Purchased Raw Materials	Supplier-level data incomplete	Engineering assumptions, BOM weights, LCI datasets; LCA-based factors used. Products without LCA assumed 100% steel × DEFRA factor.	Use of Ecoinvent database
EI-6 Scope 3 – Upstream Transport	Missing shipment-level primary data	Spend-based factors, assumed % split between air, land, sea, and rail transport.	Integrate logistics data
EI-6 Scope 3 – Employee Commuting	No employee commuting data available	Assumed 40 km round-trip per employee per day	Annual survey pilot
EI-6 Scope 3 – Downstream Transport	Distributor data unavailable	Spend-based factors	Improve distributor data sharing
EI-6 Scope 3 – Use of Sold Products	Measured energy consumption per cycle is not available for all product models	Products are categorized into product groups, and average energy-use values for representative products are taken from LCA literature and eco-design studies.	Conduct LCAs on our key product families to improve accuracy and replace assumptions with primary data
EI-6 Scope 3 – End-of-Life	Missing product-level EoL data	EU averages; for products w/o LCA, the average disposal rate from similar LCAs. EoL = fixed % of material emissions	Use of Ecoinvent database
E3 – Water Consumption	Missing discharge metering at some sites	5% withdrawal assumption for discharge	Install smart meters
E5-4 – Resource Inflows	Missing weight of purchased products and components, virgin and recycled content, sustainably sourced data	The weight of the product sold and the scrap waste is the material and component purchased.	Improve BOM
E5-5 – Resource Outflows	Missing reparability, recyclability, and durability data	Waste contractor averages	Calculation of recyclability from the CTI tool

references to the most relevant data are made and clear reporting guidelines are established in our accounting principles for each topic.

Sources of estimation and outcome uncertainty

Electrolux Professional Group uses estimates to calculate Scope 3 greenhouse gas emissions in line with ESRS E1-6 and ESRS E1-9. Due to limited availability of primary data across several value chain categories, the Group relies on established estimation methods, including activity-based and spend-based calculations supported by secondary emission factors.

Consistent with ESRS 2 B2, the accuracy of these estimates cannot currently be quantified. Key sources of uncertainty include data gaps in upstream and downstream activities, variability in supplier-reported information, and methodological assumptions applied when extrapolating partial datasets to represent the full value chain. To reduce uncertainty over time, the Group is enhancing data collection processes, engaging suppliers to increase primary data coverage, and refining emission factors and methodologies as improved information becomes available. Until then, reported Scope 3 emissions should be interpreted as best-available estimates based on the information and methodologies required under ESRS E1.

We do not have any monetary amounts that are of high measurement uncertainty.

Changes in methodology for sustainability data

During the reporting year, Electrolux Professional updated several methodologies, definitions, and data sources to comply with ESRS requirements and to improve data accuracy. These updates affect comparability with previously published information. Prior-year figures have not been restated unless otherwise stated.

Consolidation of newly acquired companies (TOSEI and Adventys)

Electrolux Professional Group completed the acquisitions of TOSEI and Adventys in 2024. While the acquisitions took place in the previous reporting year, 2025 is the first year in which environmental data from the newly acquired sites has been fully collected and consolidated into the Group's sustainability reporting processes. We have updated the 2024 figures for some data points for which we were able to collect the data.

Updated methodology for Scope 3 Category 4 - Upstream Transportation Emissions

Upstream spend is now estimated using a more granular methodology. Furthermore, the allocation between the different transport modes is now based on the expertise of the individual Business Areas rather than a central corporate assumption. We have started to report Category 9 - Downstream Transportation using the same estimation of split between transportation modes as for Category 4.

Updated methodology for material composition and resource inflows (ESRS E5)

In previous reports, material composition was presented using an estimation method based on LOT preparatory studies for Eco-design requirements. This approach relied on predefined material percentages from industry examples and was not supported by consistent underlying documentation or accessible source verification.

In 2025, the methodology was revised to improve accuracy and traceability. The total product mass is now calculated using the actual quantity of products sold by each entity multiplied by their respective measured product weights. Material composition is derived from reference LCA studies and internal disassembly studies conducted for representative products for a few product families. The percentage of recycled content is based on supplier information for selected raw materials, where recycled fractions are provided by our suppliers. For materials or components for which primary supplier data is not available, we have assumed it to be 100% virgin. This updated approach replaces the previous LOT-based estimation method and provides a more robust, transparent, and auditable basis for reporting resource inflows. Due to the methodological change, material composition figures from previous years are not directly comparable with the current year's disclosures.

Transition from GRI to ESRS methodology for social indicators

In previous years, social indicators were reported according to GRI Standards. In 2025, reporting has transitioned to ESRS requirements. As part of this change, the Lost Time Injury Rate (LTIR) is now calculated using a coefficient of 1,000,000 hours, compared with 200,000 hours under GRI. This results in limited comparability with earlier disclosures.

Classification error in prior periods

A classification error was identified in the calculation of Scope 3 Category 1 (Purchased Goods and Services) for the previous reporting period. Customer Care services and Office rental costs were previously allocated to this category. Upon further review, it was determined that Customer Care services relate to the use phase and the electricity from the rent may be classified under Category 8. Therefore, these expenditures have been removed from Category 1 and we are evaluating how to appropriately classify these activities under their respective categories.

Use of phase-in provisions in accordance with Appendix C of ESRS 1

Electrolux Professional Group has applied selected phase-in provisions outlined in Appendix C of ESRS 1 in the preparation of its sustainability disclosures for the 2025 reporting year.

ESRS	Disclosure requirement	Full name of the disclosure requirement	
ESRS E1	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Phase-in
ESRS E2	E2-6	Anticipated financial effects from material pollution-related risks and opportunities	Phase-in
ESRS E3	E3-5	Anticipated financial effects from material water and marine resources-related risks and opportunities	Phase-in
ESRS E5	E5-6	Anticipated financial effects from material resource use and circular economy-related risks and opportunities	Phase-in
ESRS S1	S1-14	Health and safety metrics (ill health)	Phase-in
ESRS S1	S1-12	Persons with disabilities	Phase-in

Sustainability governance

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

Electrolux Professional Group is governed by the Board of Directors that acts as the company's administrative, management, and supervisory body. The Board is elected annually by the shareholders at the Annual General Meeting and operates in accordance with the Swedish Companies Act and the Swedish Corporate Governance Code. The Board has overall responsibility for the Group's strategic direction, financial and sustainability performance, risk management, internal control, and long-term value creation.

The Board of Directors is ultimately responsible for the company's organization and administration and decides on the strategy, direction, and overall targets of the Group's sustainability work. The Board and its committees are considered the Group's administrative, management, and supervisory body for sustainability topics.

According to the Swedish Companies Act and the Code, the Board of Directors shall establish an audit committee and a remuneration committee. The major tasks of these committees are preparatory and advisory, but the Board may delegate decision-making powers on specific issues to the committees. The issues considered at committee meetings must be recorded in minutes of the meetings and continuously reported to the Board of Directors. The members and chairmen of the committees are appointed at the statutory Board meeting following the election of Board members. The Board has also determined that issues may be referred to ad hoc committees dealing with specific matters.

Information about composition and diversity of members of administrative, management, and supervisory bodies

For the 2025–2026 mandate period, the Board consists of eight members elected by the AGM, complemented by two ordinary employee representatives and two deputy employee representatives appointed by employee organizations. All AGM-elected directors are non executive, and the Board has no executive members.

Employee representation provides direct insight into workplace conditions, skills needs, and operational realities across the Group's manufacturing and business activities.

The gender composition of Board members elected by the AGM is 37.5% women and 62.5% men, reflecting the Nomination Committee's application of the Swedish Corporate Governance Code's diversity principles.

The Board is also diverse in terms of nationality, educational background, and professional experience, with members originating from Sweden, the UK, the US, Belgium, and Germany, and possessing academic backgrounds in areas such as engineering, economics, marketing, and communication.

In accordance with the Swedish Corporate Governance Code, the majority of AGM-elected Board members are independent of the company and its Group Management Team. All members except one (Daniel Nodhäll) are also considered independent in relation to the company's major shareholders.

This means that over 85% of the non-executive directors elected by the AGM are independent.

The Board and its committees bring deep experience in professional food service, beverage and laundry equipment, global manufacturing, and services, with leadership experience from across Europe, North America, and APAC, supporting sector-specific innovation, operational excellence, and geographically diversified market oversight.

This diverse competence strengthens the Board's oversight of innovation, operational excellence, and market development across the company's broad product and geographic portfolio.

Audit Committee

The main task of the Audit Committee is to oversee the process of the Group's financial and sustainability-related reporting, including climate reporting, internal control, and internal auditing in order to secure the quality of the external financial and sustainability-related reporting. The Audit Committee is also tasked with supporting the Nomination Committee with proposals when electing external auditors. During 2025 the Audit Committee has closely followed the Corporate Sustainability reporting work.

Remuneration Committee

The Remuneration Committee's primary task is to propose guidelines for the remuneration of the members of the Group Management Team. The Committee also proposes changes in remuneration of the President and CEO, for resolution by the Board, and reviews and resolves on changes in remuneration of other members of the Group Management Team as proposed by the President and CEO, including the development of incentive programs with sustainability-related targets.

President and CEO

The Board appoints and provides instructions to the President and CEO, who is responsible for the ongoing management of the Group, and who appoints the members of Group Management Team. The operational administration and management of sustainability topics have been delegated to the President and CEO, with support from Group Management. The President is responsible for the day-to-day management of the activities, the execution of the sustainability strategy, and the implementation of the governance structure set

by the Board. The President and CEO owns and manages material impacts, risks and opportunities, integrates climate into strategy and operations and embeds sustainability in strategy execution, capital allocation, product roadmaps, and operational decisions.

Sustainability Board

The President and CEO develops and implements sustainability procedures, with the support of the Group Management Team. A Sustainability Board has been established, comprised of the Group Management Team and the Group Vice President of Sustainability and Quality. The purpose of the Sustainability Board is to enable robust governance of sustainability matters and is it chaired by the President and CEO. The Sustainability Board also oversees sustainability work and is operationally responsible for defining the group-wide sustainability work agenda, policies, SBTi targets, and for aligning strategic plans across business areas and functions. Throughout the decision-making process, consideration is given to sustainability impacts, risks, and opportunities.

Roles, responsibilities, and cross-functional collaboration

Each local management team and business function has a delegated responsibility for the implementation of Group policies, 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 Sustainability function also monitors the overall performance through dialogue, performance data, and audit results. A Sustainability Forum has been established, including representatives from each business area and group functions, to enhance cross-functional collaboration and operational execution of the group-wide sustainability agenda. The forum is chaired by the Group Vice President of Sustainability and Quality, and its outputs are reported to the Sustainability Board.

Electrolux Professional Group's sustainability governance ensures that material impacts, risks, and opportunities are addressed through clear accountability and oversight. The Board and Sustainability Board set targets for material IROs, including SBTi-aligned climate targets, embedding them in strategy and mandates. Management and business functions translate targets into operational plans, while ERM and sustainability governance processes assess materiality and risks. Progress and effectiveness are monitored through KPIs, dashboards, scenario analysis, and regular reporting, with Audit Committee oversight of data quality and the Remuneration Committee linking incentives to CO₂ reductions.

Skills and expertise

The governing bodies, including the Board of Directors, the President and CEO and the Group Management, possess the necessary skills to oversee sustainability matters, including assessing target requirements, investment needs, budgeting processes, and executing action plans to achieve targets. Moreover, the members of the governing bodies have received Group-specific training on the related requirements within the CSRD framework. Additionally, Electrolux Professional Group's Board and Nomination Committee assess required sustainability skills through annual board evaluations and succession planning, ensuring expertise aligns with material IROs such as climate change, product use-phase emissions, and supply-chain risk. Management competence is developed through dedicated sustainability governance, training, and specialist roles, while incentives and mandates ensure expertise is applied to oversee targets, risks, and opportunities aligned with strategy and long-term value creation. Expertise in professional food, beverage, and laundry equipment, global manufacturing, sustainability, and energy efficiency supports oversight of Scope 3 use-phase climate impacts, transition risks, and innovation opportunities. Strong competencies in risk management, digitalization, supply-chain governance, and circular product design enable informed decision-making on climate targets, regulatory compliance, cost resilience, and low-carbon growth opportunities.

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

The Board of Directors decides on the strategy, direction, and overall targets of the Group's sustainability work. It maintains an overview of the Group's activities to identify, assess, and integrate sustainability-related impacts, risks and opportunities in the strategy, investments, and decision making. The President and CEO provides regular reports, at least quarterly, in sustainability matters to the Board of Directors and to the Audit Committee. The reports include development and progress on sustainability-related targets and metrics, risk assessments, and the development of the sustainability strategy, investments, and procedures.

Administrative, management, and supervisory bodies integrate impacts, risks, and opportunities into strategy, major transactions, and risk management through ERM assessments, scenario analysis, and sustainability reviews, explicitly weighing trade-offs between growth, decarbonization, cost, and resilience to safeguard long-term value and regulatory and market alignment. For example, in 2025 the Sustainability Board approved investment in the electrification of heating for two sites (Aubusson and Vallenoncello canteen). This was to maximise the positive impact of adopting renewable energy, mitigate GHG emissions, and reduce Scope 1 emissions in line with the Group's climate ambition. The Group decided to invest in modernising laundry equipment to capture the opportunity to develop high-efficiency, low-energy-consumption products, and to lower operating costs for customers. To address the growing demand for circular, durable, and repairable products that help customers reduce waste and meet emerging regulatory requirements, the Group is piloting remanufacturing of old laundry equipment and upgrading the equipment to the latest standards. To address negative impacts on occupational health and safety in the supply chain, the Group decided to implement a digital tool to assess risks and initiated a pilot with selected suppliers. The outcome will help the Group to expand and cover more suppliers to assess risks.

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

Electrolux Professional Group includes sustainability-related performance in our long-term incentive (LTI) program, a share-based program. Since 2023, we have been measuring Scope 1 and 2 CO₂ emission reductions in the LTI Program. The CO₂ emission reduction target has been amended to a year-on-year reduction. The proportion of variable remuneration dependent on sustainability-related targets and/or impacts is 20%. The terms of the incentive schemes are approved and updated by the Board of Directors based on recommendations from the Remuneration Committee. Share-based long-term incentive programs are approved by the shareholders at the Annual General Meeting. The compensation for the board members can be found under note 26 on page 182 however, it is neither performance-based nor linked to sustainability-related measures.

GOV-4 Statement on due diligence

Electrolux Professional Group applies a structured due-diligence process embedded in its governance and operational routines. Mandatory third-party screening ensures compliance with global sanctions, while human-rights due diligence is integrated into policies, supplier requirements, and audits. Supplier due diligence also covers responsible sourcing. Risks are identified, managed, and monitored through audits, stakeholder engagement, escalation procedures, KPIs, and whistleblowing channels. Operational and environmental due-diligence reviews in mergers and acquisitions further support risk identification, ensuring a consistent due-diligence approach across the value chain.

GOV-5 Risk management and internal control over sustainability reporting

Electrolux Professional Group's sustainability reporting is exposed to the risk of material misstatement due to human errors, inconsistencies, inaccuracies in data collection across sites, lack of evidence, and reporting complexity. A structured and risk-based approach was applied to identify these risks. The process was connected to the double materiality assessment, which highlighted material topics and formed the base from which to select areas of high priority. These were metrics related to externally communicated targets and green debt financing obligations given their financial and reputational impact. Other aspects considered were process complexity

and the relevance to the industry. For quantitative indicators, historical error patterns were assessed and for qualitative disclosures, the risk of "greenwashing" was assessed to ensure narrative credibility and alignment with actual performance.

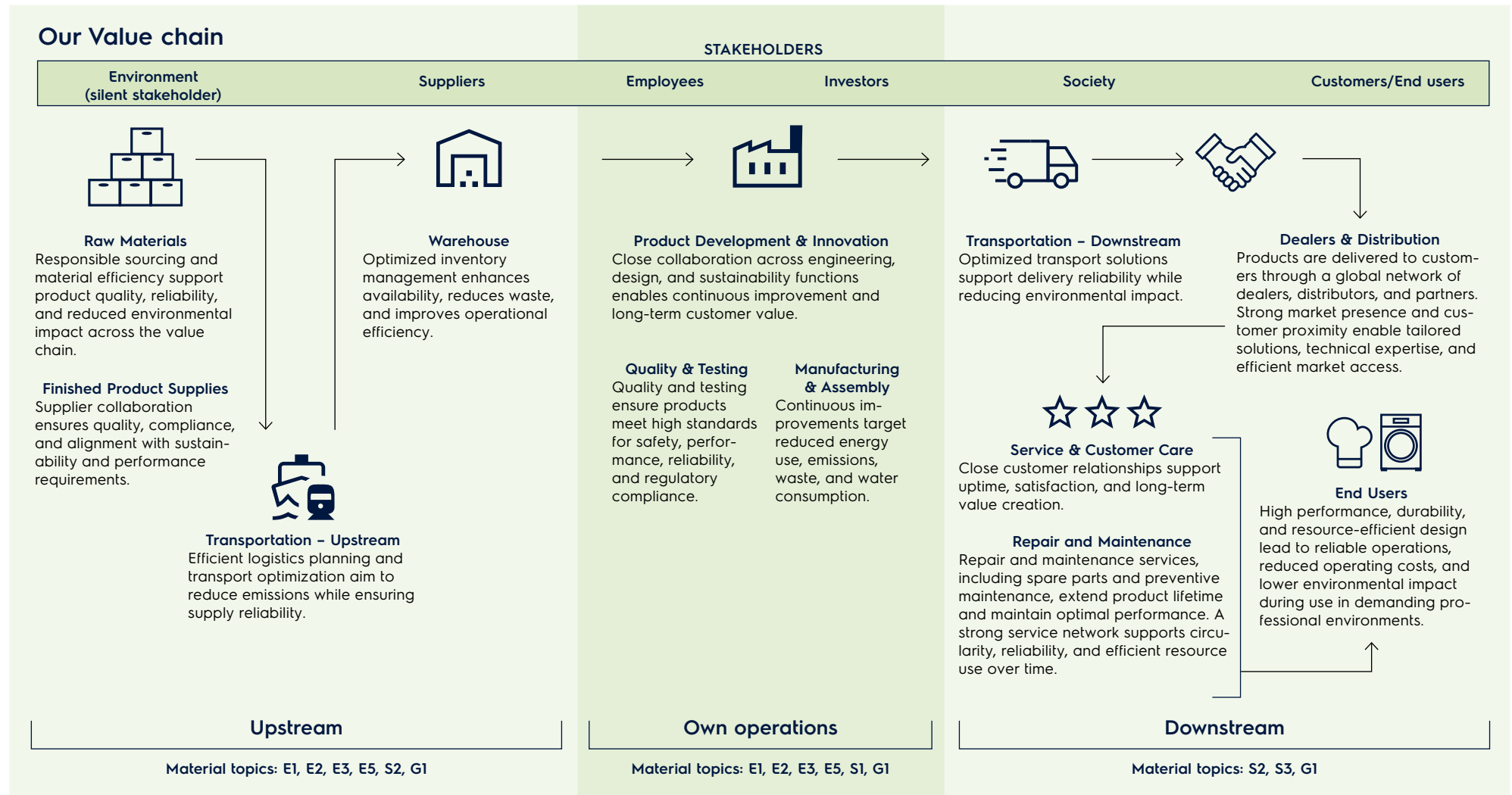
This risk assessment formed the foundation for designing the sustainability risk and control matrix which defines key controls. These controls aim to address identified risks and ensure the accuracy, reliability, and transparency of sustainability data. Furthermore, Electrolux Professional Group has implemented a single consolidated data model, which collects data in a dedicated digital sustainability reporting platform. This software provides transparency and traceability of data to minimize the risk of human errors in calculations, and in addition serves as a data repository.

Electrolux Professional Group continues to implement designed controls at all sites and significant progress has been made in 2025. However, while the foundational elements like risk identification and the design of key controls are in place, there is still a way to go before we achieve operational maturity. The focus remains on embedding controls in processes and preparing them for assurance requirements. Once the framework is established, communication and reporting will be aligned with the existing reporting on the effectiveness of internal control over financial reporting. The Audit Committee receives regular status updates on the progress of internal control over sustainability reporting, at a minimum once per year.

Core elements of due diligence	Location in sustainability statement	Disclosure relates to
a) Embedding due diligence in governance, strategy, and business model	Sustainability Governance: ESRs 2 GOV-2, page 74	
	Sustainability-related performance in incentive schemes: ESRs 2 GOV-3, page 74	People and Environment
	Material impacts, risks, and opportunities: ESRs 2 SBM-3, page 80-85	
	Material business-conduct-related impacts, risks and opportunities: ESRs 2, SBM-3-G1, page 85	
	Material environment-related impacts, risks and opportunities: ESRs 2 SBM-3-E1, page 80-81, ESRs 2 SBM-3-E2, page 82, ESRs 2 SBM-3-E3, page 82, ESRs 2 SBM-3-E5, page 83	Environment
	Material people-related impacts, risks and opportunities: ESRs 2 SBM-3-S1, page 83, ESRs 2 SBM-3-S2, page 84	People
b) Engaging with affected stakeholders in all key steps of the due diligence	Sustainability Governance: ESRs 2 GOV-2, page 74	
	Interests and views of stakeholders: ESRs 2 SBM-2, page 79-80	People and Environment
	Processes to identify and assess material impacts, risks, and opportunities: ESRs 2 IRO-1, page 85-88	
	Environment-related policies: E1-2 page 97-98, E2-1 page 105-106, E3-1 page 108, E5-1, page 111	Environment
	Social-related policies: S1-1, page 121-122, S2-1, page 130, S3-1, page 133	People
	Processes to engage with affected stakeholders: S1-2 page 122-123, S2-2, page 130-131, S3-2, page 133-134	
c) Identifying and assessing adverse impacts	Business-conduct-related policies: G1-1, page 136	People and Environment
	Processes to identify and assess material impacts, risks, and opportunities: ESRs 2 IRO-1, page 85-88	People and Environment
	Material impacts, risks, and opportunities: ESRs 2 SBM-3, E1 page 80-81, E2 page 82, E3 page 82, E5 page 83	Environment
	Material impacts, risks, and opportunities: ESRs 2 SBM-3, S1 page 83, S2 page 84, S3 page 84	People
	Material impacts, risks, and opportunities: ESRs 2 SBM-3, G1 page 85	People and Environment
d) Taking actions to address those adverse impacts	Environment-related actions: E1-3 pages 97-99, E2-2 page 106, E3-2 page 109, E5-2 page 111-113	Environment
	Climate transition plan: E1-1, page 96-97	Environment
	Social-related actions: S1-4, page 123-124, S2-4, page 132, S3-4, page 134	People
	Business-conduct-related actions: G1-3 page 137	People and Environment
e) Tracking effectiveness of these efforts and communicating	Environment-related metrics and targets: E1-4 page 100-102, E2-3 page 107, E3-3 page 109-110, E5-3 page 113	Environment
	Social-related targets: S1-3 page 123, S2-3 page 132, S3-3 page 134	People
	Social-related metrics: S1-5 page 124-125	People
	Business-conduct-related metrics: G1-4 page 137	People and Environment

Strategy, value chain, and business model

Electrolux Professional Group creates value through an integrated business model that spans the full value chain, from responsible sourcing and efficient manufacturing to distribution, service, and long-term customer relationships. By combining energy- and water-efficient equipment with digital connectivity and Customer Care services, we deliver sustainable solutions that reduce customers' total cost of ownership and environmental impact [Read more on the next page.](#)



SBM-1 Strategy, business model, and value chain

Electrolux Professional Group is one of the leading global providers of professional food, beverage, and laundry solutions. We serve a wide range of customers globally, from restaurants and hotels to healthcare, educational, and other service facilities. Our business is centered around developing and innovating smart products that offer sustainable solutions. We prioritize customer care and provide various chemicals, accessories, spare parts, and consumables. Our sales are primarily conducted through dealers and distributors. In 2025, the Group total employees by headcount was 4,257. Total revenue in 2025 was SEK 12.2bn.

Group strategy

The Group strategy focuses on four pillars, built on a foundation of operational excellence to improve sales, productivity, and cost efficiency in the supply chain:

- Grow through innovation and sustainable solutions
- Expand in high-margin products, segments, and geographies
- Boost Customer Care and service-as-a-solution offering
- Invest in digitalization to unlock additional customer value

We serve a wide array of markets and customer groups, ensuring that our products meet the needs of various sectors and demographics. Our commitment to quality and innovation allows us to cater for diverse customer requirements, providing reliable and efficient solutions for their everyday needs.

Our sustainability strategy is focused on building a sustainable business through the strategic pillars within the areas of environment, social, and governance management. We believe that the future of the planet relies on our ability to create solutions that use resources efficiently. Our solutions are designed to ensure that our customers can focus on their business, in the confidence that they contribute to improved sustainability performance.

Product groups

During the reporting period, we continued to offer a diverse range of products, including ovens, stoves, and other cooking equipment, refrigerators and refrigerated tables, dishwashers, washing and drying machines, food preparation products, and beverage products

Business model and value chain

Electrolux Professional Group designs, manufactures, and services professional food, beverage, and laundry equipment. Inputs include steel, aluminum, electronics, components, energy, R&D capabilities, and skilled labor, secured through a global supplier base, long-term sourcing contracts, dual-sourcing, and quality audits. Our outputs and outcomes are energy- and water-efficient appliances, digital and service solutions that lower customers' total cost of ownership and emissions, generate recurring service revenues, and support long-term investor value and stakeholder trust. The Group's upstream value chain comprises raw-material and component suppliers, logistics partners, and contract manufacturers.

The downstream value chain includes the Group's manufacturing sites, distributors and dealers, direct sales to key accounts, Customer Care/service partners, and end-users. The Group's key business relationships are built on long-term partnerships with customers, suppliers, and service partners. Customers include restaurants, hotel and laundry chains, healthcare, and public institutions, served via dealers, distributors, direct sales, and service networks. Supplier relationships emphasize quality, reliability, sustainability, and dual-sourcing. Customer Care and digital connectivity strengthen life-cycle relationships, recurring revenues, and trust, positioning the Group as an integrated solutions and service partner rather than a pure equipment manufacturer for restaurants, hotels, hospitals, laundries, and institutions.

Upstream entities — raw-material and component suppliers (metals, electronics, parts), logistics providers, and technology partners — are critical to cost competitiveness, product quality, and resilience. Secure sourcing, supplier audits, and dual-sourcing reduce risk and enable innovation, directly supporting margins and continuity.

Internal operations — the Group's global manufacturing sites and R&D — drive differentiation through energy-efficient, digital, and service-ready products, forming the core of value creation.

Downstream entities — dealers, distributors, direct key-account sales, and ~1,900 service partners — contribute materially to revenue growth, market reach, and recurring Customer Care income. End-users (restaurants, hotels, laundries, healthcare, institutions) realize lower total cost of ownership and efficiency gains, reinforcing the Group's premium positioning and long-term performance.

Products and services that are banned in certain markets

Electrolux Professional Group's products and services operate worldwide except in the Russian market. Following the invasion of Ukraine, the Group ceased operations in Russia in 2022. The Group divested its local subsidiary to local management, halting all new product sales and service.

We are not active in high-risk sectors such as fossil fuels, chemical production, controversial weapons, or the cultivation and production of tobacco.

Stakeholder interaction

Our engagement and dialogue with employees, suppliers, customers, and communities shapes the Group's sustainability priorities. Our goals align with the UN Global Compact and its Sustainable Development Goals (SDGs), focusing on climate, safety, diversity, and responsible sourcing.

Sustainability targets

ESRS Metric		Target	Base yr	Target yr
E1	Reduce Scope 1&2 emissions from industrial operations	-70% SBTi approved	2019	2030
		Climate neutral in operations	2019	2030
	Replacement of HFCs used as refrigerants with GWP >150	-70%	2017	2025
	Reduce Scope 3 emissions, CII use of sold products, SBTi approved	-27.5%	2019	2030
E2	Selected suppliers* are evaluated for product & component compliance	100%	2024	2030
E3	Product water efficiency in dishwashing and laundry	8%	2019	2025
	Operation water withdrawal	1%	yr-on-yr reduction	
	Operation water withdrawal in high water stress areas	5%	yr-on-yr reduction	
E5	Total waste sent to landfill in our operations	<1%	2019	2030
	Total waste sent to energy in all manufacturing sites	3%	2019	2030
E	All manufacturing sites with ISO 14001	100%	ongoing	
S1	Lost time injury rate (LTIR)	<0.5	2019	2030
	Share of female leaders	40%	2030	
S2	Selected suppliers* evaluated for Code of Conduct acknowledgment	100%	2024	2030
	Selected suppliers* evaluated for tracking employee injuries	100%	2024	2030
	Selected suppliers* evaluated for climate change mitigation risks	100%	2024	2030
	Selected Suppliers* evaluated for conflict minerals for responsible sourcing	100%	2024	2030

* Selected Suppliers: Selection based on risk mapping

Assessment of significant products, services, markets, and customer groups in relation to sustainability targets

Sustainability targets are embedded in food service, beverage, and laundry solutions, emphasizing energy and water efficiency, recyclability, and reduced emissions.

Product Category	Examples	Sustainability
Dishwashing	NeoBlue Touch undercounter dishwasher	Low energy & water use; Circularity
Laundry	TD6-11 Heat Pump Dryer	Low energy, no water
Laundry	TOSEI ST-155W Combo stacked solution	Hygienic, energy-efficient
Cooking Solutions	e-XP modular cooking range	Energy-efficient induction; ergonomic workflows
Food & Beverage Solutions	Energy-efficient equipment portfolio	Reduced operating cost and product-use emissions
Digital Platforms	Connected product portfolio	Monitor and reduce energy/water use over lifecycle
Laundry Portfolio	Modern professional washers & dryers	Reduced energy, water and maintenance needs

The Group supports the hospitality, healthcare, education, and service sectors with efficient, low-impact equipment and circular solutions tailored to operational needs. The Group has operations in 31 countries and aligns its goals with EU legislation and global climate commitments, adapting to local market expectations. Regional initiatives reflect sales distribution in Europe (60%), Americas (24%), and in APAC/MEA (16%).

Challenges and critical solutions

One of our strategic pillars is growth through innovation and sustainable solutions. We focus on reducing energy, water, detergent use, and supply-chain emissions. One challenge is that some customers still prioritize upfront purchase price over total cost of ownership, even though our more sustainable solutions often deliver lower lifetime costs. As customers increasingly recognize the business benefits of sustainability, our ability to sell sustainable solutions should improve over time.



Our stakeholders

SBM-2 Interests and views of stakeholders

We recognize that our key stakeholders care about good labor conditions, health and safety, and the environmental management of our suppliers' operations. These topics are integral to our strategy and business model. The Group's management and the Board are regularly, at least once per year, updated on the views and interests of stakeholder groups, and meet with many of them regularly to discuss the Group's sustainability-related impacts. Given that our em-

ployees 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.

Electrolux Professional Group integrates the views, interests, and rights of affected communities into its strategy and business model through its double materiality assessment, risk management processes, and stakeholder engagement. The Group's approach is

guided by respect for internationally recognized human rights, including labor rights, health and safety, and community well-being, and applies across our own operations and the value chain. Community considerations inform decisions on manufacturing locations, sourcing, product design, and service activities, with attention given to environmental impacts, safe operations, and responsible business conduct. Where relevant, the Group commits to respecting the rights of indigenous peoples in line with global standards. These

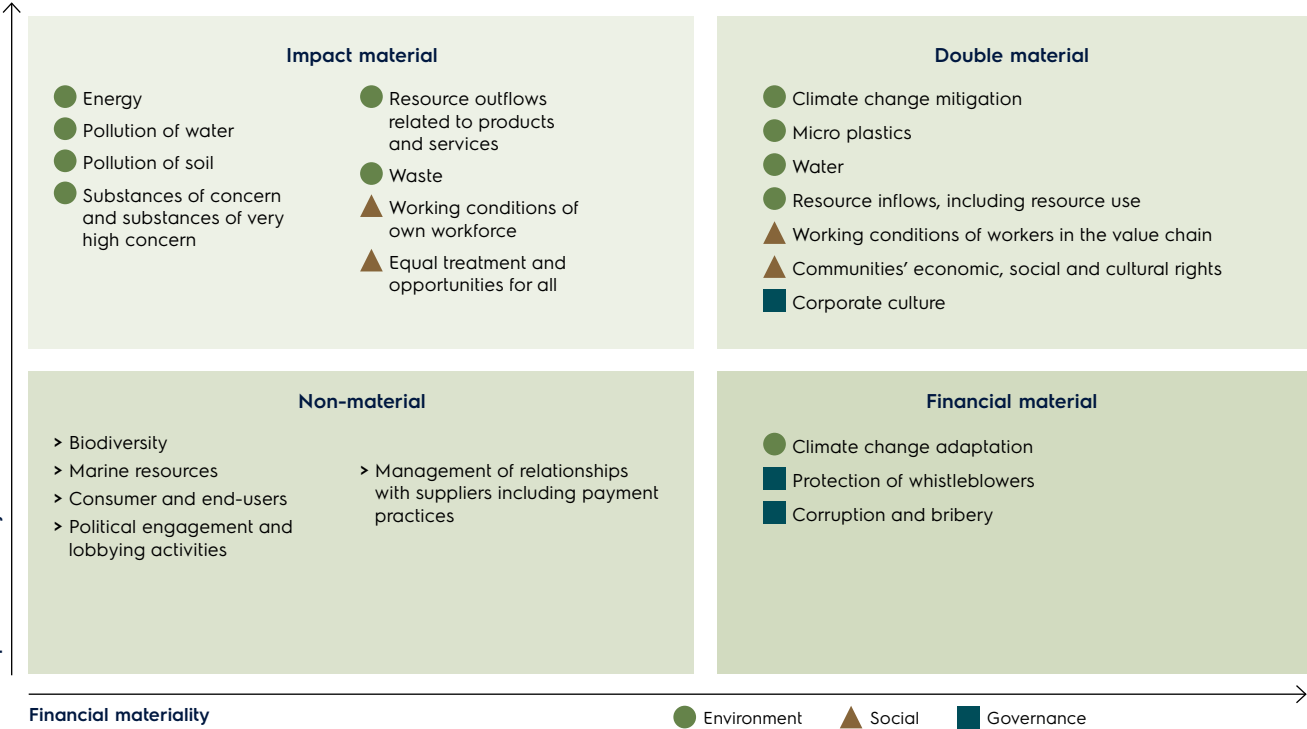
The following table discloses how we engage with our key stakeholders, and the purpose and outcomes of such engagement. The views of stakeholders inform our due diligence process and the materiality assessment, which is described in more detail in ESRS 2 IRO-1 Impacts, Risks and Opportunities (IRO), on page 85.

Stakeholder	Engagement and purpose	Outcome on important topics	Value generated
Customers and users	• Ongoing dialogue to understand requirements. Dialogue takes place during customer visits, requests for quotations, fairs etc. We also do more systematic studies and measure the Net Promotor Score (NPS)	• Improve quality • Reduction in energy consumption and carbon footprint • Improve total cost of ownership • Improve reliability of the overall equipment system • Improve ergonomics and human-centric design • Enhanced hygiene requirements	• Easier work life • Profitability • Low consumption and environmental footprint
Employees	• We strive to create an open, fair, and inclusive work environment and enhance employee engagement. We have ongoing dialogue with employees and unions through our managers • Systematic dialogue within our people performance and development process • Employee engagement surveys	• Improve health and safety • Improve diversity and inclusion • Improve people development	• Competitive compensation • Sustainable working environment • Learning and development • Strengthened leadership
Investors and owners	• We communicate through direct meetings, conferences, ESG surveys, capital market days, and the Annual General Meeting.	• Ethical business practices • Diversity and inclusion • Health and safety • Climate action • Supply chain management	• Reduced risks • Long-term value generation
Suppliers	• Dialogue with suppliers is mainly conducted through supplier meetings, negotiations, and discussions • Information gathered about suppliers during the RFQ phase • Signing of our supplier workplace standard	• Health and safety • Environmental management • Labor conditions • Human rights	• Jobs • Mutual benefits • Reduced risks
Society and local communities	• Contacts with local communities regarding local environmental requirements • Monitor public opinion and changes in legislation	• Labor conditions • Health and safety • Environmental management	• Taxes • Reduced carbon footprint
Academia and NGOs	• Participation in networks, meetings, and partnerships	• Sustainable innovation • Strategic partnerships	• Mutual benefits • Development of opportunities

inputs support risk mitigation, responsible growth, and long-term value creation while maintaining trust with communities affected by the Group's activities.

The Group has amended its strategy to reflect stakeholder expectations for sustainability, efficiency, and resilience by prioritizing energy- and water-efficient products, electrification, digital connectivity, and expanded Customer Care services. These changes address customer demand for lower lifecycle costs and emissions, investor expectations for risk-adjusted growth, and regulatory pressure on climate and circularity. Further steps planned to achieve the 2030 targets include deeper Scope 3 engagement, circular business models, and enhanced digital services. These actions are expected to strengthen trust and long-term partnerships with customers, suppliers, employees, and investors, reinforcing the Group's position as a sustainability leader while aligning the value creation with stakeholder interests.

Double Materiality Outcome



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

Electrolux Professional Group conducted its first double materiality assessment in 2023 to systematically identify and assess its actual and potential, positive and negative impacts on people and the environment, as well as sustainability-related risks and opportunities that could affect the company's financial performance. Read more in IRO-1 on page 85.

Climate change

Electrolux Professional Group's double materiality assessment identifies climate change as a material topic with interconnected negative impacts, risks and opportunities that arise directly from the Group's operations, value chain, and the use of its products. Greenhouse gas emissions represent a negative impact across Scopes 1, 2 and 3, with approximately 95% occurring in Scope 3, C11

during the energy-intensive use phase of food, beverage, and laundry equipment. This impact originates from the Group's manufacturing processes, its global logistics footprint, upstream raw-material and component suppliers, and the operation of equipment installed at customer sites. Fourteen manufacturing sites consume energy and generate Scope 1 and 2 emissions, while product use accounts for approximately 95% of total emissions, placing downstream activities at the center of the Group's climate impact. Emissions are expected to remain material across the short, medium and long term, with a reasonably expected time horizon of three to five years for observable impacts.

These emissions negatively affect people and the environment by accelerating global warming, contributing to environmental degradation, and increasing climate-related impacts on ecosystems and human wellbeing. As public and large private buyers increasingly specify A/B-class performance where available, natural refrigerant systems, and EPREL-verifiable data, the environmental and social implications are becoming more closely linked to the product-efficiency profile inherent in the Group's business model.

The assessment also identifies a material risk linked to extreme weather events and natural disasters. Extreme floods, storms, wildfires, hurricanes, drought-driven canal restrictions, and winter storms have already triggered closures of ports, airports, railways, and logistics corridors globally. Given the Group's global manufacturing footprint and multi-regional sales network, our exposure to this risk arises from reliance on specialized components, long international transport routes, and suppliers operating in weather-sensitive regions. These events can cause lead-time volatility, supplier downtime, input-price spikes, increased safety stock, and elevated working-capital requirements, and can jeopardize service levels and delivery reliability. These risks are also deemed to arise on a three-to-five-year horizon. They affect people through increased worker safety risks, physical and mental stress associated with disruptions, and community-level consequences of infrastructure damage, while the environment may experience land and water damage, contamination, and increased emissions from re-routed logistics and emergency operations.

Alongside these negative impacts and risks, the assessment identifies a material positive impact from the increased adoption of renewable energy in the Group's own operations. By expanding the share of renewable electricity to 92% in 2025, the Group has reduced Scope 1 and 2 emissions and is on track for its climate-neutrality target for 2030. This positive impact stems from operational decision-making and site-level sourcing and is expected to influence emissions and operational resilience across short, medium- and long-term horizons. The effects on people include improved energy security, safer and healthier working environments, and enhanced job stability due to reduced exposure to climate-related disruptions. Environmental effects include reduced pollutants, improved local air quality, and a direct contribution to the Group's science-based climate targets.

An additional opportunity arises from the development and sale of high-efficiency, low-energy-consumption products that lower cus-

tomers' running costs and support their sustainability goals. Because the use phase of equipment represents the primary climate impact, product efficiency becomes a strategic revenue lever. In 2025, the Group has reported a 36.4% reduction in Scope 3 use-phase emissions versus 2019, exceeding its 2030 SBTi target ahead of schedule, largely due to more efficient products and a changing electricity mix. Requirements under Ecodesign, Energy Labelling, and the ESPR create an opportunity to differentiate through improved durability, reparability, and transparency. This opportunity is also concentrated within a three-to-five-year horizon and produces positive effects for users through lower operating costs, improved working conditions, and reduced strain on community energy systems, while the environment benefits from reduced energy, water, and detergent consumption and a declining Scope 3 footprint.

There has been no specific changes in material impacts, risks, or opportunities since the previous reporting period.

Interaction with strategy, business model and value chain

Material negative impacts associated with greenhouse gas emissions shapes the Group's strategic direction by driving decarbonization across manufacturing, logistics, and the product portfolio. The dominance of downstream emissions reinforces the significance of energy-efficient product design, lifecycle performance, and the need for continuous improvement in energy, water, and detergent consumption. The Group's emissions and customer operating expenditures are sensitive to refrigerant choices and eco-design performance. As the Group scales lower-GWP refrigerants and high-efficiency designs, it becomes increasingly exposed to component availability, certification throughput, and safety standards, which can delay product launches, increase working capital, or constrain mix evolution. These considerations are embedded in procurement strategies and engineering roadmaps, supported by multi-sourcing of critical components and early integration of regulatory evidence packs — such as EPREL data and technical fiches — into new product introduction processes.

The material risk from extreme weather events influences strategic decisions related to supply-chain resilience, site adaptation, warehouse positioning, and business-continuity planning. Disruptions across global transport routes directly affect delivery reliability, cost-to-serve, and customer service levels. Dependence on specialized refrigeration systems, electronics, and stainless steel sourced from climate-vulnerable regions creates exposure that shapes supplier risk assessments, diversification decisions, and inventory strategies.

At the same time, the positive impact of renewable-energy adoption is embedded in the Group's long-term climate-mitigation strategy, guiding decisions on energy sourcing and infrastructure development. Site selection increasingly incorporates the availability of renewable-energy connections as a strategic advantage. The opportunity to deliver high-efficiency equipment similarly influences R&D priorities, product-platform design, and regulatory compliance planning. In this way, the identified impacts, risks, and opportunities are intrinsically connected to the Group's strategy and business

model, reinforcing the integration of climate considerations into long-term planning and operational decision-making.

Current financial effects

We have not identified any significant financial effects on the risk of adjustments in the coming reporting period.

Resilience of strategy and business model

The Group's strategy and business model demonstrate strong and improving resilience in addressing material impacts, risks, and opportunities. For negative climate impacts, the integration of energy-efficient product design, lifecycle assessments, and Scope 1–3 emissions management enables sustained emissions reduction while supporting business continuity. Operational initiatives — including increased use of renewable electricity, energy-efficiency measures, and manufacturing optimization — lower exposure to energy-price volatility and evolving carbon regulations.

Resilience to value-chain risks is strengthened through supplier engagement, low-carbon materials, circular product lifecycles, and dual-sourcing strategies. Investments in business-continuity planning, supply-chain diversification, and logistics flexibility increase preparedness for disruptions associated with extreme weather events. The Group also shows strong resilience in sustaining and scaling the positive impact of renewable-energy adoption, which reduces operational risks and enhances long-term stability. The Group's sustained focus on high-efficiency product innovation and digitalization of performance further reinforces its resilience by responding to customer expectations, regulatory developments, and cost-saving needs. Overall, climate considerations are embedded in investment decisions, R&D priorities, and long-term strategic planning, enabling the Group to mitigate risks, capture opportunities, and remain competitive as the energy transition accelerates.

Climate-related risk

We have conducted a climate-related scenario analysis to understand how transition and physical climate risks may affect the Group's operations and value chain. The analysis began by defining the scope with internal experts, focusing on the parts of the business most exposed to climate-driven disruption — our manufacturing sites, major suppliers, and key end-markets. Based on this, we then identified material risk areas by assessing where climate change could disrupt operations, increase input costs, or influence demand patterns. This included transition risks such as rising carbon prices, evolving regulations, and shifts in energy and material systems, alongside physical risks including extreme precipitation, flooding, and rise in sea level rise.

With the risk areas defined, two contrasting climate futures were developed using publicly available global climate-modelling datasets and sector-specific decarbonization pathways. These scenarios, representing a 1.5°C orderly transition pathway (IEA NZE, NGFS Net Zero 2050, NZSI) and a 4°C high-warming pathway (IPCC RCP 8.5/SSP5-8.5), describe plausible long-term developments in policy ambition, technological progress, market conditions, and

physical climate hazards. They are not forecasts, but analytical tools translated into quantifiable indicators — such as carbon-price trajectories, energy-market dynamics, and hazard projections for flooding, precipitation, drought, and heatwaves — which allow us to test how our exposure could evolve over time.

Risk levels were then assessed by integrating these external indicators with our internal operational and value-chain data, including supplier locations, production-site characteristics, material purchases, and the geographic distribution of sales. Physical-risk exposure for 2030 and 2050 was evaluated using location-specific hazard data for each manufacturing site and key supplier site. Market-related risks were assessed using national-level climate projections to understand how changing climate conditions may alter tourism-driven demand for food-service and hospitality equipment.

Medium-term (1–5 years) and long-term (5+ years) horizons were applied across our manufacturing footprint and major suppliers in Europe, Asia, and North America. The assessment covered core product categories — food, beverage, and laundry — as well as manufacturing operations and the global supply chain. Data collection from suppliers and factories to refine supply-chain risk modeling is ongoing, with more detailed results expected in 2026.

The analysis highlights significant uncertainties in carbon-price trajectories, energy-price volatility, steel-sector decarbonization, and the frequency and severity of physical hazards, including flooding, heavy precipitation, rise in sea level, drought, and heatwaves. Among the regions assessed, Asia consistently displays higher physical-risk exposure than Europe and North America. Market-exposed risks were further analysed using country-level data for major sales markets (USA, Italy, Sweden, France, Germany), with Italy and France showing the highest long-term physical-risk levels — potentially affecting hospitality-sector equipment demand in the most exposed areas.

Resilience analysis

The resilience analysis was conducted in 2024 to evaluate how the company's strategy and operating model would perform under different climate futures and to test the robustness of our transition plan, investment priorities, and operational footprint against escalating physical and transition-related risks. The resilience analysis covered existing 2024 operations across all business areas, products, and geographies, and assessed transition and physical climate risks under 1.5°C and 4°C scenarios. While businesses acquired during 2024 were excluded, no material parts of Electrolux Professional Group's operations were otherwise omitted. The resilience analysis applies three time horizons. In the short term (2025–2030), we are positioned to manage regulatory and market changes through product redesign and supplier engagement. In the medium term (2030–2040), exposure to physical risks increases in certain geographies and adaptation strategies have started but are not yet in place for all sites. In the long term (2040–2050), the business model remains viable under both scenarios, with stronger performance in the 1.5°C pathway due to decarbonization measures embedded in our transition plan.

Several risk themes — resource-efficiency regulation, carbon-intensive materials, and water scarcity — are partially reflected in the company's current strategy through energy-efficient, circular, and water-efficient product development. However, integration into investment planning, capex prioritization, and adaptation measures is limited and a further elaboration on anticipated financial effects is needed. The 1.5°C and >3°C scenarios span both low- and high-warming pathways, capturing the full range of plausible climate, regulatory, and market futures affecting the company. This spread reflects extremes used by leading frameworks (IPCC, IEA), ensuring the analysis covers best-case transition alignment and worst-case physical-risk uncertainty across operations and supply chains.

The scenarios use IPCC- and IEA-aligned climate pathways, transition-risk assumptions, regulatory trajectories, and sector-specific technology trends. Physical-risk analysis relies on regional and country-level climate data, which is not yet fully downscaled to site-specific geospatial coordinates, due to incomplete supplier and location-level datasets. Transition-risk modelling incorporates product-regulation timelines, refrigerant policies, and energy-cost assumptions. Constraints include data gaps for suppliers, evolving policy forecasts, and limited granularity for long-term physical-risk projections.

The scenario definitions align with Electrolux Professional Group's asset lifetimes and strategic horizons because they mirror long-term factory investments, product-platform cycles, and the 2030 climate-neutrality target. These same horizons guide capital allocation for renewable-energy PPAs, technology upgrades, and product redesigns.

The analysis also assessed the Group's current and future ability to reduce Scope 1 emissions and mitigate climate-related risks. Existing measures — such as energy-efficiency improvements in factories, electrification of selected thermal processes, replacement of gas-fired equipment where feasible, expanded renewable-energy sourcing, and the transition to lower-GWP refrigerants — provide a foundation for near-term reductions, but achieving deeper long-term abatement will require accelerated investment in low-carbon technologies and the phased replacement of fossil-fuel-based equipment. Operational resilience measures vary across geographies, with higher-risk regions requiring additional adaptation action. Supply-chain resilience remains constrained by incomplete supplier-level data, although ongoing data collection will strengthen modelling by 2026. Product innovation in energy-efficient, circular, and water-efficient solutions continues to support resilience under both analyzed pathways.

The Group has not yet incorporated geospatial-coordinate-based climate-risk assessment (e.g., NUTS-level or site-specific latitude/longitude) into its resilience analysis. Instead, the Group relies on regional or national-level climate-risk data, combined with factory-level water-risk assessments and supplier-reported information. No report indicates the use of NUTS-classified datasets or geospatial hazard mapping for physical-risk modelling.

Pollution

Material impacts, risks, and opportunities

Electrolux Professional Group's material pollution-related impacts arise across the value chain from the use of substances of concern and substances of very high concern in materials, components, and manufacturing processes. These substances may contribute to long-term local pollution, harmful emissions during disposal, and occupational or community exposure risks. Impacts occur upstream through supplier chemical use, in operations where advanced materials and treatments are handled, and downstream during product use and end of life management.

Positive impacts stem from water-efficient product designs that reduce detergent use and wastewater pollution, supporting cleaner ecosystems and lowering customer operating costs. Additional opportunities arise from microplastics filtration technologies developed through partnerships and R&D, which help prevent microfiber release from laundry processes.

Key risks are related to compliance with REACH, SVHC and emerging chemical restrictions. These include redesign needs, supply chain disruptions, increased documentation requirements, and potential liability or loss of market access. Operational risks include leaks or spills of hazardous substances at production sites, which may lead to environmental damage, remediation costs, and regulatory sanctions. These risks materialize across suppliers, operations, and downstream users.

Interaction with strategy and business model

Pollution-related impacts, risks, and opportunities directly influence strategic decisions on chemical phase-out, safer material substitution, and supplier oversight. Regulatory pressures drive stricter material screening, enhanced documentation practices, and design choices that avoid substances of concern. Opportunities in water-efficient solutions and microplastics filtration support product differentiation and guide R&D investment, collaboration with innovation partners, and service offerings.

Resilience of strategy and business model

Resilience is strengthened through safer material substitution, enhanced compliance and traceability systems, supplier engagement, and operational controls to prevent chemical incidents. Continued innovation in low-impact product solutions and filtration technologies supports long-term adaptability to tighter regulations and customer sustainability expectations.

Water

Material impacts, risks, and opportunities

Electrolux Professional Group has material positive and negative impacts, risks, and opportunities related to water across its upstream supply chain, operations, and downstream product use.

Negative impacts arise from water consumption in manufacturing and supplier processes, and from water discharges containing particulates, metals, and detergent residues that may not be fully

removed in treatment systems. These impacts contribute to aquatic toxicity, reduced biodiversity, and ecosystem degradation, while water use in operations and product applications can intensify pressure on water-stressed regions, affecting community access and environmental health. These impacts occur across the entire value chain and are expected in the short-, medium- and long-term horizons. Positive impacts stem from water-efficient and water free product solutions that reduce customer water withdrawal, lower operating costs, and help protect local water resources. These originate from our strategy to provide resource-efficient professional equipment and from our product-centric business model, where most environmental impacts occur during product use. We enhance these positive impacts by embedding water performance in product development, conducting water risk assessments, and reducing water use in our operations.

We have identified an opportunity to enhance water efficiency through connected and data-enabled products that optimize water, energy and detergent use, prevent leaks, and support behavioral improvements. This aligns with our lifecycle and service-oriented strategy and digital platform development.

A material risk arises from operating in water-stressed regions, where increasing scarcity, rising water costs, and stricter regulations may affect production continuity and product competitiveness. We address these risks through structured water risk assessments, reduced withdrawal in high-risk areas and water reuse measures. These risks and impacts fall under ESRS disclosure requirements and do not require entity specific disclosures.

Interaction with strategy, business model, and value chain

Water related impacts, risks, and opportunities directly influence our business model and strategic decisions. Negative impacts from water use and discharges shape regulatory expectations and customer requirements, affecting product design, supplier evaluation, and operational practices. Because our equipment has long lifecycles, water performance and discharges accumulate across the value chain, reinforcing our strategic priorities such as water stewardship, supplier chemical controls, and integration of water efficiency in R&D.

Positive impacts and opportunities support our strategic direction toward resource-efficient, high-performance solutions. Water-efficient products and connectivity strengthen market differentiation and support investment decisions in digital platforms, service offerings, and cleaner chemistries across the value chain.

Water scarcity risks drive integration of water risk considerations into site planning, sourcing, and innovation choices, reinforcing efforts to reduce withdrawal and adopt reuse solutions. Collectively, these impacts, risks, and opportunities inform innovation road maps and operational practices, and support our shift toward low-impact, service-enhanced offerings.

Resilience of strategy and business model

Our strategy demonstrates resilience through water-efficient product design, supplier engagement, water risk assessments, operational reduction measures, and the development of connected solutions

that improve monitoring and lifecycle performance. These actions strengthen our ability to adapt to water scarcity, tighter regulations, and customer sustainability expectations, supporting long-term competitiveness across water-stressed markets.

Resource use and Circular economy

Material impacts, risks, and opportunities

Our circular economy strategy and product-centric business model create positive impacts as we design long-lasting, repairable products, increasing recycled material use and operating refurbishment and take-back programs. These actions reduce natural resource demand, waste generation, and landfill disposal and support improved reliability, lower total cost of ownership, and safer material choices for customers and workers. Societal benefits also include potential job creation in repair, refurbishment, and recycling. These positive impacts are covered by ESRS disclosure requirements.

Negative impacts arise from remaining dependencies on virgin materials and the risk of improper end-of-life disposal of products sold globally. These impacts include resource depletion, emissions, contamination, landfill growth, and ecosystem degradation, and may also expose nearby communities and informal waste workers to pollution and health risks. These negative impacts are addressed by ESRS disclosure requirements.

Key risks include material shortages, higher costs for sustainable materials, and non-compliance risks linked to hazardous waste handling across our manufacturing sites. Evolving circularity legislation — such as requirements on recycled content, reparability, and stricter waste management obligations — may affect product design, sourcing, and compliance costs. All risks are addressed by ESRS disclosure requirements.

We have also identified opportunities from increasing market demand for circular, durable, and resource-efficient products. Designing products for reparability and reuse, co-developing circular solutions with partners, and supporting customers in meeting regulatory requirements drive environmental benefits and improve customer value through reliability, lower lifecycle cost, and enhanced compliance. The assessment indicates no changes in material impacts, risks, or opportunities from the previous reporting period.

Interaction with strategy, business model, and value chain

Circular design principles — including recycled materials, reparability, modularity, and take-back initiatives — shape our R&D priorities, procurement processes, and manufacturing choices. These measures reduce material costs, support zero-landfill initiatives, and increase collaboration with suppliers and recyclers. They also support a strategic transition from equipment sales toward a circular, service-led model.

Developing recyclable products and improving material recovery rates stabilizes costs, reduces exposure to raw material volatility, and lowers regulatory and waste handling risks. These outcomes support long-term resilience by decoupling growth from virgin material use and embedding lifecycle thinking in supplier collaboration and service offerings.

Negative impacts from virgin material dependency and improper disposal currently drive higher material and waste management expenses and increase regulatory and reputational exposure. In response, we are expanding circular design, reducing virgin material use, strengthening waste management controls, and scaling up take-back schemes.

Risks related to material shortages, sustainable material pricing, and waste compliance requirements affect sourcing reliability, margin structure, and operational complexity. Growing demand for circular and repairable equipment strengthens our value proposition and accelerates integration of lifecycle performance and regulatory readiness across the value chain.

Emerging circularity legislation is already influencing design choices, sourcing decisions, and compliance planning. By expanding eco design, recycled material use, and traceability, we aim to reduce transition costs and ensure alignment with long-term regulatory expectations.

Resilience of strategy and business model

Our strategy demonstrates resilience through circular eco design, modularity, and increased recycled material sourcing, which reduce dependency on virgin inputs and lower regulatory risk. Partnerships with suppliers, repair networks, and take-back operators, together with lifecycle assessments and targeted R&D, enable rapid adaptation to regulatory and market changes.

We are responding to growing demand for circular and repairable products by expanding service-based revenue streams, which further strengthens our resilience and supports long-term competitiveness. Eco design integration, supplier engagement, and compliance monitoring enable us to respond to evolving requirements and reinforce resilience within stricter regulatory frameworks.

Own workforce

Material impacts, risks, and opportunities

Material impacts, risks, and opportunities related to our own workforce are identified through structured processes, including workforce feedback mechanisms and impact and risk assessments covering topics such as health and safety, gender diversity, and skills development. The outcomes of these processes inform management decision-making and strategic priorities and are directly linked to our strategy and business model. Workforce-related topics influence decisions on organizational design, ways of working, competence development, and operational resilience. Addressing workforce-related risks supports business continuity and performance, while opportunities linked to skills development and inclusion strengthen our capacity to execute our strategy and deliver sustainable growth. In this way, employees' experiences and needs are reflected in how the strategy is implemented and how the business model evolves.

The Group confirms that all individuals within its own workforce who could be materially impacted by its activities are included in the scope of this disclosure. With a workforce of approximately 4,300 employees across more than 30 countries, material impacts

have been identified primarily in relation to health and safety and gender diversity. These impacts are addressed through structured policies, risk assessment processes, and engagement practices that apply across the organization.

For the purpose of this disclosure, our own workforce includes individuals employed directly by the Group, such as full-time and part-time employees and apprentices, as defined by local legislation. It also includes self-employed individuals engaged directly by the Group to perform work that would otherwise be carried out by employees, including work performed in public areas or at client sites, as well as third-party workers provided by external companies on our premises. This classification ensures that all materially impacted individuals, regardless of employment status, are covered by the scope of the Group's sustainability disclosures and related risk assessments.

Own workforce subject to positive and negative impacts

Electrolux Professional Group has found that material negative impacts on its workforce are rare and primarily incident-based. Occasional work-related injuries are promptly addressed through established risk management processes, while broader topics like health and safety and diversity are continuously monitored to support a safe and inclusive workplace.

Electrolux Professional Group creates a tangible positive impact on its workforce by promoting wellbeing, development, and supportive working conditions as part of its strategy and business model. Through initiatives such as smart working policies, flexible work arrangements where operationally feasible, continuous learning opportunities, and social activities that strengthen engagement, the Group enables employees to thrive. By ensuring fair treatment, fostering growth, and cultivating an inclusive and supportive environment, the Group contributes directly to improved employee wellbeing, satisfaction, and long-term career development.

Risks and opportunities arising from impacts and dependencies

Risks and opportunities arise from workforce health, safety, skills, diversity, and retention, with strong engagement, low injury rates, and development initiatives enhancing resilience while shortages, skills gaps, and wellbeing challenges pose risks addressed through training, inclusion, and continuous improvement.

Interaction with strategy, business model, and value chain

Electrolux Professional Group's strategy — focusing on innovation, digitalization, customer care, and operational excellence — directly impacts its workforce. The move towards sustainable and digital solutions requires upskilling, while expanding into new markets presents both opportunities and challenges for employees. These strategic choices therefore create both opportunities — such as skills development and career progression — and risks, including those related to health and safety, workload, and equality.

Workers in the value chain

Material impacts, risks, and opportunities

Electrolux Professional Group has identified material negative impacts, risks, and opportunities related to workers in the value chain, arising from its reliance on a global and multi-tier supply chain where human rights, and health and safety standards vary significantly.

Electrolux Professional Group includes all value-chain workers likely to be materially impacted by its activities. The scope covers workers in our own operations and across the upstream and downstream value chain, including suppliers of raw materials, metals, electronics, and components; logistics and transport providers; distributors; and authorized service partners. It also includes workers affected through the use, servicing, repair, and end-of-life handling of products. Material impacts may also affect on-site non-employees, such as external maintenance technicians, contractors, cleaners, security staff, and temporary agency workers operating at manufacturing and warehouse sites. These workers are not part of the Group's own workforce. Inclusion is determined through the double materiality assessment, ERM process, and supplier due diligence, focusing on labor rights, health and safety, working conditions, and skills impacts. Business relationships and long-lifecycle products are explicitly considered to ensure that materially affected worker groups are addressed through relevant policies, actions, metrics, and targets. Electrolux Professional Group's material risks and opportunities related to value-chain workers arise primarily from specific worker groups, rather than uniformly across all workers. These include upstream supplier workers in higher-risk regions, logistics and transport workers, on-site non-employees at manufacturing and warehouse locations, and downstream service technicians and installers requiring specialized skills. These groups are more exposed due to labor rights, health and safety, and skills dependencies, particularly linked to long product lifecycles and increasing digital and energy-efficient technologies.

Negative impacts relate primarily to occupational health and safety risks in high-risk sourcing regions and supplier tiers, including exposure to hazardous working environments, long working hours, inadequate protection, and the use of heavy machinery or chemicals. These impacts affect the physical, mental, and social wellbeing of workers across upstream suppliers and downstream service partners.

A further material human-rights related risk concerns conflict minerals, particularly in value chains involving chromium-bearing steels and electronic components, where violations may occur at extraction or processing stages. Limited transparency and complex intermediaries heighten exposure across supply tiers. These risks are connected to product design choices, material specifications, and procurement practices.

The Group has also identified a material opportunity to influence working conditions through responsible procurement practices. Supplier audits, corrective action processes, capability building, and embedded ESG requirements enhance transparency, supplier governance, and long-term value chain resilience.

Interaction with strategy, business model, and value chain

The company's business model depends on global sourcing of materials, components, and services, making worker-related risks a key issue in supplier selection, onboarding, and oversight. Occupational health and safety risks are driving strengthened supply chain governance, expanded due diligence requirements, and integration of labor standards into sourcing decisions. Conflict minerals risks influence product design, contractual requirements, traceability expectations, and sourcing diversification to avoid high risk areas.

Opportunities linked to responsible procurement shape sourcing strategies, support preferred supplier development, and reinforce long-term business continuity and customer expectations for ethical supply chains.

Resilience of strategy and business model

Resilience is strengthened through the integration of occupational health and safety and human rights due diligence into sourcing, supplier contracts, and governance structures. Supplier engagement, risk-based audits, safer sourcing practices, and human rights controls enhance adaptability to evolving regulations and stakeholder expectations. Responsible procurement initiatives further support continuity, risk mitigation, and long-term value chain stability.

Affected communities

Material impacts, risks, and opportunities

Electrolux Professional Group has material community impacts linked to the presence of conflict minerals in certain stainless steel and electronic components. Extraction of these minerals in high-risk regions may involve land dispossession, unsafe working conditions, forced or child labor, environmental degradation, and loss of livelihoods, which negatively affects community wellbeing and local ecosystems. These impacts originate upstream through mines, traders, and smelters supplying chromium-bearing steels and are connected to product specifications and sourcing decisions.

Positive community impacts are generated through long-standing partnerships such as Worldchefs and the Art & Science Come Together program. These initiatives provide training for chefs from underserved communities, supporting employability, income opportunities, and resource-efficient culinary practices. Additional opportunities arise from local community engagement activities, including education partnerships, skills development, local hiring, volunteering, and community investment that strengthen wellbeing and build long-term relationships with stakeholders.

Non-compliance with evolving human rights legislation is a material risk that could lead to sanctions, increased compliance costs, supply chain disruption, and reputational harm. The risk originates both in our own due diligence processes and in the practices of suppliers, distributors, and service partners operating under heightened legal expectations.

Scope across operations and the value chain

Electrolux Professional Group identifies and assesses material impacts, risks, and opportunities through a structured double-

materiality process integrated with its strategy, business model, and enterprise risk management (ERM). This covers impacts arising from our own operations and the upstream and downstream value chain, including through products, services, and business relationships. Impact inclusion is determined through the double materiality assessment and ERM process, considering environmental, social, and human-rights impacts on local communities, including health, safety, and environmental effects. See the double materiality assessment process on page 86 for further information. The outcomes directly inform strategic decisions and business-model adaptation, including product design, portfolio electrification, digital and service offerings, sourcing practices, capital allocation, and target-setting (e.g. climate and Scope 3). Progress is reviewed regularly, ensuring that the strategy and business model evolve in response to changing risks, impacts, regulations, and stakeholder expectations. Where applicable, the Group commits to respecting human rights, including the rights of indigenous peoples, ensuring that materially affected communities are reflected in relevant policies, actions, metrics, and targets.

Description of communities subject to material impacts

Electrolux Professional Group's material impacts may affect local communities around its manufacturing, logistics, and service sites, where environmental, health, safety, and employment effects may arise. Upstream communities include those located near the extraction and processing of metals, electronics, and other raw materials used in products. Downstream communities may include areas around waste treatment, recycling, and end-of-life facilities for professional equipment. Impacts may also arise in communities linked to service and installation activities. Communities of indigenous peoples may be affected through upstream sourcing or land-use dependencies and are considered within the scope.

Material negative impacts and community groups at greater risk

Through its double materiality assessment, Electrolux Professional Group has gained an understanding of communities at greater risk of harm by mapping impacts across geographies, activities, and value-chain stages. Particular attention has been given to communities near manufacturing sites, upstream extraction and processing locations, and downstream recycling or waste-handling contexts, where environmental or health impacts may be higher. The Group also considers contextual vulnerability, such as weaker regulatory environments, socio-economic sensitivity, or transition-related pressures. These insights inform risk prioritization, responsible sourcing, environmental management, and community-related mitigation measures, ensuring that groups with heightened exposure are appropriately considered in strategy and disclosures. Electrolux Professional Group's material negative impact on affected communities is neither widespread nor systemic. Some products may contain conflict minerals, creating a risk of human rights violations in sourcing communities. The impact is localized and incident-based, mainly linked to manufacturing, logistics, or specific supplier relationships, and managed through environmental management systems and due diligence. Emerging human rights legislation on

ethical and responsible business practices may potentially affect communities near extraction or recycling sites. These risks are addressed through responsible sourcing, supplier audits, and climate transition planning rather than through identified severe community incidents.

Interaction with strategy, business model, and value chain

As a business reliant on global sourcing, community impacts and human rights risks influence supplier selection, onboarding and oversight, as well as material-related design choices. Conflict mineral exposure is driving OECD-aligned due diligence, traceability, supplier audits, and escalation mechanisms. Skills-based partnerships and community programs reinforce brand equity, strengthen customer ecosystems, and support preferred supplier relationships.

Resilience of strategy and business model

Resilience is supported through integrated human rights due diligence, clear supplier requirements, targeted engagement of risk tiers, and escalation/remediation channels. The Worldchefs partnership and Art & Science Come Together program, along with local community initiatives, enhance our social licence to operate and strengthen our long-term competitiveness as regulatory expectations and stakeholder scrutiny increase.

Business conduct

Material impacts, risks, and opportunities

Electrolux Professional Group generates a positive impact through fostering a culture of inclusion, transparency, and feedback, where employees are encouraged to raise concerns via structured channels that support trust and continuous improvement. The Group further promotes positive impacts across its operations and value chain by upholding high ethical standards, supported by training and clear expectations for responsible business conduct. At the same time, operating across diverse markets exposes the Group to potential risks related to corruption, unethical practices, and weak governance structures. In addition, risks related to whistleblower protection and confidentiality may hinder reporting of misconduct and lead to legal, regulatory, and reputational consequences if not effectively managed.

Interaction with strategy, business model, and value chain

As a business operating across multiple markets and relying on global supplier and customer relationships, Electrolux Professional Group is exposed to business conduct risks such as corruption and unethical practices, particularly in higher-risk regions, arising from its geographic footprint and complex value chain. In response, the Group adapts its strategy and business model by integrating Code of Conduct requirements, risk-based due diligence, employee training, and whistleblowing mechanisms into core processes across procurement, sales, and service operations, while strengthening internal controls and governance structures.

IRO-1 Description of the processes to identify and assess material impacts, risks, and opportunities

Electrolux Professional Group conducted its first double materiality assessment (DMA) in 2023 to systematically identify and assess its actual and potential, positive and negative impacts on people and the environment, as well as sustainability-related risks and opportunities that could affect the company's financial performance. The DMA was based on the ESRS topic list and designed as a structured, transparent process consistent with regulatory expectations. In 2025, the DMA was reviewed and validated, including the integration of the newly acquired companies TOSEI and Adventys, confirming that the 2024 material topics remained applicable due to alignment in operations, products, and governance structures. The outcomes of our 2023 double materiality assessment directly inform the strategic considerations disclosed in SBM-3, page 80, ensuring that material sustainability impacts, risks, and opportunities are integrated into our business model and strategic planning. Certain disclosure requirements under ESRS 2 IRO-1 are addressed in the SBM-3 section of this report, see SBM 3, pages 80-85.

We intend to review and update our materiality-assessment methodology on a regular basis, i.e., as part of a structured and recurring cadence embedded within the company's sustainability-governance cycle. This includes revisiting the methodology at intervals appropriate to evolving regulatory guidance, emerging stakeholder expectations, internal strategic developments, and significant sustainability-related trends. By integrating these reviews into the ongoing governance process rather than adhering to a fixed schedule, the Group ensures that the materiality-assessment approach remains transparent, relevant, and useful to decision-making.

Identifying sustainability matters

The identification of sustainability matters begins with the compilation of a gross list of topics based on the complete set of ESRS topical standards, including all sub-topics and sub-sub-topics. In line with our methodology, we consider the entire ESRS topic list without exclusions. We also include preliminary topics outside the ESRS framework where these could be potentially material to our operations. This initial assessment covers all parts of our business model, value chain, geographical locations, and sector-specific characteristics. It resulted in a preliminary list of sustainability matters spanning environmental, social, and governance domains, ensuring comprehensive coverage of potential impacts, risks, and opportunities across all time horizons and value chain segments. The examination of climate-related impacts, risks, and opportunities

was an integral part of the DMA concerning sustainability issues related to climate change mitigation and adaptation. The climate-risk scenario analysis performed in 2022 and updated in 2025 aided in the identification and assessment of physical and transitional risks and opportunities across different time frames.

Stakeholder engagement

The stakeholder review ensures alignment with existing processes and stakeholder expectations. We conduct interviews and document reviews with a broad range of internal and external stakeholders, including the Chief Operating Officer, Chief Financial Officer, General Counsel, Business Area leaders, the Board, suppliers, investors, customers and relevant NGOs. This dialogue is complemented by internal analysis, including benchmarking, ERM insights, environmental assessments, climate-related evaluations and reviews of our policies, management systems, and operational processes. The perspectives gathered through this engagement inform the identification of impacts, risks, and opportunities within each sustainability matter including sub-topics and ensure that the DMA reflects both the realities of our operational footprint and the interests of affected stakeholders.

Impact materiality assessment

In the impact materiality assessment process, all the identified positive and negative, actual and potential impacts on people and the environment are evaluated. Each impact was assessed using the following criteria: scale, scope, irremediability, and likelihood. The severity of an impact is calculated as the combined effect of scale, scope, and irremediability. The impact materiality score is derived by multiplying severity and likelihood, resulting in a quantifiable measure of whether an impact is low, medium, or high. Thresholds for the scoring are defined in our methodology: for negative impacts, scores from 0-5 are considered low, 5-10 are considered medium, and scores above ten are considered high; for positive impacts, scores from 0-4 are low, 4-7 are medium, and scores above 7 are considered high. Only medium and high scores indicate material impacts. For human rights-related impacts, the likelihood was weighted less, reflecting the principle that severity takes precedence. We prioritized negative impacts based on their relative severity and likelihood, while positive impacts were considered based on their scale, scope, and likelihood. Materiality thresholds were set using both qualitative and quantitative criteria, with only medium and high scores considered material for reporting purposes.

Financial materiality assessment

We identified financially material topics by reviewing all financial risks in the Group's Enterprise Risk Management (ERM) and assessing sustainability issues for their financial impact using:

➤ **Likelihood:** Probability of occurrence

➤ **Size:** Potential financial effect, based on thresholds from our

Enterprise Risk Management (ERM) system (e.g., low: <25 SEKm, medium: 25–50 SEKm, high: 50–250 SEKm, very high: >250 SEKm). The threshold for material risks and opportunities include those with a score of medium or high. The financial materiality score is low 0–1.5; medium 1.5–3 and high >3.

The financial materiality score was calculated as size multiplied by likelihood, with medium and high scores considered material. This approach ensured that only those risks and opportunities with a significant potential financial impact were prioritized for management and reporting.

The formulation of IROs occurs during and after the impact and financial materiality assessments. Each IRO identified in earlier steps is translated into a clear and specific statement that reflects the nature of the impact, risk, or opportunity; the part of the value chain where it occurs (upstream, own operations, downstream); and the time horizon over which it is relevant (short-, medium- or long-term). The formulation is also informed by the underlying drivers, stakeholder feedback, process characteristics, and the Group's operational and strategic context. All IROs are documented and linked back to the ESRS topics and sub-topics from which they were derived, ensuring full traceability for assurance and reporting. This documentation is then consolidated through internal deliberations, benchmarking, and review by senior management, the Audit Committee and the Board of Directors. The result of this process is a validated set of material IROs, which form the basis for the Group's material sustainability matters and reporting obligations.

Decision-making and internal controls

Sustainability matters are integrated into the overall governance framework of Electrolux Professional Group. The Board of Directors maintains ultimate oversight of sustainability-related decisions, reviewing business plans, sustainability progress, and reporting preparedness – including CSRD alignment. The Audit Committee supervises the preparation of sustainability disclosures and internal control systems relevant to ESG information. Operational sustainability decision-making is led by the sustainability board, comprising the Group Management Team, and the VP of Group sustainability, who is responsible for setting sustainability targets, overseeing implementation, and monitoring progress. Annual sustainability performance reviews form part of the strategic planning cycle and influence investment decisions, including renewable energy initiatives and sustainable product development.

The Group applies a structured internal control and risk-management framework covering both financial and non-financial reporting. Controls are based on:

➤ Internal policies and procedures, including Code of Conduct, Environmental Policy, Anti-Corruption Policy, Workplace Standard;

- Risk-management processes that identify ESG-related risks and ensure structured mitigation and monitoring;
- The Audit Committee, which oversees the accuracy, completeness, and reliability of sustainability disclosures;
- External auditor review of the Corporate Governance Report and sustainability-related information.

The DMA is reviewed annually as part of this governance cycle. The review evaluates whether impacts, risks, and opportunities remain accurate and up to date. Revisions are triggered when material changes occur, such as new acquisitions, divestments, significant changes in the business model or value chain, emerging regulatory expectations, or shifts in stakeholder concerns. The 2025 reporting cycle included a revision of the DMA to reflect newly identified material topics and changes in the Group's operations. Going forward, the DMA will continue to be updated at least once per year, and more frequently when strategic or operational developments raise the importance of reassessing material impacts.

Process to identify climate-related impacts, risks, and opportunities

Screening and assessment of GHG emissions

To assess the climate change impact, we screened our activities and plans across our own operations and the value chain to identify actual and potential future GHG emission sources, and, where applicable, other climate impact drivers. The screening encompassed:

Scope 1 (direct emissions from manufacturing facilities, including HFC gas leakage), Scope 2 (indirect emissions from purchased electricity and heat), and Scope 3 (indirect emissions).

We prepared our GHG emission inventory in accordance with the GHG Protocol and included locked-in emissions arising from the use phase of products sold over their lifetime, especially products with high energy consumption and gas-powered appliances.

Assessment of risks and opportunities

We assessed climate-related risks and opportunities that could have a financial impact on the Group. These were mapped through the enterprise risk management system and Electrolux Professional Group's global warming scenario analysis for climate risk.

Physical risks

We assessed physical climate risks over both medium-term (1–5 years) and long-term (beyond 5 years) horizons, evaluating exposure and sensitivity at site and country levels. Our analysis was informed by high-emissions scenarios, specifically IPCC RCP 8.5/SSP5 8.5, alongside relevant regional climate projections. The assessment covered our manufacturing sites and key suppliers across Asia, Europe, and North America. We identified and evaluated risks including flooding, heavy precipitation (greater than 20 mm/day), rise in sea level, heatwaves, drought, bushfires, and water scarcity.

Flooding emerged as the most material physical threat to both manufacturing capacity and supply chain continuity. Sites in Asia – particularly China and Thailand – were generally found to be

more vulnerable than those in Europe and North America. Notable site-specific exposures include: St. Vallier, France: Medium to high flood risk, Stockholm and Malmö, Sweden: Low indirect risk from sea-level rise, and Atlanta, Louisville, Mississippi (USA): Elevated flood exposure for suppliers and sites. This analysis enables us to prioritize adaptation measures and resilience planning for the most exposed locations within our operations and supply chain. Following hazard identification, we evaluated how our manufacturing sites and value chain actors may be exposed and sensitive to those climate related hazards. The analysis shows that physical disruptions – particularly extreme weather events – could compromise manufacturing capacity and upstream supply chain performance. By examining location-specific vulnerability and operational dependencies, we derived our gross physical risk profile, focusing on how climate hazards may impair assets, reduce productivity, or interrupt flows critical to delivering products to customers.

Climate-related transition risks and opportunities

We conducted climate-related scenario analysis using two different climate scenarios, a 1.5°C transition scenario (IEA NZE 2050, NGFS Net Zero 2050, sector roadmaps), and a 4°C high emissions physical risk scenario (IPCC RCP 8.5/SSP5 8.5). This helps us understand how our assets and activities can be exposed and sensitive over the medium- (1–5 years) and long-term (>5 years) horizon.

Transition-risk assessment incorporates likelihood, magnitude, and duration of policy, market, and technology shifts, and evaluates locked-in emissions from existing assets and product use phases to clarify long-term exposure and required decarbonization pathways.

The climate scenarios (IEA NZE, NGFS, NZSI, IPCC 8.5) are broadly compatible with financial-statement assumptions, as both reflect expectations of continued energy-price volatility, regulatory tightening, and climate-related cost pressures. The 2024 Annual & Sustainability Report highlights stable profitability, ongoing investments, and strengthened sustainability performance, including a 61% reduction in Scope 1 and 2 emissions and reinforced climate-transition commitments, indicating no material inconsistencies between scenario-based risk expectations and financial planning. The company's long-term strategic assumptions align with a low-carbon transition and increased climate-resilience investments.

We assessed potential cost impacts from carbon pricing, CBAM, energy price trajectories, and efficiency/label requirements, including indicative effects on steel, transport, and energy expenditures.

We noted that while electricity prices could rise on average (e.g., 50% increase 2020–2050 in IEA NZE), the net financial impact remained uncertain given decarbonization pathways and market responses. This includes potential cost increases driven by carbon pricing, higher transportation costs associated with low-emission logistics, and energy price volatility linked to decarbonization efforts. We also anticipate rising steel prices due to residual carbon content and the impact of new regulatory measures, such as energy labeling requirements and circular economy legislation, which are expected to influence product and operational costs. The analysis indicates that increased investment needs in decarbonization across

heavy emitting sectors may influence material prices and volatility. At the same time, evolving efficiency regulations and the expansion of low-carbon product expectations may create opportunities for innovation and strategic positioning. This assessment provides a view of gross transition risks and emerging opportunities, considering both operational and financial implications.

Impacts such as increased risk could drive customer demand for energy-efficient products and solutions. For climate change, we identified product and market opportunities (e.g., energy and water-efficient solutions) and geographic demand shifts (e.g., tourism redistribution to higher latitudes and shoulder seasons) that could offset certain transition/physical exposures.

Process to identify pollution-related impacts, risks, and opportunities

For pollution of water and soil, our IRO assessment process was grounded in the TNFD LEAP (Locate, Evaluate, Assess, Prepare) approach. The scope included all our production sites globally, as well as upstream value chain activities at the country (Tier-1) level for thirty prioritized sourcing commodities.

Screening methodologies and assumptions

Electrolux Professional Group conducts systematic screening of all manufacturing sites and selected key suppliers to identify actual and potential pollution-related impacts, risks, and opportunities across its operations and upstream value chain. Screening is based on a structured self-assessment questionnaire deployed through the digital sustainability platform for direct operations. The assessment covers key pollution-relevant areas, including:

- Monitoring and treatment of water discharges
- Management of hazardous and non-hazardous waste streams
- Controls for air emissions and refrigerants
- Procedures to prevent accidental releases, spills, and leaks
- Compliance with national or local limits and regulations
- Emergency preparedness and response related to leaks and spills

Submitted documentation is reviewed centrally to ensure completeness and alignment with internal requirements, supporting early detection of gaps in pollution controls and compliance readiness.

Upstream screening uses internal sourcing data combined with the SBTN Materiality Screening Tool, SBTN High Impact Commodity List, to identify pollution related impacts. Downstream pollution impacts related to product use and end of life were not assessed in this cycle.

No external stakeholder consultations with affected communities were conducted in this assessment cycle. Engagement was limited to internal stakeholders.

Pollution-related impacts and dependencies

Impacts and dependencies are evaluated using site questionnaires, SBTN screening, ENCORE for ecosystem dependencies, WWF Risk Filters for water-related risk screening, and Environmental Performance Index (EPI) benchmarking for country-level pollution,

water management, and waste recovery conditions. Direct operations report impacts such as soil pollutants, water pollutants, water use, and solid waste, while dependencies include reliance on water supply and water quality. Upstream production of metals, plastics, including fossil-based rubber, electronics, and wood and paper for packaging materials, is evaluated for pollution-related impacts, including water pollutants, soil pollutants, non-GHG air pollutants, water use, and solid waste.

Assessment of pollution-related risks and opportunities

Pollution-related risks and opportunities are assessed by integrating findings from impact and dependency analyses with enterprise risk management, environmental benchmarking, and internal stakeholder dialogue. Identified opportunities include implementing nature-based solutions at sites to mitigate pollution risks and investing in cleaner technologies and improved pollution control systems to reduce regulatory exposure, enhance operational efficiency, and support reputation. Physical risks include pollution-related vulnerabilities linked to flooding and extreme weather, particularly regarding the storage of hazardous waste and chemical products.

Recommendations and conclusions from this process feed into the Group's responses and reporting on pollution-related impacts, risks, and opportunities.

Process to identify water-related impacts, risks, and opportunities

Screening of site locations and business activities

The Group has screened its site locations and business activities to identify actual and potential water-related impacts, risks, and opportunities in its own operations and across the upstream value chain. The screening combined internal information with external datasets and tools, including GIS based analysis, and a questionnaire sent to sites to capture local conditions of own operations.

We carried out a detailed operational water risk screening using the WWF Water Risk Filter methodology, integrated into the TNFD LEAP process for identifying locations where the company interfaces with water resources. The assessment mapped each production site to its corresponding river basin and evaluated current (Baseline 2020) and projected future (scenario pathways for 2030 and 2050) risks related to water scarcity, flooding, and water quality. This screening highlighted that water use varies significantly across sites, identifying Rayong (Thailand), Ljungby (Sweden), and Shizuoka (Japan) as the highest consuming locations, largely due to paint shop operations. Shizuoka was further noted as situated in a region of moderate water risk, while Carros (France) reported seasonal water restrictions.

For suppliers, the screening applied the SBTN Materiality Screening Tool together with ENCORE sector level data and ISIC code matching to determine where upstream production processes are associated with significant water use and wastewater generation. This analysis highlighted that several key materials procured by us – including steel, aluminium, plastics, packaging materials, and other basic metals – are classified as high impact commodities with substantial water-related pressures due to extraction, processing,

and manufacturing activities. The High Impact Commodity assessment further underscored that mining and metals production typically require large volumes of water and may contribute to water pollution, while plastics and packaging manufacturing also involve intensive water use and potential freshwater impacts. Through this approach, supplier countries with limited wastewater treatment infrastructure, high water stress or environmentally sensitive production systems, were identified as priority areas for monitoring and engagement.

Workshops with the Group were held to consolidate results from the "Locate" and "Evaluate" phases of the TNFD approach. Environmental benchmarking of site locations and business activities also forms part of the screening and facilitates the mapping of opportunities and risks. No specific consultation with affected communities was conducted.

Assessment of risks and opportunities

The assessment focused on how Electrolux Professional Group may be exposed to future water-related physical risks across its operations and value chain, considering projected changes in water availability, basin quality, and hydrological variability.

Future risks were assessed using WWF Water Risk Filter climate pathways. These model changes in water scarcity, flooding, and water quality under optimistic, current trend, and pessimistic global climate scenarios for 2030 and 2050. Physical risks were assessed based on future water quantity and water quality outlooks, including water scarcity, water stress, flooding probability, and potential degradation of local water infrastructure. Several operational sites – such as Shanghai, Shizuoka, and Rayong – are projected to experience sustained or intensifying pressures related to water scarcity and flooding, while European locations including Saint Vallier, Sursee, and Troyes are expected to retain very high to extreme water quality risks across multiple scenario trajectories.

The assessment also highlighted both transition and market opportunities that can support long-term resilience. These include expanding water efficiency improvements at high-use sites, strengthening water governance measures in regions facing declining future basin conditions, and encouraging suppliers to enhance water stewardship to reduce shared risks. Transition opportunities relate to expanding water efficiency, reuse, and process optimization in water intensive areas – particularly paint shops and other high use processes – which can reduce exposure to future water scarcity and water stress while improving operational performance. Market opportunities arise in key customer geographies where water scarcity, variable water availability, and increasing flood incidence are influencing seasonality and demand in the hospitality and food service segments (e.g., Italy, France, Germany, and the US). These changing conditions increase the relevance of water-efficient, low-consumption solutions during product use and create opportunities to position our portfolio to support customers facing growing water resource constraints. Proactively addressing water-related risks across operations and the value chain also positions the Group to respond effectively to market expectations and investor interest in strong water management performance.

Process to identify resource use and circular economy-related impacts, risks, and opportunities

Screening methodologies and assumptions

The Group identifies and assesses resource use and circular economy-related impacts, dependencies, risks, and opportunities using the TNFD Locate approach, combining internal data with external analytics. The scope covers all production sites and upstream activities to Tier 1 (production countries for all assessed materials) and — where relevant for metals — further upstream to origin countries for raw material extraction (Tier 2/3). Downstream (end of life of our product) impacts, risks, and opportunities are not included in this assessment.

Screening covers all production sites and prioritized upstream materials and uses tools such as the SBTN Materiality Screening Tool, ENCORE, and the Environmental Performance Index to understand resource intensity, waste generation, and recycling conditions in production and sourcing countries.

Within direct operations, we gather structured information from sites on waste management practices, waste disposal routes, and compliance with local waste legislation, supporting identification of resource outflow-related risks. At a product level, the questionnaire gathers information from R&D on circular design characteristics, including the use of recycled content, recyclable materials, biobased plastics, and materials sourced from certified or sustainably managed sources. It captures design strategies that reduce resource inflows via resource efficiency, and assesses features that extend product life, including modularity, repairability, refurbishment, and remanufacturing.

Consultations with relevant internal and external stakeholders — such as employees, suppliers, customers, and industry bodies — supports the identification of IROs by bringing broader perspectives and validating material topics. These were not conducted as part of the process to identify IROs; the assessment relied solely on internal expertise, data analysis, and established frameworks.

Circularity-related impacts and dependencies

The circular economy ultimately aims at reducing the environmental impact of the use of products, materials, and other resources, so most of the impacts and dependencies for high-impact commodities are covered under climate change, pollution, and water.

Assessment of risks and opportunities

Risks and opportunities stemming from resource use and circular economy were mapped through the enterprise risk management system, environmental analysis of Electrolux Professional Group's business activities, and existing circular economy strategy work.

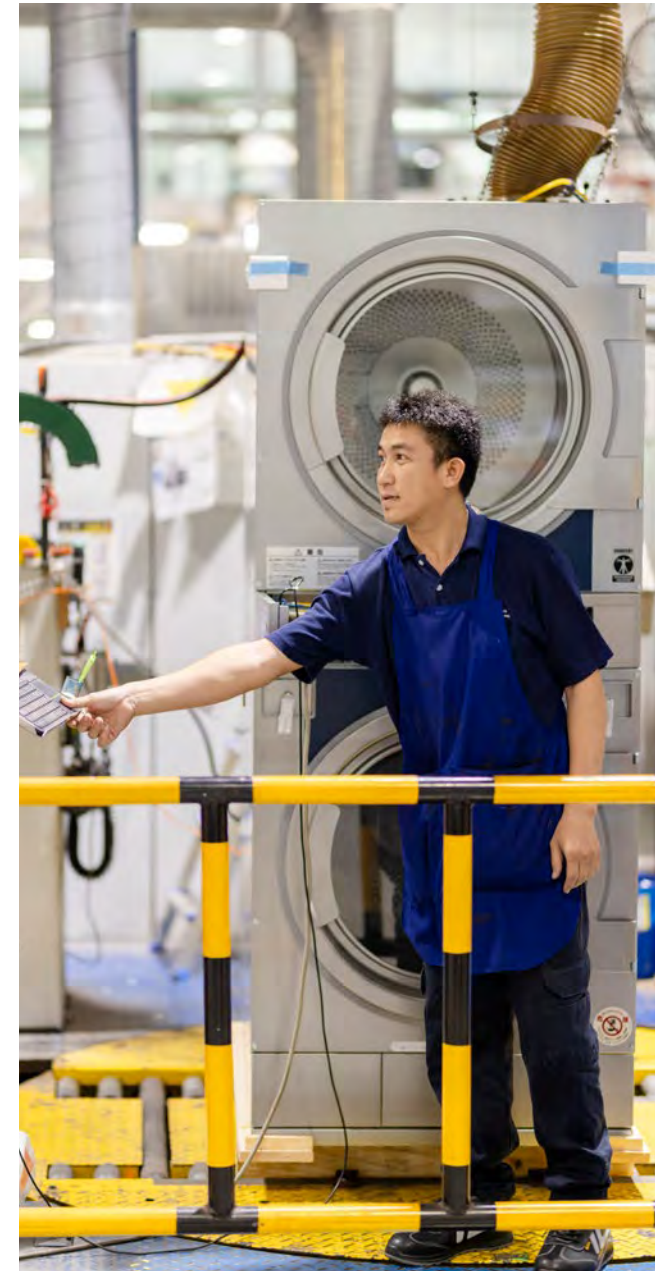
Transition-related risks include increasing regulatory expectations, such as stricter EU requirements on electronic waste, which heighten exposure regarding product design and waste handling practices. Market-related risks include potential cost increases linked to supplier decarbonization requirements for steel and challenges in sourcing certified “green” steel, while opportunities include developing circular business models such as repair, refurbishment,

and take-back schemes. Physical risks identified in the assessment include water scarcity affecting operational processes, particularly cooling requirements, and long-lasting environmental impacts from mining activities. Variations in wastewater and waste management conditions across sourcing countries can influence exposure to pollution-related risks and affect the feasibility of material recovery.

Opportunities in circularity include increasing the use of recycled and certified materials, developing circular business models (such as product take-back or refurbishment schemes), and investing in systems to improve traceability of material flows. These initiatives not only reduce dependency on virgin resources and exposure to resource price volatility, but also position the company to meet growing market demand for sustainable and circular products. Reputational opportunities arise from sourcing certified materials Responsible Steel, ASI, Blue Angel or Nordic Swan, FSC and PEFC.

Process to identify business-conduct-related material impacts, risks, and opportunities

Electrolux Professional identifies material business conduct impacts, risks, and opportunities by assessing how its activities and relationships interact with ethical, legal, and human rights expectations defined in its Code of Conduct, Workplace Directive, Supplier Workplace Standard, and Supplier Requirement Manual. This process considers location-based factors, such as operating or sourcing in countries with higher exposure to corruption, weak labor protections or conflict-affected and high-risk areas, where risks of bribery, discrimination, unsafe working conditions, or human rights violations are elevated. It also evaluates activity-related criteria, including procurement practices, supplier onboarding and auditing, public sector sales, and interactions with intermediaries, which may create exposure to unethical behavior, non-compliance, or inadequate oversight in the value chain. Sector-related considerations reflect the ethical risks inherent in global appliance manufacturing and complex international supply chains, including responsible sourcing requirements aligned with UN Global Compact, OECD Guidelines and ILO conventions, particularly regarding labor rights and conflict mineral due diligence. Finally, the process incorporates transaction structure criteria, assessing how contractual arrangements, supplier requirements, due diligence procedures (e.g., CMRT/EMRT), whistleblowing mechanisms, and compliance monitoring are embedded into commercial relationships to prevent, detect, and mitigate misconduct across all tiers of the value chain.



IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement

To determine the final scope of datapoints, we mapped the EFRAG datapoint list to our material ESRS subtopics, excluding voluntary datapoints and applying relevant ESRS 1 Appendix C phase-ins. Where applicable, we also applied the July 11, 2025 ESRS "quick-fix" delegated act. Each datapoint linked to a material subtopic was individually assessed with internal experts based on its significance to our material IROs. and its importance to stakeholders, and disclosures reflect this significance.

ESRS	Disclosure requirement	Page
GENERAL INFORMATION		
ESRS2	BP-1 General basis for preparation of sustainability statements	71
ESRS2	BP-2 Disclosures in relation to specific circumstances	71-72
ESRS2	GOV-1 The role of the administrative, management, and supervisory bodies	73-74
ESRS2	GOV-2 Information provided to, and sustainability matters addressed by, the undertaking's administrative, management, and supervisory bodies	74
ESRS2	GOV-3 Integration of sustainability-related performance in incentive schemes	74
ESRS2	GOV-4 Statement on due diligence	74
ESRS2	GOV-5 Risk management and internal controls over sustainability reporting	75
ESRS2	SBM-1 Strategy, business model, and value chain	77-78
ESRS2	SBM-2 Interests and views of stakeholders	79-80
ESRS2	SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model	80-85
ESRS2	IRO-1 Description of the process to identify and assess material impacts, risks, and opportunities	85-88
ESRS2	IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement	89-94

ESRS	Disclosure requirement	Page
ENVIRONMENTAL INFORMATION		
E1 Climate change	E1-1 Transition plan for climate change mitigation	96-97
E1 Climate change	ESRS 2 SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model	80-82
E1 Climate change	ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks, and opportunities	86-87
E1 Climate change	E1-2 Policies related to climate change mitigation and adaptation	97-98
E1 Climate change	E1-3 Actions and resources in relation to climate change policies	98-99
E1 Climate change	E1-4 Targets related to climate change mitigation and adaptation	99-100
E1 Climate change	E1-5 Energy consumption and mix	101,103
E1 Climate change	E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	101-104
E2 Pollution	ESRS 2 IRO-1 Description of the processes to identify and assess material pollution-related impacts, risks, and opportunities	82
E2 Pollution	E2-1 Policies related to pollution	105-106
E2 Pollution	E2-2 Actions and resources related to pollution	106
E2 Pollution	E2-3 Targets related to pollution	107
E2 Pollution	E2-4 Pollution of air, water, and soil	107
E2 Pollution	E2-5 Substances of concern and substances of very high concern	107
E3 Water	ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks, and opportunities	87
E3 Water	E3-1 Policies related to water	108
E3 Water	E3-2 Actions and resources related to water	109
E3 Water	E3-3 Targets related to water	109-110
E3 Water	E3-4 Water consumption	110
E5 Resource use and circular economy	ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks, and opportunities	83
E5 Resource use and circular economy	E5-1 Policies related to resource use and circular economy	111
E5 Resource use and circular economy	E5-2 - Actions and resources related to resource use and circular economy	111-113
E5 Resource use and circular economy	E5-3 - Targets related to resource use and circular economy	113
E5 Resource use and circular economy	E5-4 - Resource inflows	113
E5 Resource use and circular economy	E5-5 - Resource outflows	114-115

ESRS	Disclosure requirement	Page
SOCIAL INFORMATION		
S1 Own workforce	ESRS 2 SBM-2 Interests and views of stakeholders	83
S1 Own workforce	ESRS 2 SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model	83
S1 Own workforce	S1-1 Policies related to own workforce	121-122
S1 Own workforce	S1-2 Processes for engaging with own workforce and workers' representatives about impacts	122-123
S1 Own workforce	S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns	123
S1 Own workforce	S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	123-124
S1 Own workforce	S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	124-125
S1 Own workforce	S1-6 Characteristics of the undertaking's employees	125-126
S1 Own workforce	S1-7 Characteristics of non-employee workers in the company's own workforce	126
S1 Own workforce	S1-8 Collective bargaining coverage and social dialogue	126
S1 Own workforce	S1-9 Diversity metrics	126
S1 Own workforce	S1-10 Adequate wages	127
S1 Own workforce	S1-12 Persons with disabilities	127
S1 Own workforce	S1-13 – Training and skills development metrics	127
S1 Own workforce	S1-14 – Health and safety metrics	127
S1 Own workforce	S1-15 – Work-life balance indicators	128
S1 Own workforce	S1-16 – Remuneration metrics (pay gap and total remuneration)	128
S1 Own workforce	S1-17 – Incidents, complaints, and severe human rights impacts	128
S2 Workers in the value chain	SBM-2 Interests and views of stakeholders	84
S2 Workers in the value chain	SBM-3 Material impacts, risks, and opportunities and their interaction with strategy and business model	84

ESRS	Disclosure requirement	Page
S2 Workers in the value chain	S2-1 Policies related to value chain workers	130
S2 Workers in the value chain	S2-2 Processes for engaging with value chain workers about impacts	130-131
S2 Workers in the value chain	S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	131
S2 Workers in the value chain	S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	131-132
S2 Workers in the value chain	S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	132
S3 Affected communities	S3-1 – Policies related to affected communities	133
S3 Affected communities	S3-2 – Processes for engaging with affected communities about impacts	133-134
S3 Affected communities	S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns	134
S3 Affected communities	S3-4 – Taking action on material impacts on affected communities, and approaches	134
S3 Affected communities	S3-5 – Targets related to managing material negative impacts, advancing positive effectiveness of those actions	134
GOVERNANCE		
G1 Business Conduct	GOV-1 The role of the administrative, supervisory, and management bodies	73
G1 Business Conduct	ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks, and opportunities	88
G1 Business Conduct	G1-1 Business conduct policies and corporate culture	136-137
G1 Business Conduct	G1-3 Prevention and detection of corruption and bribery	137
G1 Business Conduct	G1-4 Incidents of corruption or bribery	137

List of datapoints that derive from other EU legislation

IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement

Following the outcome of the materiality assessment, the Group has reviewed all ESRS disclosures and datapoints and assessed the materiality of the information to be reported in line with ESRS 1 section 3.2, ensuring that only impacts, risks and opportunities deemed material through stakeholder deliberation and management endorsement are included.

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/181612 , Annex II		73-74
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		73
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				74
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 4 Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/245313 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social	Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/181614, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS EI-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	96-97
ESRS EI-1 Undertaking excluded from Paris-aligned benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013: Commission Implementing Regulation (EU) 2022/2453. Template 1: Banking book - Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		99-100
ESRS EI-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book - Climate Change transition risk: alignment metrics		Delegated Regulation (EU) 2020/1818, Article 6	101
ESRS EI-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38	Indicator number 5 Table #1 and indicator number 5 Table #2 of Annex 1				101
ESRS EI-5 Energy consumption and mix, paragraph 37	Indicator number 5 Table #1 of Annex 1				101
ESRS EI-5 Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				101

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions, paragraph 44	Indicators number 1 and 2 Table #1 of Annex I	Article 449a; Regulation (EU) No 575/2013; Commission Implementing. Regulation (EU) 2022/2453 Template 1: Banking book- Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		101-102
ESRS E1-6 Gross GHG emissions intensity, paragraphs 53 to 55	Indicators number 3 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing. Regulation (EU) 2022/2453 Template 3: Banking book - Climate Change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		101-102
ESRS E1-7 GHG removals and carbon credits, paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not material
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Phase-in
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a)		Article 449a Regulation (EU) No 575/2013; Commission Implementing. Regulation (EU) 2022/2453, paragraphs 46 and 47; Template 5: Banking book- Climate change physical risk: Exposures subject to physical risk.			Phase-in
ESRS E1-9 Location of significant assets at material physical risk, paragraph 66 (c)					
ESRS E1-9 Breakdown of the carrying value of real estate assets by energy-efficiency classes, paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralized by immovable property - Energy efficiency of the collateral	Delegated Regulation (EU) 2020/1818, Annex II		Phase-in
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex I, Indicator number 2 Table #2 of Annex I, Indicator number 1 and 3 Table #2 of Annex I				Not material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex I				108
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex I				108
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex I				Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex I				110

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS E3-4 Total water consumption in m ³ per net revenue of own operations paragraph 29	Indicator number 6.1 Table #2 of Annex I				110
ESRS SBM 3 E4 Paragraph 16 (a) i	Indicator number 7 Table #1 of Annex I				Not material
ESRS 2 SBM 3 E4 Paragraph 16 (b)	Indicator number 10 Table #2 of Annex I				Not material
ESRS 2 SMB 3 E4 Paragraph 16 (c)	Indicator number 14 Table #2 of Annex I				Not material
ESRS E4-2 Sustainable land/agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex I				Not material
ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex I				Not material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex I				Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex I				115
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex I				115
ESRS 2 SBM-3 S1 Risk of incidents of forced labor paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				83
ESRS 2 SBM-3 S1 Risk of incidents of child labor paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				83
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				121
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21		Delegated Regulation (EU) 2020/1816, Annex II			121
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				121
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				122
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 1 Table #3 of Annex I				123
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)		Delegated Regulation (EU) 2020/1816, Annex II			127
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)					Phase-in
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)		Delegated Regulation (EU) 2020/1816, Annex II			128
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)					128
ESRS S1-17 Incidents of discrimination paragraph 103 (a)					128

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)			128
ESRS 2 SMB-3 S2 Significant risk of child labor or forced labor in the value chain paragraph 11 (b)					84
ESRS S2-1 Human rights policy commitments paragraph 17					130
ESRS S2-1 Policies related to value chain workers paragraph 18					130
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)			130
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19		Delegated Regulation (EU) 2020/1816, Annex II			130
ESRS S2-4 Human rights issues and incidents connected to upstream and downstream value chain paragraph 3	Indicator number 14 Table #3 of Annex 1				131-132
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				133
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)			133
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Phase-in
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Not material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)			Not material
ESRS S4-4 Human rights issues and incidents paragraph 3	Indicator number 14 Table #3 of Annex 1				Not material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				136
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				136
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1	Delegated Regulation (EU) 2020/1816, Annex II)			137
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1 page 132				Notmaterial

E Environmental information

At Electrolux Professional Group, environmental responsibility is at the core of our strategy and daily operations. We are committed to leading our industry in climate action by developing innovative, resource-efficient solutions and minimizing our environmental footprint across the value chain. This section details our science-based targets, progress towards climate neutrality, and the actions we are taking to drive sustainable use of energy, water, and materials, supporting a circular economy and a healthier planet for future generations.

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E2	Pollution	105
E3	Water	108
E5	Resource use and circular economy	111
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	EU Taxonomy report	116

Reduced Scope 3 emissions from use of sold products by

36.4%

compared to 2019, exceeding the 2030 SBTi target.

Reduced Scope 1 and 2 emissions by

67%

compared to 2019, nearly reaching the 2030 target five years ahead of plan.

Increased the share of renewable electricity in our operations to

92%



Increased focus on repair, refurbishment, and take-back

initiatives in both Food & Beverage and Laundry.

Maintained high levels of waste recycling

across manufacturing operations and continued progress toward minimal landfill waste.

Climate change

EI-1 Transition plan to climate change mitigation

Electrolux Professional Group recognizes that our products and operations generate emissions throughout the value chain, and as a responsible company, we want to be part of the solution to climate change. We are committed to setting the pace within the professional food, laundry, and beverage solutions industry through innovation in sustainability and energy efficiency, particularly by reducing emissions during the product-use phase. That's why we have developed a clear plan to help transition our business to a more sustainable economy and to do our part in limiting global warming to 1.5°C.

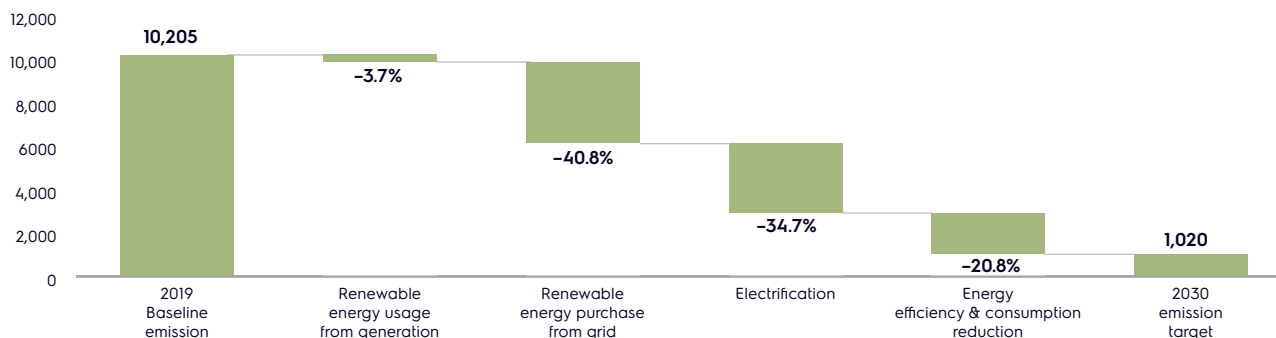
Our transition plan sets out a clear and actionable approach for reducing greenhouse gas emissions across our operations and value chain. Electrolux Professional Group has identified key decarbonization levers which have contributed significantly to achieving our climate neutrality ambition in operations (Scope 1 & 2 decarbonization lever) as shown in the graph below:

- > Renewable energy usage from generation
- > Renewable energy purchased from the grid
- > Electrification of our heating system and paint shops
- > Energy efficiency improvement and consumption reduction

For Scope 3, the majority of our emissions are generated from the use phase of our sold products. The levers that enable emissions reduction include improving product performance to lower the energy coconsumption and shifting our product mix towards more energy-efficient products.

Decarbonization levers for Climate Neutrality

CO₂ reduction
ton CO₂e



Impact, risks, and opportunities related to Climate Change

Impact, risks, and opportunities related to Climate Change	Value chain location
Actual negative impact: GHG emissions in operations and value chain Time horizon: ● ● ●	↑ Upstream ○ Own operations ↓ Downstream
Actual positive impact: Adopting renewable energy can mitigate GHG emissions Time horizon: ● ● ●	○ Own operations
Opportunity: High efficiency and low-energy consumption products lower operating costs for customers Time horizon: ● ●	○ Own operations ↓ Downstream
Risk: Extreme weather events and natural disasters can disrupt our manufacturing sites Time horizon: ● ●	↑ Upstream ○ Own operations

● Short term ● Medium term ● Long term

Each decarbonization lever is directly connected to our Scope 1, 2 and 3, C11 reduction targets, and the expected abatement contribution per lever has been quantified in the graph below to reach to our overall GHG reduction pathway. The relative contribution of each lever is illustrated through our internal emissions-reduction roadmap, showing how renewable energy generation and procurement, electrification, and efficiency measures contribute to the re-

duction from the 2019 baseline to the 2030 operational target. While these levers and their reduction potential have been defined, the detailed implementation steps, site-level sequencing, and investment decisions are still being refined and will be disclosed as the transition plan develops.

Setting climate targets: Electrolux Professional Group aims to become climate neutral in its industrial operations by 2030. To support this ambition, we have committed to Science Based Targets to reduce Scope 1 and 2 emissions by 70% by 2030, with these SBTi-approved targets aligned to a 1.5°C pathway. To fully reach climate neutrality in our operations, these planned GHG reductions will ultimately need to be complemented by measures to neutralize the remaining residual emissions that cannot be eliminated through efficiency improvements and decarbonization initiatives. At present, the Group does not yet have a defined carbon-removal or neutralization plan, and we will disclose the selected approach, mechanisms, and timeline once these measures have been established. We have an SBTi-validated target to reduce emissions from the use of sold products (Scope 3 Category 11) by 27.5% by 2030. We have already achieved this target five years ahead of plan, and therefore new targets are being developed for launch during 2026. Our Scope 3 ambition follows a well-below-2°C pathway. However, as Scope 3 emissions constitute the majority of our total footprint, the Group acknowledges that most of our value-chain emissions are not yet aligned with a 1.5°C trajectory.

Allocating resources for implementation: To support delivery of the transition plan, decarbonization investments have been integrated into the annual budgeting process and span the entire period up to the plan's completion in 2030. Decarbonization actions are supported by capital expenditure (CapEx) for electrification and on-site renewable energy generation, as well as operational expenditure (OpEx) for power purchase agreements (PPAs) and Energy Attribute Certificate (EAC) purchases. Our Green Finance Framework enables us to access green loans and bonds, while our sustainability and operational teams are equipped with the skills and tools needed to deliver on our climate commitments.

Assessment of potential locked-in GHG emissions

Electrolux Professional Group's locked-in greenhouse gas (GHG) emissions arise primarily from the use-phase of products sold over their lifetime, and from long-lived manufacturing assets that still depend on fossil-fuel-based heating systems and paint workshops. Electrolux Professional Group's long-lifetime products lock in Scope 3 use-phase emissions (=95% of total). The slow replacement rate of energy-intensive products sold could delay Scope 3 reductions, jeopardizing SBTi target achievement and exposing the Group to transition risk from stricter regulation, carbon pricing, and faster market shifts to low-carbon solutions. Cumulative locked-in emissions are estimated by multiplying annual product sales volumes with the expected lifetime use-phase GHG emissions of each category. Products with high energy consumption and gas-powered appliances have a significant influence on these long-term emissions. To manage these risks, the Group is prioritizing (i) product redesign to reduce energy demand across key categories (ii) the phase-out of gas-powered equipment, (iii) accelerated development and promotion of low-energy product platforms, and (iv) site-level energy transition projects aimed at replacing fossil-fuel-based systems with electrified or renewable alternatives. Locked-in emissions have been explicitly considered in the development of our overall climate transition plan.

The Group conducts certain economic activities that fall under the EU Taxonomy delegated regulations for climate change mitigation and adaptation, specifically in the categories Acquisition and ownership of buildings and Transport by motorbikes, passenger cars, and light commercial vehicles. These activities currently relate only to a limited share of our capital expenditures and do not represent our core business operations. While they are Taxonomy-eligible, they are not yet Taxonomy-aligned. As part of our sustainability strategy, the Group aims to increase the alignment of these activities with the EU Taxonomy by strengthening technical screening documentation, enhancing Do-No-Significant-Harm compliance, and integrating Taxonomy requirements into investment planning and product development processes. The Group is primarily focusing on the most representative economic activities across its three financial KPIs, however, as a responsible business, it will continue to include these less material Taxonomy-eligible activities in its long-term emission-reduction roadmap

Embedded in strategy

The Group's transition plan for climate change mitigation is embedded in its overall business strategy and annual business and financial planning process, which is approved by Group Management and the Board of Directors, ensuring that climate targets and decarbonization actions are integrated into core strategic pillars and operational decision-making. The implementation of the plan is funded through the Group's normal financial planning cycle, with a dedicated forecasted budget covering all CAPEX and OPEX required to execute the GHG reduction action plan. The Board of Directors has ultimate approval authority over the sustainability strategy, climate targets, and related processes, supported by the Sustainability Board and Group Management in coordinating execution and monitoring progress. GHG emission reductions, specifically annual Scope 1 and 2 CO₂ reductions, are incorporated into the long-term incentive program, where sustainability performance represents 20% of variable remuneration, and the scheme approved by the Board's Remuneration Committee and by shareholders at the AGM. The Group is not excluded from the EU Paris-aligned benchmarks.

Progress in implementing the transition plan

Electrolux Professional Group is making strong progress in implementing its climate transition plan and remains fully aligned with the reduction pathway. In 2025, we continued to advance across all areas of decarbonization: renewable energy sourcing, electrification, and energy efficiency. Although some electrification measures originally planned for 2025 were rescheduled to 2026, the annual CO₂-reduction target was nonetheless achieved thanks to the acceleration of other initiatives, including an increased share of renewable electricity and additional efficiency improvements. Several plants contributed substantially to these achievements, demonstrating a strong focus on reducing emissions and keeping the Group on track toward the 2030 target. We have also worked across several departments such as R&D and Product Category Management to shape a more ambitious long-term climate target and accelerate the shift toward more energy-efficient products used by customers. This work includes improving product performance to reduce energy consumption in real-use conditions and gradually shifting the product mix toward solutions that help customers cut operating costs and emissions. To support this transition, new KPIs and short-term targets have been developed across key sustainability areas, helping to turn the company's ambitions into concrete performance improvements over time.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

EI-2 Policies related to climate change mitigation and adaptation

Electrolux Professional Group has a set of policies (see below) that define and communicate how we work with our environmental principles, performance, and sustainability. While designing these policies, we have considered the expectations of our customers, investors, regulators, employees, and suppliers regarding credible climate change mitigation policies that cut lifecycle emissions, manage transition risk, ensure regulatory compliance, protect long-term value, and support innovation. Their interest centers on transparent targets, energy-efficient products, resilient operations, and measurable progress toward science-based climate goals.

Code of Conduct

The Code of Conduct is a foundational document that establishes clear expectations regarding ethical conduct, integrity, and compliance with applicable laws and regulations across the Group. The policy applies to all Electrolux Professional employees, contractors, consultants, senior management, and members of the Board of Directors globally. Responsibility for the implementation of the Code of Conduct rests with the CEO and the Board of Directors, who oversee compliance and set the tone from the top. The Code of Conduct addresses social and environmental impacts, risks, and opportunities by defining standards for respect, fairness, and accountability in all business interactions. Further information on the Code of Conduct is provided under S11 Own Workforce – Policies on page 121.

Group Environmental Policy

The Group Environmental Policy establishes the framework for managing environmental and climate-related impacts across all the Group's operations, employees, and suppliers globally. It ensures compliance with legal and regulatory requirements and ISO 14001 standards. The policy is aligned with the Paris Agreement and guides the integration of climate mitigation considerations into operational and investment decisions.

The policy sets out commitments to reduce greenhouse gas emissions, improve energy performance, and minimize environmental impacts throughout the value chain. This includes applying eco design principles, addressing significant environmental aspects such as emissions to air, water, and soil, and preventing pollution in line with ISO 14001 requirements. Renewable energy deployment and energy-efficient technologies are prioritized in production units, and product design standards enable lower customer energy use, compliance with Ecodesign regulation, and transitions to climate-friendly refrigerants.

Electrolux Professional Group explicitly considers the interests of stakeholders across its value chain while setting its environmental policies. Insights from customers and end-users – particularly

regarding product energy and water efficiency – inform design requirements for professional food, beverage, and laundry solutions. Regulators' expectations are integrated through compliance with environment-related legislation and ISO 14001 environmental-management systems implemented at all manufacturing sites. Employees and site management contribute operational knowledge through environmental audits and local management reviews.

The policy also defines expectations for suppliers through the supplier workplace standard and environmental compliance obligations. Governance rests with the VP Sustainability & Quality as the policy holder, supported by local management at site level. Implementation and continuous improvement are ensured through ISO 14001 audits, internal reviews, and annual reporting on energy use, emissions, and progress toward targets. Deviations are addressed through corrective actions in accordance with the environmental management system. We make this policy available through our website and intranet.

Group Workplace Directive

The Group Workplace Directive sets mandatory environmental and workplace standards for all the Group's operational units and suppliers worldwide. It requires compliance with applicable laws, Group environmental standards, chemical management rules, the Restricted Materials List (RML), and procedures for managing hazardous and non-hazardous waste and waste water. These requirements ensure that environmental impacts – including emissions to air, water, and soil – are controlled and minimized across all workplace activities.

The directive supports climate-related objectives by embedding environmental responsibility into daily operations, including safe chemical and refrigerant handling, pollution prevention, and site-level environmental management. Suppliers are required to meet the same minimum standards through contractual obligations, audits and training, extending responsible practices throughout the value chain.

Governance responsibilities lie with each site's management, while Group-level directive holders oversee implementation and alignment with the Code of Conduct and human rights commitments. Compliance is monitored through internal audits, supplier assessments and established reporting channels, with corrective actions taken where deviations occur.

Although not a climate-specific policy, the Workplace Directive contributes to the Group's broader climate change approach by ensuring that site operations prevent pollution, manage chemicals and waste responsibly, and maintain safe working environments that reduce environmental risks. These measures complement the Environmental Policy and support readiness for future climate-related regulatory and operational requirements.

Group Risk Management Policy

The Group Risk Management Policy defines the framework for identifying, assessing, and mitigating strategic and operational risks across all the Group's entities. It supports business resilience

by safeguarding people, assets, and operations from sudden and unforeseen events, including those driven by climate change. The policy is built on enterprise risk management processes, the Loss Prevention Standard, and Group insurance programs, and is governed by the Board of Directors and Group Management, with implementation led by the Functional Policy Owner and Policy Holder.

While the policy does not include detailed operational provisions for managing emissions, it strengthens climate resilience by requiring structured risk identification, prevention, and mitigation processes. The policy is embedded within applicable legal and governance frameworks, including the Swedish Companies Act, the Rule Book for Issuers at Nasdaq Stockholm, and the Swedish Code of Corporate Governance.

The policy applies globally to all employees and operational units and is communicated through the Group policy framework and intranet. Compliance is ensured through annual audits, reporting to governance bodies and implementation support from line management and the risk management function. Although no stand-alone climate adaptation policy exists today, adaptation is embedded through these risk assessment tools and business continuity processes, and the development of a formal adaptation policy is under consideration.

All policies described above are informed by ongoing stakeholder engagement and internal governance processes, ensuring that identified stakeholder expectations are systematically considered during policy development, review, and implementation across the organization.

EI-3 Actions and resources in relation to climate-change policies

Increasing the share of renewable energy in our operations

Increasing the share of renewable energy in our operations has a positive impact on reducing our Scope 2 emissions and transitioning to a sustainable economy. In the reporting year, the Ljungby site in Sweden has fully switched to renewable district heating from fossil-based heating. At the Shizouka, Japan site a renewable electricity agreement was signed with TEPCO, reducing annual Scope 2 emissions by 548 tCO₂ and supporting long-term decarbonization of the site. For all our European sites, we continue to procure 100% Guarantees of Origin for electricity use. Based on the information available, no onsite renewable generation has yet been deployed, representing a remaining opportunity for future phases of the transition.

Improving production efficiency to reduce energy demand

Electrolux Professional Group has implemented a range of measures aimed at reducing the energy intensity of manufacturing operations and thereby reducing Scope 1 and 2 emissions. During the reporting period, a new, more energy-efficient forming oven was installed at one of our facilities, and the Weidman factory upgraded to LED lighting and completed the electrification of its forklift fleet, lowering both electricity consumption and fossil-fuel use for internal transport.

These actions reflect the application of electrical efficiency improvement, capital expenditure, and cross-functional coordination to reduce energy demand.

Electrifying heating systems and paint shops

Electrolux Professional Group has prioritized the decarbonization of its manufacturing energy systems, with actions centered on electrifying heating processes and paint shops at key sites. In the reporting year, we completed the full electrification of the heating system at our Spilamberto facility, eliminating the use of natural gas for space heating. This required targeted capital investments, replacement of legacy boilers, and close coordination between engineering, maintenance, and sustainability teams. At the Vallenoncello site in Italy, electrification is progressing through phased implementation expected to continue into 2026. The pace of progress is affected by external factors such as grid capacity improvements and infrastructure readiness, yet our transition remains on track. While these projects mark important progress, further electrification across other sites has not yet been initiated, and paint shop electrification remains in the assessment phase as technical solutions are still being evaluated.

Improving product performance to lower energy consumption

We have prioritized the redesign of our flagship product lines to maximize energy efficiency and reduce use-phase emissions across our portfolio. The NeoBlue Touch undercounter dishwasher, equipped with the MyEco cycle, delivers significant reductions in energy and water use, with up to 40% energy savings compared to the previous range. Our SkyLine Combi Ovens further enhance efficiency through advanced insulation, eco-cleaning modes, and improved cavity design, reducing running costs and decreasing environmental impact in daily kitchen operations. In the laundry segment, the Line 6000 range reinforces our commitment to sustainable product development through built-in technologies that lower energy, water, and detergent consumption across the washing and drying process.

Building on the transition toward electric and heat-pump technologies, we have also begun expanding our portfolio with a new generation of induction-based cooking equipment. The e-XP 700 & 900 induction range offers high-efficiency, low-heat-emission cooking with advanced energy-saving solutions, including Free-zone induction technology designed to reduce energy consumption and improve kitchen comfort. This modular induction platform enhances precision, flexibility, and ergonomics, supporting a smooth shift to electric cooking in professional kitchens while reducing overall operational emissions.

Phase-out of high-GWP refrigerants

Electrolux Professional Group is progressing with its program to phase out high-GWP hydrofluorocarbons across the refrigeration portfolio. By the end of the reporting period, 40% of refrigeration products had transitioned to natural refrigerants such as propane, reducing lifecycle emissions and supporting compliance with the EU

F-Gas Regulation. This transition requires substantial R&D resources, redesign of cooling circuits, supplier cooperation, and testing to ensure safety and performance. Certain product lines still rely on higher-GWP refrigerants due to unresolved flammability or safety challenges, and these areas will require further technical development and investment before a full transition can be achieved.

Shifting our product mix towards more energy-efficient products
Electrolux Professional Group is directing resources to shifting the sales mix towards more energy-efficient and electric equipment. As redesigned, lower-energy models enter the market, a growing share of our product sales derives from offerings with reduced use-phase emissions. This shift complements our redesign and electrification efforts by helping to phase down gas-powered appliances where feasible. The pace of this shift depends on market acceptance, customer investment cycles, and regional regulatory frameworks. Despite these external dependencies, the evolution of our product mix remains a core component of our long-term climate strategy.

Supply chain emission reduction
Around 3% of Electrolux Professional Group's total GHG emissions originate from the raw materials we purchase from suppliers, making supply chain decarbonization an important component of our long-term transition plan. Although we are still at an early stage, we made measurable progress in 2025 by initiating our first structured data-collection exercise focused on gathering Scope 1 and 2 emissions information from key suppliers. During the reporting year, we reached out to approximately 60 suppliers with this questionnaire. The responses we receive will form the foundation for building a clearer understanding of the carbon intensity of our upstream purchased materials and will help us engage suppliers more effectively on improving their energy efficiency and reducing their operational emissions.

While this is a foundational first step, the Group has not yet established a supplier decarbonization program, set specific reduction expectations for suppliers, nor launched joint initiatives aimed at lowering upstream emissions. Strengthening our supplier engagement by expanding data coverage beyond the initial group remains a key priority for the next phase of our climate strategy.

Physical climate risks questionnaire
During the reporting year, the Group strengthened its management of physical climate risks by implementing a Group-wide climate risk questionnaire across all manufacturing sites, establishing a consistent annual assessment process for extreme-weather related risks such as heatwaves, heavy rainfall, flooding, and severe storms. This enabled us to consolidate site-level information on emergency preparedness, cooling and heat stress mitigation practices, and environmental management processes into a unified physical risk baseline for the organization. The progress achieved includes improved comparability of risk data, clearer documentation of existing emergency response routines and heat mitigation measures, and enhanced visibility into where further adaptation planning is needed. The resulting outcome is a more complete and structured

understanding of vulnerabilities and preparedness levels across our operations, supporting more informed prioritization of future resilience measures and strengthening the Group's ability to mitigate operational disruptions linked to extreme weather events.

Scope of key actions
Scope 1 emissions include emissions from natural gas and LPG combustion, but do not account for fuel consumed by owned vehicles. Developing and offering energy-efficient, low-resource-consuming products is relevant to all product categories manufactured by the Group.

Action	Time Horizon	Reporting year actions	Planned actions	Expected reduction
Increase the share of Renewable energy	2025-2030	Renewable electricity agreement and district heating	Scale renewable sourcing via PPAs; on-site generation	-1,338 (2025) -2,453 (2030)
Improving production efficiency	2025-2030	Efficiency upgrades implemented	Continued equipment and process improvements	-1,054 (2025)
Electrification of heating & paint shops	2025-2030	replacements of fossil-fuel systems with electric solutions	Progressive electrification of remaining systems	-5,855 (2030)
Product performance shifting product mix	2025-2030	High-efficiency products launched	Redesign additional platforms; new 2026 targets	new target development
Low-GWP refrigerants	2025-2030	Increased use of natural refrigerants in new products	Transition across remaining product portfolio	6 tons 2030

Current and future financial resources allocated to the action plan
Electrolux Professional Group allocates financial and operational resources to its climate transition actions through its ordinary CapEx (capital expenditures) and OpEx (operational expenditures) budgeting processes. Such resources support renewable energy sourcing, energy efficiency and electrification projects at manufacturing sites, product redesign to reduce use-phase emissions, which represent about 95% of total climate impact, and circularity and supplier engagement initiatives. Current financial resources are reflected in the financial statements through capitalized development expenditures reported in Note 13 – Intangible Assets and through OpEx in energy-, water- and resource-efficient technologies. Current resources in the financial statements are applicable in multiple topics in the sustainability reporting, such as E3 Water, and cannot be separated.

Non-financial factors, such as renewable energy availability, regulatory developments and supply chain capability, may influence the timing of the implementation. Future financial and operational resource allocations are expected to continue through the ordinary business planning cycles, covering improvements in energy and water efficiency, digital connectivity, and product innovation within these existing cycles.

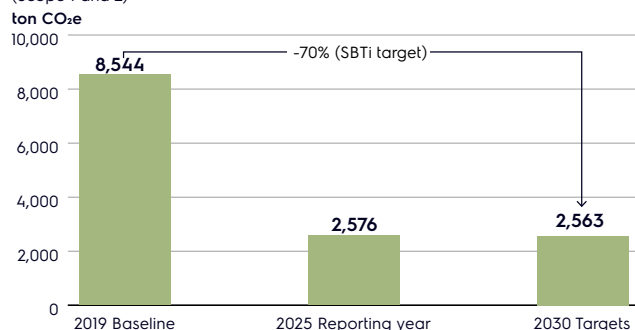
METRICS AND TARGETS

EI-4 Targets related to climate change mitigation and adaptation
Electrolux Professional Group has set GHG emission reduction targets that align with the goal of limiting global warming to 1.5°C. Our target is to become climate neutral in our own operations by 2030. We have committed to science-based targets to reduce Scope 1 and 2 emissions by 70% by 2030, using 2019 as the base year and to reduce indirect use Scope 3 emissions of products sold by 27.5% by 2030. During 2025 we reduced our Scope 1 and 2 emissions by 67% compared to 2019 (including recently acquired companies in 2024). However, the current SBTi were established prior to these acquisitions and therefore do not include the new acquisitions. Scope 3 emissions were reduced by 36.4% compared to the 2019 baseline. This means that we have reached or almost reached our targets five years ahead of plan. Therefore, we are developing new targets to be launched during 2026.

The Group is also committed to phasing out hydrofluorocarbons (HFCs) with a Global Warming Potential (GWP) of greater than 150, targeting at least a 70% reduction by 2025, using 2019 as the base year (18.6 tons of refrigerants). In 2025, HFC use decreased to 7.92 tons, representing a 40% reduction compared to 2024 (13.21 tons) and a 57.3% reduction compared to the 2019 baseline, supporting the Group's target to replace HFCs with a GWP>150.

Absolute CO₂* emissions reduction target by 2030

(Scope 1 and 2)



The Group ensures consistency between the targets and the organizational and operational boundaries of its GHG inventory by applying the same consolidation approach (financial control) for both target setting and annual GHG accounting. This avoids boundary misalignment between performance tracking and target ambitions.

The GHG reduction targets are science based and compatible with limiting global warming to 1.5°C. The targets were determined using the SBTi methodology for the 1.5°C-aligned pathway for Scope 1 and 2 and the well-below-2°C pathway for Scope 3 use-phase emissions. The underlying climate and policy scenarios used include the IEA Net Zero Emissions (NZE) pathway, stated policy. These scenarios were externally validated through the SBTi target approval process.

In setting these targets, the Group considered critical assumptions related to future developments, including expected changes in product sales volumes, customer demand for energy-efficient appliances, regulatory developments (e.g., refrigerant phase-down, Ecodesign), and anticipated technological improvements in product energy performance. These assumptions affect both the achievability and expected trajectory of our GHG emissions reductions.

Baseline value and representativeness

The baseline year for all climate targets is 2019. This year was selected because it represents the most complete and stable dataset for Scope 1, 2, and 3 emissions prior to major organizational changes. Using 2019 ensures representativeness of normal business operations and provides a consistent point against which long-term progress can be assessed. No three-year rolling average was used; however, we acknowledge this may improve representativeness for future target recalculation and will evaluate this option when updating our Scope 3 target.

Relationship of targets to policy objectives

Our GHG reduction targets directly support the objectives set in the Group Environmental Policy, which include reducing operational emissions, improving energy performance, and transitioning away from high-GWP refrigerants. The targets also operationalize our climate-neutral ambition for industrial operations by 2030 and align with the Group's long-term decarbonization strategy.

Scope of the target and boundary clarity

Scope 1 and 2 targets apply to all manufacturing sites under Group financial control globally. Scope 3 targets currently apply only to Category 11 (use of sold products), and not to other Scope 3 categories. The targets do not currently differentiate by region or product family. As part of the redevelopment of the Scope 3 target (now achieved), the Group will assess whether regional, technological, or product-specific boundaries are required to ensure meaningful decarbonization planning. At present, no adaptation-related targets have been set. Adaptation activities exist but have not yet been translated into measurable targets; we acknowledge this gap.

Stakeholder involvement in target setting

Although stakeholders have been engaged through our materiality assessment and climate resilience analysis, they have not been directly involved in determining our GHG emission reduction targets. Target-setting has so far been internally driven through Group Management, SBTi methodological requirements, and input from R&D, Operations, and Sustainability. When revising our Scope 3 target, we intend to expand stakeholder engagement, particularly involving customers and distributors, given their role in influencing use-phase emissions.

Tracking effectiveness of the action plan and targets

The effectiveness of our climate-action plan is monitored through regular reviews of Scope 1 and Scope 2 emissions performance against our reduction pathway. Progress is assessed using consolidated data from our sustainability systems, where key indicators such as energy consumption, renewable-electricity share, and emission trends are tracked and compared against plan. Results are reported to management on a monthly basis, enabling early identification of deviations and timely corrective actions. Target progress is reviewed against our SBTi-aligned trajectory, ensuring that both actions and emissions developments remain consistent with our long-term decarbonisation pathway. Annual internal controls and external assurance further strengthen the reliability of our reported outcome.

E1-4: Summary of GHG emission reduction targets

Metric	2025	2030
Absolute reduction target, All scopes, tonnes CO ₂ e	2,526,905	1,931,030
Reduction target, Percentage of base year emissions, All scopes, %	36%	27.5%
Reduction target, Intensity, All scopes	7.8	5.83
Share of the reduction targets related to Scope 1 GHG emissions, %	0.02	0.14
Share of the reduction targets related to Scope 2 GHG emissions, %	0.25	0.34
Share of the reduction targets related to Scope 3 GHG emissions, %	99.73	99.52
Absolute reduction target, Scope 1, tons CO ₂ e	556	2,632.5
Absolute reduction target, Scope 2 market-based, tons CO ₂ e	6349.26	6568.2
Absolute reduction target, Scope 3, tons CO ₂ e	2,520,000	1,925,000
Reduction target, Percentage of base year emissions, Scope 1, %	19	90
Reduction target, Percentage of base year emissions, Scope 2, %	87	90
Reduction target, Percentage of base year emissions, Scope 3, %	36.4	27.5
Reduction target, Intensity, Scope 1	0.002	0.01
Reduction target, Intensity, Scope 2 market-based	0.02	0.02
Reduction target, Intensity, Scope 3	7.78	5.8

E1-5 – Energy consumption and mix (E1-5 AR 34)

Metric	2025
1. Fuel consumption from coal and coal products (MWh)	0
2. Fuel consumption from crude oil and petroleum products (MWh)	1,919
3. Fuel consumption from natural gas (MWh)	9,340
4. Fuel consumption from other fossil sources (MWh)	0
5. Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	2,275
6. Total fossil energy consumption (MWh)	13,534
Share of fossil sources in total energy consumption (%)	33
7. Consumption from nuclear sources (MWh)	267
Share of consumption from nuclear sources in total energy consumption (%)	0.64
8. Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	27,226
10. The consumption of self-generated non-fuel renewable energy (MWh)	269
11. Total renewable energy consumption (MWh)	27,495
Share of renewable sources in total energy consumption (%)	66.5
Total energy consumption (MWh)	41,297

E1-5: Energy production (E1-5 39)

Metric	Energy produced MWh
Renewable energy	328.73
Non-renewable energy	0
Total	328.73

E1-5: Energy intensity per net revenue for high climate-impact sectors (E1-5 40)

Energy intensity per net revenue	N (2025)
Total energy consumption from activities in high climate-impact sectors per net revenue from activities in high climate-impact sectors (MWh/kSEK)*	0.00471

* See the Consolidated statement of total comprehensive income on page 142.

High climate impact sector

Electrolux Professional Group's high climate-impact sector comprises the manufacturing of professional food, beverage, and laundry appliances produced within our own industrial facilities under NACE Section C (Manufacturing). This sector is considered high impact

due to the significant energy consumption associated with metal-working, fabrication, assembly, component testing, and refrigeration system handling during production. Activities not included in this sector are: bought-in products, which fall under NACE Section G (Wholesale and Retail Trade); and service activities such as installation, repair, maintenance, commissioning, and extended warranty services, which have minimal direct energy use and therefore do not meet the criteria for high climate-impact sector classification.

When calculating the revenue of high climate-impact sectors, only the revenue earned from the sale of our manufactured products is included, while the two aforementioned activities are excluded. The denominator corresponds to the Group's total net revenue as reported in its audited financial statements.

E1-5: Reconciliation of net revenue (E1-5 AR 38.b)

Net revenue from activities in high climate-impact sectors used to calculate energy intensity SEKm	8,768.4
Net revenue (other) SEKm	3,400.6
Total net revenue (Financial statements)* SEKm	12,169

* See the Consolidated statement of total comprehensive income on page 142.

E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions and GHG intensity, based on net revenue

E1-6: Contractual instrument coverage (E1-6 AR 45.d)

Serie	
Share of purchased energy consumption covered by contractual instruments, %	91%
Share of purchased energy consumption covered by bundled contractual instruments, %	42%
Share of purchased energy consumption covered by unbundled contractual instruments, %	49%

E1-6: Energy covered by type of certificate (E1-6 AR 45.d)

Serie	2025
Share of purchased electricity consumption covered by Renewable purchased electricity Certificates (RECs), %	31.5
Share of purchased electricity consumption covered by Guarantees of Origin (GOs), %	21.6
Share of purchased electricity consumption covered by International Renewable purchased electricity Certificates (I-RECs), %	3.7
Share of purchased electricity consumption covered by Renewable purchased electricity Guarantees of Origin (REGOs), %	0.0
Share of purchased electricity consumption covered by other certificates*, %	22.6

* FIT Certificates in Japan

E1-6: Greenhouse gas emission per net revenue (E1-6 53 & AR 53)

Metric	2025
Total GHG emissions per net revenue (tCO2/ SEKm)	0.43

* See the Consolidated statement of total comprehensive income on page 142.

EI-4 & EI-6 GHG emissions disaggregated by Scopes 1 and 2 and significant Scope 3 (EI-6 AR 48)

		Base year 2019	2024	2025	% 2025 / 2024	2030	Annual % target /Base year
Scope 1 GHG emissions	Gross Scope 1 GHG emissions (tCO ₂ e)	2,861	2,464	2,373	-4	647	90
	Percentage of Scope 1 GHG emissions from regulated emission trading schemes, (%)	0	0	0			
Scope 2 GHG emissions	Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	9,348	7,819	6,195	-21	4,849	
	Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	7,345	2,264	956	-58	0	
Significant Scope 3 GHG emissions	Total Gross indirect Scope 3 GHG emissions (tCO ₂ eq)	7,320,058	5,009,139	4,795,350	-3		
	1 Purchased goods and services	204,673	204,783*	210,201	-3		
	2 Capital goods	13,307	8,551	10,555	23		
	3 Fuel and energy-related activities (not included in Scope 1 or 2)	2,667	1,589	2,210	39		
	4 Upstream transportation and distribution	33,548	37,324	39,267	5		
	5 Waste generated in operations	66	309	229	-26		
	6 Business travel	1,591	6,046	5,728	-5		
	7 Employee commuting	6,937	6,984	6,790	-3		
	8 Upstream leased assets	not reported	not reported	not reported			
	9 Downstream transportation	no data	no data	5,565			
	10 Processing of sold products	not material	not material	not material			
	11 Use of sold products	7,010,092	4,703,751	4,457,067	-5		27.5
	12 End-of-life treatment of sold products	47,178	41,814	57,738	38		
	13 Downstream leased assets	not material	not material	not material			
	14 Franchises	not material	not material	not material			
	15 Investments	not material	not material	not material			
Total GHG emissions	Total GHG emissions (location-based) (tCO₂eq)	7,332,266	5,019,422	4,803,918	-4		
	Total GHG emissions (market-based) (tCO₂eq)	7,330,263	5,013,867	4,798,679	-4		

* Recalculated due to error in Category 1 purchased goods and services of indirect spend

EI-6: Scope 3 GHG emissions reported using primary data (EI-6 AR 46.g)

Metric	2025
Percentage of Scope 3, Categories 1, 11 and 12 GHG emissions calculated using primary data	37
Percentage of Scope 3 other categories GHG emissions calculated using primary data	0.19

ACCOUNTING PRINCIPLES FOR E1 CLIMATE CHANGE

Electrolux Professional Group's E1 metrics are not validated by any external body other than the appointed assurance provider.

E1-5 Energy consumption mix

Energy consumption data is collected monthly from utility invoices and internal metering systems across manufacturing sites. Purchased electricity volumes are obtained from supplier invoices, reported in kWh and converted to MWh for disclosure.

A conservative approach is applied when distinguishing renewable and non-renewable energy sources. Electricity consumption is classified as renewable only where contractual arrangements with suppliers (e.g., certified renewable electricity contracts or solar subscriptions) substantiate the renewable attribute. For all other electricity consumption, the national grid residual mix is applied. Where the residual mix includes nuclear energy, the nuclear share is allocated proportionally to grid electricity consumption, and

the remaining share is conservatively classified as fossil-based. Contractual renewable electricity is disclosed separately under purchased renewable energy.

Fuel consumption from fossil sources, including natural gas, LPG and kerosene, is collected from supplier invoices and internal metering systems. As fuels are reported in different units, they are converted to kWh using standard calorific values and DEFRA conversion factors as follows:

- > Natural gas (m³) → converted using 10 kWh per m³
 - > LPG (gallons) → converted using 25.59317053 kWh per gallon
 - > Kerosene (liters) → converted using 9 kWh per liter
- Mobile fuel consumption is excluded from this disclosure as it is immaterial in relation to the Group total emissions.

Self-generated energy, such as on-site solar PV installations and heat recovery systems, is measured using on-site metering and reported separately.

Energy consumption is disclosed using a market-based classification consistent with the methodology applied for calculating market-based Scope 2 GHG emission. Under this approach, electricity backed by contractual instruments, such as renewable energy certificates, power purchase agreements, or renewable-energy subscriptions, is reported as renewable, while all other purchased electricity is reported as non-renewable across reporting periods.

E1-6 Emissions from consolidated accounting group, investees and joint arrangements (E1-6 50. a & b):

We do not have any investees or joint arrangements.

E1-6 Biogenic Emissions

At one of our sites, our district heating is generated from renewable biomass sources and is considered non material for us.

E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Category	ESRS Requirement	Accounting Principle	Accounting method - Scope 3 Calculation Guidance/Rationale for exclusion	Emission factors
Reporting Period	ESRS 2 BP-1	Calendar year 2025 (Jan 1–Dec 31), following financial-reporting consolidation. Historical data restated only when structural changes materially affect comparability. Boundaries aligned with ESRS (financial control for IRO, narrative disclosures, GHG).	NA	
GHG Inventory Standard	ESRS 2 BP-1	- Electrolux Professional's GHG emissions (Scopes 1, 2 and 3) are calculated in accordance with the Greenhouse Gas Protocol Corporate Standard and include all greenhouse gases covered by the Kyoto Protocol – CO₂, CH₄, N₂O, HFCs, PFCs and SF₆ – expressed as CO₂e. - This is fully aligned with ESRS E1 requirements for Scope 1, 2 and 3 GHG disclosures. 5% significance threshold for emission recalculations in compliance with SBTi requirements.	NA	
Specific Circumstances	ESRS 2 BP-2	Estimations disclosed where primary data unavailable; transitional ESRS reliefs applied where relevant.		
Scope 1	ESRS E1-6	Direct emissions from manufacturing, heating of the facilities, stationary combustion, testing equipment, and fugitive emissions from refrigerants; IPCC/DEFRA 2025 factors used with a conversion factor. Mobile combustion is excluded due to the low impact and low number of vehicles owned by the company.		DEFRA 2025
Scope 2	ESRS E1-6	Location- and market-based accounting for electricity, district heating/cooling; PPAs and certificates included.		AIB 2024 market based, IEA 2025 location based

Category	ESRS Requirement	Accounting Principle	Accounting method - Scope 3 Calculation Guidance/Rationale for exclusion	Emission factors
Scope 3 Cat.1	ESRS E1-6	- Purchased goods & services calculated using spend- or mass-based emission factors (e.g., ecoinvent/Exiobase). Hybrid approach: Scope 3 Category 1 is divided in 2 sub-categories: - average-data method: emission-related to the material used during the the production of the products. There are 2 sources of emission factors: 1) The related EUP Lots provides life cycle assessment emission factors per life cycle steps for several products, the list is provided below. For the Category 1 calculation, the only step considered is the material extraction. The manufacturing step is estimated and integrated in the total GHG emission inventory in Scope 1 and 2. EuP: Energy-using Product Preparatory studies which provide reference product with technical specifications, prepared by Bio Intelligence Service EUP Lot 12: Commercial refrigerators and freezers, 2007 EUP Lot 22: Domestic and commercial ovens (electric, gas, microwave), including when incorporated in cookers, 2011 EUP Lot 23: Domestic and commercial hobs and grills, included when incorporated in cookers, 2011 EUP Lot 24: Professional dishwashers, washing machines and dryers, 2011 2) For certain product categories, there is no EUP study available. Therefore, the calculation is based on the weight of the product with an assumption on material breakdown, and DEFRA emission factors for the material use 2025 - spend-based for the remaining Purchased Goods and Services related activities and emissions	Hybrid approach: - average-data method: emission-related to the material used during the the production of the products - spend-based for the remaining purchased goods and services-related activities and emissions - Spare parts are excluded due to lack of data	Exiobase 3.9 (2019) for the emission factors and European Central Bank (2025) for the conversion rate.
Scope 3 Cat.2	ESRS E1-6	- Capital goods emissions based on spend × EF method - European Central Bank (2025) for the conversion rate	Average spend-based approach	Exiobase 3.9 (2019)
Scope 3 Cat.3	ESRS E1-6	Fuel- and energy-related emissions calculated using lifecycle emission factors linked to Scope 2 energy use	Average-data method	IEA 2025 Scope 3
Scope 3 Cat.4	ESRS E1-6	Emissions based on inbound, internal, and outbound transportation that we pay for. Total spend per transport mode (air, road, rail, and sea) multiplied by mode-specific emission factors	Spend-based method	Exiobase 3.9 (2019)
Scope 3 Cat.5	ESRS E1-6	Waste generated in operations calculated using DEFRA disposal-specific factors	Waste-type-specific method	DEFRA 2025
Scope 3 Cat.6	ESRS E1-6	Business travel based on flight distance bands and mode-specific emission factors	Spend-based method	DEFRA (2025)
Scope 3 Cat.7	ESRS E1-6	Employee commuting based on distance × mode share × working-day assumptions	Average-data method	Network for Transport Measures 2018
Scope 3 Cat.8	ESRS E1-6	Upstream leased assets are excluded due to lack of data	Excluded	
Scope 3 Cat.9	ESRS E1-6	Downstream transportation is based on outbound transportation arranged by us but paid by customers. The same estimates of transport modes as for upstream transportation are used here	Spend-based method	Exiobase 3.9 (2019)
Scope 3 Cat.10	ESRS E1-6	Excluded since the products sold by Electrolux Professional Group are finished products and do not undergo further transformation, such as sheet metal	Excluded	
Scope 3 Cat.11	ESRS E1-6	- Use-phase emissions based on lifetime energy use × weighted regional grid factors × annual sales volumes per product categories; major category for Electrolux Professional Group - The product categories have been defined using the EUP Lot, with an average or a representative annual energy consumption, from internal or external tests according to international standards, when available. Life time is expressed in number of cycles or operating hours, converted into years - The emission factor for gas uses the same reference and value as natural gas in Scope 1 - Steam is assimilated to electricity - Electricity-related emission factors are based on the net sales distribution per world region and industry-segment to be more representative of the geographical distribution of the sales	Products that directly consume energy (fuels or electricity) during use	IEA 2025
Scope 3 Cat.12	ESRS E1-6	End-of-life treatment emissions (recycling, landfill, incineration). Based on LCA emission factors from relevant EUP Lot studies, or the weight of the product if the LCA emission factors are not available. Similar approach to Scope 3 Category 1	Waste-type-specific method	DEFRA 2025
Scope 3 Cat.13	ESRS E1-6	Not applicable — no downstream leased assets	Excluded	
Scope 3 Cat.14	ESRS E1-6	Not applicable — no franchises	Excluded	
Scope 3 Cat.15	ESRS E1-6	No significant investments	Excluded	

Pollution

IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

E2-1 Policies related to pollution

Group Environmental Policy

The Group Environmental Policy sets the overall direction for pollution prevention and resource management. It commits to minimize environmental impacts, complying with relevant laws, and continuously improving environmental performance. The policy supports initiatives for water efficiency, safe chemical management, and reduction of pollution from operations and products. The policy addresses designing products to reduce their adverse environmental impact throughout their life cycle, focusing on material selection, production, product use, and end-of-life. The Group Environmental Policy is further described in section E1-2 Policies related to climate change mitigation and adaptation on page 97.

Group Workplace Directive

Additionally, the Group Workplace Directive addresses pollution-related impacts primarily through requirements for safe handling, storage, and incident response for hazardous materials at production sites. It mandates risk assessments, documentation of incidents, and corrective actions to prevent and respond to leaks, spills, and other emergencies. The Group Workplace Directive is further described in section E1-2 Policies related to climate change mitigation and adaptation on page 97.

Restricted Material List (RML)

Electrolux Professional Group manages pollutants and hazardous substances through its Group-wide RML, which forms a core component of its Environmental Policy and Workplace Directive. The RML sets out which chemical substances are banned, restricted, or classified as substances of concern in Electrolux Professional products, components, and packaging. The RML specifies all substances and pollutants covered by the policy and identifies each chemical through its unique CAS (Chemical Abstracts Service) number, ensuring precise substance-level traceability and regulatory alignment. By prohibiting or restricting the use of substances of concern and substances of very high concern, the RML supports the substitution and minimization of hazardous chemicals wherever technically and legally required. Compliance with the RML is mandatory for all suppliers, who must provide documentation and test reports for every component. The RML is aligned with REACH, RoHS, and food contact regulations, and its implementation is verified through audits

Impact, risks, and opportunities related to pollution

Impact, risks, and opportunities related to pollution	Value chain location
Actual negative impact: Potential presence of substances of concern and very high concern in products and manufacturing processes  Time horizon:   	 Upstream  Own operations  Downstream
Opportunity: Developing technologies to filter out microplastics released from textiles in the wastewater from laundry usage  Time horizon:  	 Own operations  Downstream
Actual positive impact: By reducing water consumption together with optimized detergent dosing, our products lower the total pollutant load discharged to wastewater during use  Time horizon:  	 Downstream
Risk: Leaks and spills of hazardous materials at production sites  Time horizon:  	 Own operations

 Short term  Medium term  Long term

and digital platforms. This process ensures that products meet legal requirements and that substances of high concern are identified and managed. This document covers S2-1 Workers in Value Chain.

The RML is communicated through Group policies, supplier requirement manuals, technical specifications, and contractual documentation, ensuring that suppliers and internal teams understand and comply with all requirements. Responsibility for maintaining and updating the RML rests with Group functions overseeing product compliance and sustainability, while implementation is carried out jointly by R&D, Purchasing, Quality, and supplier partners.

Environment Management System

The Environment Management System (EMS) is a standard operating procedure that addresses a wide range of pollution-related impact areas by setting out procedures for identifying, assessing, and managing environmental aspects across all operations. It covers safe management of chemicals and hazardous materials, regular assessment and control of water and air emissions, and wastewater, soil and groundwater contamination, hazardous and non-hazardous waste, noise and chemical management. The EMS also includes requirements for incident tracking.

Environmental emergencies, such as leaks and spills, are tracked using the Environmental Pyramid tool, and corrective actions are implemented following audits and incidents. Sites are required to establish wastewater handling and treatment practices to prevent harmful discharges and to reduce the risk of water pollution.

The system references ISO 14001 as the primary external benchmark and ensures alignment with recognized environmental standards and reporting frameworks. It considers the interests of regulators, customers, employees, communities, and investors by requiring systematic management of environmental impacts and linking environmental performance to sustainability reporting and management review processes.

The EMS is made available to all relevant internal stakeholders through its integration into the Group's management system, operational procedures and training routines, and is implemented by environmental pillar leaders at the site level, supported by functional teams. The entire policy and guidelines apply to all operational entities, and the VP Group Industrial Excellence is responsible for conducting annual audits, overseeing corrective actions, and ensuring adherence to environmental standards.

Electrolux Professional Group considers the expectations and needs of key stakeholders across its value chain in the development of its pollutant- and substance-management policies. The Group's Environmental Policy, Workplace Directive, and Restricted Materials List (RML) reflect requirements arising from customers' demand for safe, compliant, and resource-efficient products, regulatory authorities' chemical-safety and environmental standards, and employees' expectations for a safe working environment, supported by ISO-certified environmental and safety systems. The Supplier Workplace Standard and RML also embed the interests of suppliers and downstream users, ensuring clarity, CAS-number-level

substance identification, and consistent compliance expectations throughout the value chain. Stakeholder dialogues undertaken as part of the Group's broader sustainability governance and materiality process further inform policy updates, ensuring alignment with societal concerns, regulatory developments, and responsible-business expectations.

The scope of the standard documents cover all manufacturing sites, product categories, and operational processes. These policies extend into the upstream value chain through the Restricted Materials List (RML), which specifies prohibited or restricted substances using CAS-number identification and is applied to all suppliers and materials used in production. It also includes downstream impacts through product design, repairability, and circular-economy requirements intended to minimise hazardous-substance use across the product lifecycle. The policies apply globally with no geographical exclusions noted in the report. Where full value-chain coverage is not yet achieved, the Group discloses that supplier compliance is being expanded through audits, declarations, and phased implementation of RML requirements.

E2-2 Actions and resources related to pollution

Pollution management in operations

Our approach to pollution management reflects the nature of our operations and the outcomes of our IRO. While Electrolux Professional Group does not engage in high-risk chemical manufacturing, some processes – such as metalworking, painting, coating, and insulation handling – can generate limited pollutants if not properly controlled. All manufacturing sites operate under ISO 14001-certified Environmental Management Systems, through which risks to soil, groundwater, and water discharges are regularly assessed, preventive controls are defined, and compliance with legal and permit requirements is verified.

Where prevention alone is insufficient, pollution is minimized through technical and operational measures, including wastewater treatment at selected sites to reduce pollutant loads before discharge. We apply a zero-tolerance approach to chemical spills, and all environmental incidents, near misses, and unsafe conditions are tracked through the Environmental Pyramid tool, reviewed in audits and management meetings, and followed by corrective actions. In 2025, no environmental incidents related to soil or water pollution were reported.

To ensure consistent application of controls across our manufacturing footprint, in 2025 we strengthened our Group-wide screening process through a digital self-assessment questionnaire rolled out to manufacturing sites. This tool captures information on environmental management, water discharges, pollutant monitoring, hazardous materials handling, spill-prevention measures, and waste controls, supported by site documentation. The screening helps confirm that foundational pollution-prevention measures are in place and highlights differences in maturity and data availability across sites. These activities apply to all Electrolux Professional Group manufacturing locations, corresponding to the geographies where its production

facilities are based. Relevant stakeholder groups for this work may include site employees, environmental pillar leaders, health & safety teams, local communities, and regulatory authorities. These actions apply to all Electrolux Professional manufacturing operations, and follow a short- to medium-term time horizon aligned with the annual ISO 14001 audit cycle and continuous improvement of site-level controls.

Product design principles

Several of our products consume detergent and cleaning solutions, particularly in dishwasher and laundry. As part of our pollution prevention efforts, we therefore integrate water efficiency and optimized detergent use into product design. By developing appliances that consume less water and require lower detergent volumes, we aim to reduce the pollutant load in wastewater generated during use while also lowering operating costs for customers. This includes solutions such as Intelligent Dosing systems, which automatically add the precise amount of detergent and chemicals based on the dry weight of each load. By avoiding overdosing and unnecessary chemical use, these technologies help to minimize detergent-related pollution and reduce the release of substances into wastewater streams. These design choices allow positive downstream impacts and address the identified opportunity to reduce water pollution associated with product use, while delivering environmental and operational benefits to customers.

Stakeholder groups that may be involved in or affected by these efforts include customers operating professional dishwashing and laundry appliances, product development and engineering teams, service technicians, and chemical solution partners. These activities cover all dishwashing and laundry products placed on global markets, and follow a long-term, continuous time horizon integrated into recurring product-development cycles.

Microplastics

Electrolux Professional addresses microplastic pollution by participating in international research projects and global standardization initiatives aimed at developing reliable, science-based methods to measure and reduce microplastic releases from textiles. Our work focuses on contributing technical expertise, evaluating filtration and separation technologies, and performing real-life testing of emerging test methods. These activities help capture opportunities related to microplastic filtration.

During 2025, the Group strengthened its microplastic efforts through a new collaboration with Mimby, a Swedish cleantech company specializing in water-saving and microplastic filtration solutions. We began co-developing filtration technologies suitable for professional laundries. Mimby's Mimbox system, capable of filtering microplastic particles down to around 50 microns, provides a practical platform for real-life testing and acceleration of microplastic-reduction solutions. This partnership complements our ongoing research and supports the transition from concept-level studies toward applied solutions that can reduce microplastic emissions in professional washing processes.

Stakeholder groups relevant to this work may include professional laundry operators, textile and detergent partners, standardization bodies, academic research institutions, and innovation partners such as Mimby. The scope of this work spans professional laundry applications across European and global markets, and follows a medium- to long-term time horizon driven by ongoing applied research, technology development, and real-life testing.

Substances of concern and very high concern

Electrolux Professional Group's action plan for managing substances of concern and substances of very high concern (SVHCs) focuses on supply chain engagement, as these substances are primarily embedded in purchased components. We have developed a Restricted Materials List (RML) to inform suppliers and operational units about banned or restricted substances, as well as those that could become a concern. All components and materials used are RoHS-directive (Restriction of Hazardous Substances) compliant. This means that 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). In 2025, Electrolux Professional initiated a pilot project with selected suppliers to collect information on restricted materials in components. The results of the pilot project will help us to scale up this effort step by step to monitor compliance with REACH, RoHS, food contact, WRAS, and dual-use regulations.

Approximately 143 suppliers participated, representing around 25 percent of direct material spend. The process and IT tools for collecting information are fully in place. The Group plans to scale up this process step by step to monitor compliance with REACH, RoHS, food contact, WRAS and dual use regulations, with the aim of covering all suppliers by the end of 2028. Newly acquired units are expected to comply with the RML within three years.

Tier 1 suppliers, procurement, compliance, and regulatory specialists, and customers are relevant stakeholders. Geographies correspond to the EU for REACH, RoHS and WEEE applicability, the UK for WRAS, and additional supplier regions across Europe, Asia and North America. These actions apply to all Tier-1 suppliers and newly acquired units worldwide, following a multi-year time horizon running through 2028, with a three-year compliance window for newly acquired entities.

Current and future financial resources allocated to the action plan

Electrolux Professional Group manages actions related to pollution within the day-to-day business. The future allocation of financial resources is not set but will continue to be managed as part of the day-to-day business.

METRICS AND TARGETS

E2-3 Targets related to pollution

Electrolux Professional Group has not yet established quantitative ESRS E2 targets for pollution of water, soil, or for substances of concern and very high concern. However, the Group maintains clear qualitative targets that guide its pollution-prevention work across all sites. Each year, all manufacturing sites are required to comply fully with legal limits for pollutants in water discharge; this is an absolute, recurring target measured directly against regulatory thresholds. The Group also aims to prevent any spill incidents of hazardous chemicals during operations. This qualitative, zero-spill ambition is monitored through the Environmental Pyramid tool and verified through audits and corrective actions. The Group has set a direct operational target of achieving zero chemical spills or leakages. Because pollution-to-soil data collection began only in 2025, no year-on-year comparatives are yet available and 2025 will be considered as a baseline. Measurement methodologies rely on the internal Environmental Pyramid tool, which captures the number and severity of pollution-related acts, conditions, emergencies, and incidents. Data for pollution accounting and reporting are collected directly by sites through this tool, using site-level observations as the primary information source.

The policy mandates the Group to completely avoid or limit substances within the threshold limits, and on this basis a target has been developed to reach all suppliers delivering components and achieve 80 percent compliance among the suppliers that the Group is in control of by 2030 with 2025 as a baseline. This is the Group's current target related to substances of concern and substances of very high concern. The Group has not disclosed the use of ecological thresholds, planetary boundary based methodologies, or entity-specific ecological allocations in setting its pollution related targets.

E2-4 Pollution of water and soil

Electrolux Professional Group production processes involve very limited use of chemicals or potentially polluting substances, therefore soil pollution events are considered unlikely to happen.

Based on wastewater analyses performed across Electrolux Professional Group, the presence of several pollutants listed in Annex II of the E-PRTR Regulation were identified. However, our manufacturing sites comply with all applicable water and soil discharge limits, and current pollutant levels remain well below regulatory thresholds. Nonetheless, pollutants covered under E2-4 remain material, and we will continue reporting them due to their relevance to our Scope 1 emissions and regulatory expectations.

Electrolux Professional Group applies a preventive methodology consistent with its health and safety approach, requesting each site to report acts or conditions that could generate an environmental emergency, and to complete an environmental pyramid based on site-specific observations. In addition, information on leaks or spills is collected quarterly. As no quantitative pollutant measurements or estimations are performed, methodologies involving direct measurement, periodic measurement of emissions, calculation based on published pollution factors, or estimation are not used. This approach allows us to focus on proactive risk identification rather than pollutant quantification, which would not provide meaningful insights given the low inherent pollution risk.

Electrolux Professional Group operates in compliance with environmental regulations and implements an ISO 14001-compliant management system across all its production units and R&D centers. While not explicitly listing every BREF document, it aligns with the underlying principles of the Industrial Emissions Directive (IED) — which governs BREFs — by adhering to strict environmental, safety, and chemical regulations. However, it does not use AMS, and therefore, no calibration tests or independent laboratory verifications apply. Pollution-related information is instead collected through an internal methodology based on the Environmental Pyramid, where each site records a number of environmental acts and conditions, near emergencies, minor emergencies, emergencies, severe emergencies, and environmental disasters, using operational audits, production reviews, and engineering inputs as primary data sources. This process assumes that systematically capturing these graded categories of potential or actual environmental events provides a reliable indication of pollution risks, although it is limited by its qualitative nature and the absence of instrument-based measurements or external validation beyond the assurance provider. At present, EPRO does not use labelled and defined metrics with meaningful, clear and precise names or descriptions, as these metrics have not yet been formalized.

E2-5 – Substances of concern and substances of very high concern (Substances of concern)

Currently, the company lacks sufficient measured or estimated data to report on the total amount of substances of concern or substances of very high concern generated, used, or released from the company's facilities due to complex supply chains and system limitations that prevent full disclosure. We recognize this as a critical gap and are actively working to address it. We are developing a phased implementation plan to improve data availability and quality. This includes engaging suppliers and enhancing internal tracking systems. Our goal is to provide more complete disclosures in future reporting cycles. While quantitative data is currently unavailable, we disclose our policies and actions aimed at minimizing the impacts of substances of concern and substance of very high concerns.

Water

IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

E3-1 Policies related to water

Electrolux Professional Group manages its material water-related impacts, risks, and opportunities through the Group Environmental Policy and the Group Workplace Directive, both applicable across all operational entities and employees and publicly available on the company's website. These policies apply to all manufacturing sites and relevant upstream and downstream value-chain activities, including suppliers through the Supplier Workplace Standard.

Environmental policy

The Environmental policy sets clear principles for responsible water stewardship across all operations. The policy commits to minimizing water use, preventing pollution, and ensuring compliance with legal requirements. It promotes resource efficiency and best available technologies to reduce water withdrawal and improve treatment in manufacturing.

The policy aims to preserve and sustainably use water resources by improving product water efficiency throughout the product life cycle – from design to end-of-life – consistent with the Group's environmental-management approach and ISO 14001-certified systems.

The Group Environmental Policy is further described in section E1-2 Policies related to climate change mitigation and adaptation, on page 97.

Group Workplace Directive

Furthermore, the Group Workplace Directive outlines the water management procedures to be followed by all operating units. The water management procedure addresses water withdrawal, consumption, discharge, and pollution prevention, with particular attention to operations in water-stressed regions. It requires sites to monitor and report water consumption and water discharge (type and amount) as part of their environmental KPIs, set objectives and targets for improvement, maintain equipment linked to water treatment (such as effluent treatment plants), and ensure all employees are trained. By mandating measurement and control of water use and discharge, the directive ensures operational practices minimize negative impacts on local water sources and ecosystems. The Group Workplace Directive is further described in section E1-2 Policies related to climate change mitigation and adaptation, on page 97.

Impacts, risks and opportunities related to water

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 Short term  Medium term  Long term

Environmental Management System

The Environmental Management System Standard Operating Procedure translates water-related commitments into mandatory practices at manufacturing sites. It sets strict controls for wastewater discharge, requiring pre-treatment, monitoring of key parameters such as COD (Chemical Oxygen Demand), BOD (Biochemical Oxygen Demand), pH, and heavy metals, and documented compliance. For pollutants, the SOP enforces chemical substitution, closed-loop water systems where feasible, and spill prevention measures. These operational controls mitigate negative impacts from water use, reduce risks in water-stressed regions, and create opportunities for efficiency through process optimization and digital monitoring. By embedding these requirements into daily operations, the SOP ensures measurable compliance and continuous improvement across all facilities. The environment management system is further described in section E2-1 Policies related to pollution, on page 105.

Group Supplier Workplace Standard

The Supplier Workplace Standard extends these obligations to our business partners. It requires suppliers to provide water-related information upon request, explicitly including water consumption and discharge data, and maintain practices aligned with our standards. By requiring transparency and alignment, the directive mitigates negative impacts on water sources across the supply chain, ensuring responsible practices beyond our own operations.

The standard applies to all suppliers of direct and indirect materials, components, finished goods and services, and to their facilities and workers, including sub-suppliers where relevant, across the

geographies in which Electrolux Professional Group sources. The Supplier Workplace Directive is communicated through supplier requirement manuals, contracts, audits, and corrective action processes. Accountability for implementation lies with Group Purchasing, Sustainability and Quality functions, while suppliers are responsible for cascading and applying the requirements within their operations. The Supplier Workplace Standard is aligned with the Group Workplace Directive, Code of Conduct, and applicable laws and regulations and is embedded in the supplier requirement manuals and related supplier assessment processes. Electrolux Professional Group does not currently have specific policies or practices directly addressing sustainable oceans and seas.

Environmental Impact in Product Development

The Environmental Impact in Product Development is a standard operating procedure that defines the activities required in every product development or change project to reduce energy and water consumption, minimize the use of virgin non-renewable resources and strengthen circularity across the full product lifecycle. By establishing lifecycle-based sustainability KPIs and integrating systematic environmental assessments into every stage of development, the SOP ensures that environmental considerations are embedded into both product and service design so that all solutions are developed to use resources more efficiently. This framework also incorporates the use of digitalization, as connected appliance capabilities enable real-time monitoring of wash cycles, dosage levels and equipment performance, allowing optimization of water use, and preventing unnecessary consumption.

E3-2 Actions and resources related to water

Electrolux Professional Group's operational water use is primarily linked to sanitary purposes, product testing such as washing machines, dishwashers and oven cleaning systems, and evaporative cooling. According to the WWF Water Risk Filter, overall operational water use is relatively low; however, elevated water withdrawal and availability risks were identified at operational sites with paint shops, particularly in Japan. To mitigate these negative impacts, the Group has allocated resources to improve water efficiency at high-consumption sites, especially those with paint shops, and actively monitors water withdrawal and responds promptly to incidents such as pipe leakages. Preventive measures include regular audits, process optimization, and the installation of water-saving technologies such as faucet aerators and closed-loop water reuse systems for product testing and cooling, which have been implemented at facilities in Shanghai, China, and the United States. All sites comply with local discharge regulations, and no thresholds have been exceeded. These activities follow the principles set out in the Group's ISO 14001 based environmental management systems.

We have introduced several actions to reclaim and reuse water where technically feasible. The testing areas in the Group's facilities in the United States and China use water reuse systems to reduce water consumption. In some R&D facilities, water is reused in closed-loop systems to cool parts. As these systems remain in operation, the Group is seeing reductions in operational water withdrawal at sites where reuse systems are implemented, such as Shanghai, and these reductions are expected to continue as reuse systems remain in place.

Beyond operational measures, the Group's water footprint is predominantly concentrated in the upstream value chain, particularly in the production of steel, polymers, and packaging materials. Water-related risks in the upstream supply chain were identified through TNFD and WWF Water Risk Filter assessments, with material water availability risks in Tunisia, China, and Brazil where water stress and limited wastewater infrastructure pose environmental and operational challenges.

To address these negative impacts, the Group's primary action is supplier engagement. The Group conducts water-related assessments through a structured questionnaire shared with selected suppliers, focusing on water consumption and location-specific stress levels. Water management practices are reviewed during supplier audits, and the Group strongly encourages suppliers to obtain ISO 14001 certification and provide evidence of environmental management systems. Supplier engagement has been conducted in several phases, beginning with a pilot project involving 18 suppliers in 2024 and extended to 41 suppliers in 2025, selected based on criteria covering a significant portion of expenditure. Through this action, we are improving visibility of water-related risks in high stress regions and strengthening supplier alignment with ISO 14001. Insights gained through the digital tool used for these assessments inform the Group's future engagement strategies.

Water consumption during product use also represents a significant portion of the Group's environmental footprint. Many of its products, particularly in the dishwashing and laundry ranges, consume water during use and directly impact customers' operating costs. In response, the Group has a clear strategy and defined targets for developing low-consuming and water-efficient products, including targets for increasing water efficiency within its dishwashing and laundry product ranges compared with a 2019 base year. The Group also provides a digital connectivity service enabling customers to monitor water use remotely and select optimized cycles to reduce water consumption and improve efficiency.

Progress on the action plan

All sites, excluding 2024 acquisitions currently undergoing integration, are ISO 14001 certified and use ISO standards to guide water management. This includes audits of processes that use water and CoTo (Context-of-the-Organization) risk assessments that are frequently reviewed and updated to mitigate risks and identify opportunities to eliminate or reduce water use. Water management is also part of the supplier audit process, and the Group strongly encourages suppliers to obtain ISO 14001 certification and demonstrate the existence of environmental management systems. The Group continues to improve operational water efficiency at high-consumption sites, especially those with paint shops, through audits, leak response, and the use of water saving technologies. The Group reports continued compliance with local discharge regulations and reductions in operational water use through closed-loop reuse systems, including the reuse systems at the Shanghai facility. Upstream, the supplier assessment questionnaire provides enhanced visibility of water-related risks in high stress regions and supports increased supplier alignment with ISO 14001. Insights from digital analysis help shape future supplier engagement strategies. At the product level, the Group continues to develop water-efficient dishwashing and laundry products benchmarked against a 2019 baseline and deploys OnE Connected to help customers monitor and optimize water use, reducing overall environmental impact and operating costs.

The scope of the Group's water-related actions includes all operational sites, with the exception of Adventys, which is undergoing integration. Actions also extend across the upstream value chain, where 20 key commodities have been prioritized for water risk assessment and supplier engagement based on materiality and sourcing volume.

Current and future financial resources on the action plan

Electrolux Professional Group spends financial resources on product development for water efficient products mainly in the Laundry segment. Such resources are part of capitalized investments in product development in Note 13 in the notes to the financial statements, as well part of OpEx within the consolidated statement of total comprehensive income. Current resources in the financial statement are applicable within multiple topics within the sustainability reporting, such as E1 Climate Change, and cannot be separated.

Future resource allocation includes investments in R&D and product innovation e.g. development of water efficient appliances. The resource allocation will be based on water reduction targets defined by each business unit considering technological feasibility, competitive benchmarks, and cost implications. Actions are also part of the day-to-day business, where resources will continue to be allocated through normal business processes.

METRICS AND TARGETS

E3-3 Targets related to water resources

Operational water withdrawal reduction targets

Electrolux Professional Group has established differentiated water reduction targets based on site-specific consumption levels and water-related risk profiles. The targets set and presented are voluntary and have been defined in consideration of local water-stress conditions. Facilities with significant water use — such as those operating paint shops — are subject to more ambitious reduction goals. All targets are benchmarked against a 2019 baseline and integrated into our environmental performance monitoring systems. For the high water-stress areas we have a 5% year-on-year reduction in water withdrawal per unit produced, while for the other operating units we have a 1% year-on-year reduction in water withdrawal per unit produced. The water reduction targets at the sites are not based on inclusive scientific evidence, but rather based on water stress areas identified from the TNFD assessment. Our water reduction targets have taken stakeholder input into consideration, keeping in mind the current and future water regulations.

In 2025, Electrolux Professional Group reduced its total water withdrawal from 81,266.03 m³ in 2024 to 73,799.62 m³, achieving a 9.19% year-on-year reduction. This significantly outperforms our voluntary 1% annual reduction target for operating units located outside high water-stress areas and exceeds the planned trajectory established for continuous improvement.

In high water-stress areas, total water withdrawal decreased from 12,049 m³ in 2024 to 11,623 m³ in 2025, corresponding to a 3.54% reduction. This performance is below the voluntary 5% year-on-year withdrawal-reduction target applied to sites operating under higher water-risk conditions.

Progress is monitored through site-level water-withdrawal reporting integrated into our environmental performance monitoring systems, which benchmark withdrawal volumes against the 2019 baseline and support annual performance reviews under ISO-aligned management processes.

Methodologies and assumptions

Electrolux Professional Group defines its operational water-reduction targets through a methodology grounded in historical water-withdrawal data benchmarked against a 2019 baseline, supported by ISO-aligned Environmental Management Systems and consistent Group-wide measurement practices. Targets are differentiated according to site-specific water-stress conditions identified through

internal environmental and TNFD-informed water-risk assessments, with ≥5% annual withdrawal-reduction targets applied to sites in high-water-stress areas and ≥1% to all other manufacturing sites, consistent with Group policy anchors and internal guidelines. These targets are developed using engineering assessments, operational audits, and continuous-improvement evaluations at high-consumption sites, supported by real-time metering or utility-based measurement systems that ensure complete monitoring of withdrawal volumes across all operations. While targets are not based on external scientific scenario models, such as those recommended by the Science Based Targets for Nature, they are aligned with the Group's Environmental Policy commitments, applicable national and EU regulatory requirements, and the ESRS framework, and incorporate stakeholder input gathered during reporting and assurance processes. Assumptions underpinning the targets include stable operational conditions, the continued relevance of water-stress classifications, and the reliability of metering and EMS data systems, with estimations applied only where direct measurement is not yet available using standardized methodologies provided in the Group's Water Management Guideline. The methodology explicitly integrates local water-stress contexts, materiality outcomes related to water scarcity and wastewater impacts, and regulatory expectations to ensure that reduction efforts meaningfully contribute to sustainable water resource management in the regions where impacts occur.

Product water efficiency targets

Water consumption efficiency improvement in products sold is an entity-specific metric developed by the Group. This improvement drives our product innovation concerning reducing water consumption. Electrolux Professional Group embeds water efficiency into product development, focusing on appliances such as washing machines, dryers, and dishwashers. These product-level targets are also voluntary. Each new product is assigned a specific water reduction target, defined by the relevant business unit based on technological feasibility, competitive benchmarks, and cost considerations. This target directly supports the objectives of the Group's Environmental Policy by driving continuous reductions in water consumption across our product portfolio.

We have set a Group-level target to achieve an 8% improvement in water consumption efficiency within the Professional Washing, Drying, and Dishwashing portfolio by 2025, compared to the 2019 baseline. This KPI measures water consumption efficiency improvement in products sold and applies to approximately 40% of our total product sales.

While ovens are not included in the KPI calculation or monitoring process applied to the three product categories above, cleaning cycles in ovens manufactured by Electrolux Professional are designed to demonstrate improved performance in water consumption during the product development phase.

Connected products enable customers to monitor water usage remotely and select optimized cycles to minimize consumption. This functionality supports our ambition to reduce water use across the product lifecycle.

The water-efficiency target is based on reductions in process-water consumption during product use, which represents more than 99.5% of the water footprint for the relevant product categories. Annual efficiency gains are calculated and tracked by comparing new and baseline models using a fixed number of life-cycle washes and consistent test assumptions, ensuring like-for-like performance evaluation. When product capacities change, cycle numbers are adjusted to normalize results. The target reflects efficiency improvements from product innovation only, excluding volume effects. An 8% improvement corresponds to approximately 7,800 million liters of water saved. The contribution of the use phase to total water impact follows methodological guidance from the Swedish Energy Agency's *EUP Lot 24 – Professional Washing, Drying and Dishwashing Equipment*.

The target has been developed in collaboration with R&D. In 2025, Electrolux Professional Group has elaborated a plan to create a new short-term target focusing on water performance of products in development. This target and its monitoring will be operationalized in the coming years.

Water consumption efficiency improvement in products sold

Metric	2019	2020	2021	2022	2023	2024	2025
	0	1.5%	2.3%	4.3%	3.5%	2.5%	4%

In 2025, water-consumption efficiency in products sold improved by 4% compared to the 2019 baseline. While some individual models achieved significantly higher reductions, such as one product reaching 30% lower water use, the overall improvement is moderated by low sales volumes of these high-efficiency models. As such, their impact is not yet fully visible in the aggregated metric.

E3-4 Water consumption

The primary use of water in our operations is for product testing and domestic consumption. We actively monitor water withdrawal from various sources and track water recycled and reused at our sites. In 2025, our water consumption decreased by 13%. We have not set any targets for water consumption at our suppliers' premises.

Metric	2025	2024
Total water consumption, m³	6,268	7,200
Total water consumption in areas at high risk, m³	179.3	*
Total water recycled and reused, m³	1,520	1,567
Total water storage at the end of the reporting period, m³	47,092	296,000
Total water consumption in m³ per KSEK net revenue	0.52	

* No data available for acquired sites. See the Consolidated statement of total comprehensive income on page 142.

The measurement of the metric is not validated by an external body other than the assurance provider and the unit of measurement is SEKm, consistent with our financial statements.

ACCOUNTING PRINCIPLES FOR WATER DATA

Water consumption

Water consumption is calculated by deducting the water discharge from water withdrawal. We measure water withdrawal via a meter and we receive the amount in the invoice from our third-party water suppliers. Water discharge is assumed to be 5% of the water withdrawal since we do not have any processes that consume water. The 5% difference is associated with the water consumed at the kitchen premises.

Water intensity

Water intensity is calculated as total water consumption (m³), divided by the Group's net revenue reported in KSEK.

Product water consumption efficiency calculations

The water consumption efficiency within the washer, dryer, and dishwasher product portfolio is measured as a percentage improvement in water consumption for the improved product range, compared to an assumed unchanged product range during the reporting year.

The key performance indicator (KPI) is calculated using the formula: Sales volume x water consumption/cycle x no. of cycles over lifetime (for an improved product range during 2025) / Sales volume x water consumption/cycle x no. of cycles over lifetime (for an assumed unchanged product range during 2025). The calculation incorporates several key parameters:

- > **Sales volume** includes all units sold during the reporting period, with data sourced from internal sales records.
- > **Water consumption** per cycle is defined as the average water usage for a single cycle, determined through standardized testing in accordance with relevant industry standards.
- > **The number of cycles** over the lifetime represents the estimated total number of cycles a machine will perform over its lifetime, based on product design specifications and consumer usage patterns.
- > **The improved product range** refers to machines sold during the reporting year with design or operational improvements that enhance water efficiency.

The assumed unchanged product range serves as the baseline, representing the water consumption of appliances sold during the same year if no efficiency improvements had been implemented.

Resource use and circular economy

IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

E5-1 Policies related to resource use and circular economy

Electrolux Professional Group's approach to resource use and circularity is governed by a set of policies and directives that form part of a broader environmental management framework. Rather than operating as stand-alone instruments, they are embedded within wider environmental and sustainability policies that also address closely related areas such as water management and pollution prevention. This integration ensures that resource use, waste management, and circularity considerations are addressed consistently alongside other environmental topics throughout the value chain. Our policies listed below were not developed with explicit reference to the "Categorisation system for the circular economy", they inherently emphasize several of the same underlying principles. In particular, our approach reflects the "R" strategies most relevant to our products and operations — reduce, re-use, repair, refurbish, remanufacture, and redesign — supporting improved durability, extended product life, and more efficient use of materials across the product lifecycle.

Group Environmental Policy

The Group Environmental Policy establishes our commitment to reducing resource consumption, minimizing waste, eliminating hazardous substances, and improving the circular performance of our products. The policy includes general commitments to resource efficiency, sustainable material selection, and reduction of waste. However, it does not explicitly address transitioning away from virgin resources, increasing the use of secondary (recycled) materials, or the sustainable sourcing and use of renewable resources. The Group Environmental Policy is further described in section E1-2 Policies related to climate change mitigation and adaptation, on page 97.

The Environmental Policy is operationalized through two standard operating procedures (SOP). The Environment Management System governs site-level environmental management, compliance, resource efficiency, and safe handling of waste. However, it does not explicitly reference the waste hierarchy.

The Environmental Impact in Product Development SOP, embeds ecodesign, circularity, reuse, repair, refurbishment, remanufacturing, disassembly, and recyclability requirements into the product development process.

Monitoring is carried out through structured compliance checks, KPI tracking, incident tracking via Environmental Pyramid tool, audit cycles, and PDCA-based continuous improvement at both

Impacts, risks and opportunities

Impacts, risks and opportunities	Value chain location
Actual positive impact: By designing and selling long-lasting, repairable products—and recovering them through refurbishment and take-back programs. Time horizon: ●	↑ Upstream ○ Own operations ↓ Downstream
Actual negative impact: Waste generated at the end-of-life of our products poses environmental, regulatory, and reputational risks. Time horizon: ○ ●	↑ Upstream ○ Own operations
Risk: Material shortages and more volatile steel prices increase vulnerability to supply disruptions and elevated production costs during the shift toward greener materials. Time horizon: ○ ●	↑ Upstream ↓ Downstream
Risk: Future circularity regulations may introduce mandatory requirements and we could face significant transition costs, delays in product compliance, or potential fines in regulated markets. Time horizon: ●	↑ Upstream ○ Own operations
Opportunity: Growing customer demand for circular and waste-reducing solutions Time horizon: ●	↑ Upstream ○ Own operations ↓ Downstream

○ Short term ● Medium term ● Long term

site level and at product-development checkpoints. Read more on E2-1 Environment management system on page 105. The policy and SOP applies across all operational entities, the full upstream supply chain, and the product lifecycle. The interests of key stakeholders were considered in the formulation of the policy.

Restricted Materials List (RML)

The risks related to the presence of substances of concern in our products at the end of their life are managed through the Restricted Materials List (RML) and supplier compliance requirements, ensuring alignment with RoHS, REACH, and customer expectations. The RML is further described in section E2-1 Policies related to pollution, on page 105.

Group Workplace Directive

Waste and resource efficiency in our operations are supported by the Group Workplace Directive, which mandates scrap reduction, selective sorting, and local recycling of metals, plastics, and packaging. The Group Workplace Directive is further described in section E1-2 Policies related to climate change mitigation and adaptation, on page 97.

Supplier Workplace Directive

The Supplier Workplace Directive extends these expectations upstream, promoting responsible waste management and material handling at supplier facilities. Downstream, WEEE obligations and Extended Producer Responsibility requirements are embedded into our product instructions and market declarations, ensuring correct handling at end-of-life. The directive addresses environmental management through requirements to reduce resource consumption, emissions, and waste, and to encourage suppliers to adopt similar environmental principles; however, it does not fully incorporate sustainable sourcing criteria nor explicit requirements for the use of renewable resources. The Group Supplier Workplace Directive is further described in section E3-1 Policies related to water, on page 108.

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

Product design

In 2025, we strengthened our product development framework by embedding Robust Design principles, reliability validation, and life-time testing to ensure products perform consistently throughout their

intended life. These measures address the risk of premature product failure, which can lead to increased material consumption, waste generation, and higher lifecycle impacts. By improving durability and reliability at the design stage, we aim to reduce the frequency of replacements and decouple value creation from material throughput.

Our modular design approach, supported by Design for Manufacturing and Assembly, reduces production scrap, simplifies assembly processes, and enables more cost-effective repair and replacement of components. This mitigates negative impacts associated with material losses during manufacturing and product disposal, while also creating opportunities to extend product lifetimes through repair and refurbishment.

To prepare for evolving circularity requirements and strengthen repairability, we piloted a third-party validated repairability index on the Neo Blue dishwasher range, achieving a platinum rating. This confirms ease of disassembly and repair and supports readiness for the Eco-design for Sustainable Products Regulation, Right to Repair, and related legislation. The pilot contributes to circular economy objectives by enabling maintenance, repair, and potential refurbishment, reducing dependence on new material inputs.

These product-design initiatives apply to all new product development and major product-change projects led by Electrolux Professional's global R&D and engineering functions, covering only in-house manufactured products but not bought-in products. The expected outcome over the short to medium term is increased product durability, reduced material use per functional unit, improved repair rates, and lower end-of-life waste, while supporting regulatory compliance and long-term competitiveness.

Material use

Our reliance on virgin materials and the limited availability of circular alternatives pose risks related to resource scarcity, price volatility, and supply disruption. To address these risks, we expanded efforts to diversify and improve material sustainability. Through the CISMA partnership with Blekinge Institute of Technology (BTH) and Eurecat, we advanced the exploration of recycled steel in selected product categories. This collaboration brings together academic expertise, applied research, and industrial knowledge to assess technical feasibility and performance implications. Industrial trials are planned for 2026–2027; however, the scope remains limited and no Group-wide targets for recycled or recyclable content have yet been implemented.

During the reporting year, we also reduced material use in packaging by lowering plastic film thickness and, for selected products, eliminating plastic components entirely. These changes reduce absolute material consumption and associated waste while maintaining product protection. We increased the use of cardboard packaging sourced from forest-fiber materials with the potential to be renewable and recyclable, supporting material circularity and reducing dependency on fossil-based inputs. This action follows a short-term time horizon.

In parallel, we initiated two Circular Transition Indicator (CTI) pilot projects developed by the World Business Council for Sustainable Development. One project assesses circularity performance at product level for an oven, washer and mixer while the second maps material flows at the Group level. These pilots aim to identify material hotspots, quantify circularity potential, and support internal decision-making. We plan to expand the circularity performance assessment to different product categories within the medium-term time horizon.

The scope currently applies to selected product categories and pilot projects within certain Business Areas, while packaging optimizations apply to manufactured products only. Bought-in or OEM products are not included in these actions. The pilot projects identify material hotspots and test feasibility, but full Group-wide implementation will require scale-up, additional supplier engagement, and expanded material data coverage. The expected outcome is the establishment of a CTI score at product level, which will help identify circularity gaps, and create structured pathways for future circular material sourcing while gradually reducing reliance on virgin materials. In the absence of quantitative KPIs, progress is monitored qualitatively by assessing improvements in data availability, the maturity of material-flow mapping, and the integration of CTI insights into product-development and sourcing decisions.

Leveraging circularity regulations to enhance compliance and competitiveness

Upcoming EU regulations — including the Eco-design for Sustainable Products Regulation, Digital Product Passport, Right to Repair, and updated Eco-design requirements — present both compliance risks and strategic opportunities. Non-compliance could restrict market access, while early preparedness can strengthen competitiveness and product differentiation.

To address these risks, we initiated actions to improve product lifecycle management data completeness and consistency, defined a standardized data model across Business Areas, and explored enhancements to the Bill of Materials to improve traceability. These actions aim to enable future disclosure requirements, facilitate repair and refurbishment, and support more informed material decisions.

We also strengthened regulatory monitoring and engaged cross-functional teams to map regulatory requirements to product families. This internal collaboration supports shared understanding across R&D, procurement, sustainability, and legal functions. While these actions help mitigate regulatory risks and build internal capabilities, system readiness remains incomplete. Additional improvements in data quality, traceability, and internal controls are needed before full compliance can be assured.

This action covers all products that Electrolux Professional Group places in the European market. The expected outcome is to achieve full availability of product lifecycle and material information from suppliers and to ensure that our ERP and internal data systems are able to store, trace, and manage all required circularity-related data needed for upcoming EU regulations. The action follows a medium-term time horizon reflecting the phased introduction of EU circularity regulations.

Meeting growing customer demand for circular solutions and business models

Demand for resource-efficient, low-waste, and circular solutions is increasing among professional kitchen and laundry customers, creating opportunities for differentiation and value creation beyond product sales. In response, we expanded initiatives that reduce material use and waste during the use phase.

We launched HeroDry, which enables the drying of reusable containers and reduces the need for single-use packaging. We also expanded the Zero Waste program within the SkyLine Cook & Chill range, helping customers reduce food waste through controlled thawing, self-regulating fans, and energy- and water-efficient features. These solutions reduce indirect resource consumption and waste generation downstream while supporting customer operational efficiency.

Beyond product design, we are piloting take-back and refurbishment programs to explore circular business models, including a laundry refurbishment pilot focused on recovering end-of-life units for resale. In selected product categories, we are targeting an all-inclusive repair service program that intends to buy back products from customers at the end of their useful life. Returned units are cleaned, repaired, or refurbished and then resold through third-party platforms or our own sales channels. These initiatives involve collaboration with dealers and service partners and aim to test the feasibility of buy-back and second-life offerings.

The expected outcome is to design and develop commercially viable circular products and services that can generate revenue, over a medium-term time horizon, i.e., by 2028.

End-of-life waste management

To mitigate negative impacts associated with end-of-life waste and hazardous substances, we maintained compliance with WEEE and RoHS requirements and continued designing products for ease of disassembly. Typically, 85–95% of product materials are designed to be recyclable, and product manuals provide disposal guidance. We also continued implementing our Restricted Materials List and supplier compliance requirements, supported by supplier declarations and internal controls to prevent the introduction of substances that could hinder recyclability or cause environmental harm.

As a B2B organization, we have limited direct control over downstream waste handling, which creates challenges in ensuring optimal recovery. To address this dependency, we initiated collaboration with recycling partners to gain visibility into treatment practices. A pilot investigation in Italy analysed WEEE management from multiple perspectives, identifying gaps and informing future strategies. We aim to complete this action within the short-term time horizon.

This diagnostic phase has not yet resulted in quantified recovery improvements. Our current approach provides only basic guidance and lacks measurable targets for material recovery and recycling rates. Further work is needed to strengthen downstream collaboration, improve traceability, and explore innovative materials and designs that enhance recovery outcomes.

This action applies to two of our R&D functions where we have close collaboration with our waste collection company. The expected outcome is improved understanding of downstream waste treatment, reduced risk of improper disposal, and a foundation for future improvements in design, declarations, and customer guidance.

Waste from our operations

We mainly consume metal and metal parts. Our factories work to reduce material losses by improving the scrap rate and using materials efficiently. To restrict toxic and hazardous substances in our products and processes, we have adopted a restricted materials list. Our production facilities actively recycle waste materials such as steel and copper, selling them back to suppliers or specialized recycling companies. We reuse wooden pallets and large plastic bags for packaging spare parts, where possible. We implement selective waste sorting, recycling 85% of our total waste and using the remainder for energy generation. This is part of our ongoing actions and follows the yearly audit cycle. The scope applies to all our manufacturing sites and the expected outcome is to reduce the total waste sent to landfill.

Progress of actions or action plans disclosed in prior periods

The framework for product design was strengthened in 2025 with Robust Design, reliability validation, and lifetime testing and the Repairability index has been completed for the Neo Blue dishwasher range. For food packaging in the European facilities, plastic film thickness was reduced and selected plastic components were eliminated by the end of the reporting period. We calculated the circularity index for three projects in laundry, oven and beverage appliances. In Italy, the diagnostic phase of a WEEE pilot investigation has been completed, which has not yet resulted in quantified recovery improvements.

Current and financial resources of actions or action plans

Electrolux Professional Group manages actions regarding resource use and circular economy within the day-to-day business, i.e. financial resources are allocated through normal business processes. The future allocation of financial resources is not set but will continue to be managed as part of the day-to-day business.

METRICS AND TARGETS

E5-3 – Targets related to resource use and circular economy

Targets related to circular product design, circular material use, primary raw material reduction, and sustainable sourcing

We are working toward establishing circularity-related targets, but quantitative goals have not yet been defined as we continue to strengthen the data, methodologies, and supplier transparency needed for reliable target setting. During the year, we advanced circular design through modularity, durability, and repairability initiatives and expanded our mapping of material inflows and outflows to build a consistent basis for future regulatory compliance. We also evaluated opportunities to reduce reliance on primary raw materials and explored recycled and alternative inputs, while reinforcing sustainable and renewable sourcing practices in line with circular economy principles.

To track progress in the absence of fully defined targets, the effectiveness of circularity-related policies and actions is monitored through the New Product Development process, which requires KPI mapping (such as recycled content and modularity) and formal verification at each checkpoint.

We aim to build competence across our R&D teams in sustainable sourcing and circularity, and evaluate progress through qualitative and quantitative indicators including each product’s circularity index, recyclability performance, and the share of sustainably sourced packaging materials, using baseline values established through initial pilot projects against which future improvements will be assessed.

Targets related to resource outflow, waste disposal

Electrolux Professional Group has established a dedicated waste management initiative, which contributes directly to the Group Environmental Policy objective of reducing waste and improving environmental performance, and operationalizes the EMS SOP requirement to minimize waste through continuous monitoring of disposal KPIs, regular audits, incident-tracking, and PDCA-based improvement cycles.

The overarching absolute target of the project is to achieve less than 1% of total waste sent to landfill by 2030. This target is expressed in absolute percentage terms and is not linked to any reference year. The scope of the target is our manufacturing sites and the period to which the target applies is 2030.

In 2025, the proportion of waste sent to landfill was approximately 6.92%, representing a reduction compared with 2024 (7.22%). Although landfill volumes remain above the long-term ambition, the year-on-year improvement indicates continued progress toward the 2030 target.

The effectiveness of our actions is monitored through the environmental community. This community meets on a regular basis to discuss progress, share challenges, and exchange best practices on waste reduction, recycling innovations, and supplier recovery programs.

E5-4 – Resource Inflows

Electrolux Professional Group’s products are manufactured using natural resources and mainly comprise the materials and minerals used to manufacture our products, dominated by metal-based inputs such as stainless steel, steel wire, cast iron, galvanized steel, and aluminium alloys, together with the mineral-based elements in electronic components and assemblies, and a broad range of polymers, engineered plastics, synthetic rubbers, adhesives, lubricant oils, glass, and paper that appear in product structures and sub modules. In addition to these raw materials, our inflows also include semi-manufactured goods and packaging materials and finished goods packaging, as well as supplier-provided packaging materials that enter our upstream value chain. These activities inherently involve critical raw materials and minerals, and in some cases, rare earth-containing elements, where these occur within electronic and mechanical parts sourced from suppliers. During the reporting year, we recorded a total material inflow of 27,383 tons, of which metal comprised the largest share. 8% constituted biological materials, including wood and cardboard, with 0.36% sourced from certified sustainable origins through the use of FSC- and PEFC-certified packaging. About 1,873 tons of materials supplied – primarily stainless steel with recycled content and recycled cardboard packaging – contained a measurable share of recycled material corresponding to 8% of total inflows. Increasing the circularity of material inflows is therefore a key priority, and we aim to gradually reduce dependency on virgin materials. The metrics are not validated by an external body.

E5-4: Resource inflows (E5-4 31)

Metric	2025
Total weight of products and materials, tons	27,383
Percentage of biological materials (and biofuels) sustainably sourced, %	0.36
Total weight of secondary reused or recycled components, tons	0
Percentage of secondary reused or recycled components, %	0
Total weight of secondary intermediary products, tons	0
Percentage of secondary intermediary products, %	0
Total weight of secondary materials, tons	1,873
Percentage of secondary materials, %	8

E5-5 Resource outflows

Key products designed following the principle of circular economy:

Dishwashers with higher modularity

The next-generation dishwashing appliances are designed for modularity, allowing key components to be maintained, repaired, or replaced. They include a reparability index to support longer product lifecycles and use packaging made entirely from recyclable cardboard. The NeoBlue Touch has been awarded the Platinum rating in UL Solutions' Repairability Rating Program, highlighting its industry-leading reparability and sustainability credentials.

Drying solutions for reusable products

The free-standing blower for reusable cups and tableware support was launched to meet the EU Single-Use Plastics Directive aimed at reducing global reliance on certain single-use plastics, waste prevention, and reuse systems by enabling efficient drying of reusable cups and tableware. The HeroDry blower is designed to reduce the waste of single-use consumables in hospitality outlets. We are partnering with several fast-food chains in this area.

Refurbished and upgraded kitchen equipment

For our French market, we offer customers refurbished products (grills) as a replacement for their older equipment, allowing existing units to be upgraded, integrated with new features, and providing spare machines to reduce downtime. This extends the useful life of equipment and reduces the need for new resource-intensive production.

Laundry solutions through product-as-a-service models

In Germany and Austria, we provide professional laundry equipment as a service, ensuring regular maintenance, upgrades, and refurbishment. This business model, provided via Schneidereit, promotes product longevity, reduces resource outflow, and encourages circularity by reusing and upgrading machines rather than replacing them.

Intelligent dosing for resource efficiency

Laundry appliances are equipped with dosing technology that automatically adjusts the amount of detergent, softener, and chemicals based on load weight. This reduces chemical waste, saves water, and improves garment care, enhancing overall resource efficiency.

Resource-efficient beverage appliances

Newer generations of beverage appliances are designed with reduced material weight and incorporate more recyclable components. Tango XP espresso machine is 30% lighter than its predecessor due to design optimization and the substitution of copper with stainless steel for boiler components. Its modular design allows grinders to be easily added or removed, while the boiler is easy to replace, reducing the environmental impact of repairs and extending the machine's life.

Product durability

Due to the absence of an industry benchmark, we rely on our internal durability methodology, which includes Robust Design principles, reliability validation, and lifetime testing. These processes assess the durability of our manufactured products using reference conditions that reflect typical professional-use environments. Our approach allows us to provide a consistent and reliable estimate of product lifetime based on known usage patterns and verified performance testing.

Product categories	Expected durability, years
Warewashing	10
Washers semi-professional	5
Washers professional	12.8
Dryers semi-professional	5.2
Drying cabinets professional	11
Tumble dryers, all capacities	13.3
Ovens	10
Blast chillers	8.5
Hob cookers	12
Fry-tops	10
Refrigeration	10
Kelvinator Commercial Range	7
Dynamic preparation of food	8.1
Ironers	10
Beverage dispensers	5
Premium cooking appliances	10
Beer coolers	8
Randell & Avtec range	8
Induction components	10
Cleaning equipment (coin & OPL)	13
Cleaning equipment (dry cleaning)	13
Vacuum packaging machines	6.5
Others	1

Product reparability

We currently do not have an established reparability rating for our full product portfolio, as a harmonized or fully applicable rating system is not yet available for most professional appliance categories. However, we have conducted one pilot reparability assessment on a selected product to build internal capability. As part of the pilot the NeoBlue Touch Undercounter Dishwasher has received a Platinum rating under UL Solutions' Repairability Rating Program.

Rate of recyclable content

Electrolux Professional Group does not yet report recyclable content metrics for the full product, component, and packaging portfolio because the data required to calculate verified recyclable content percentages is not consistently available across all product categories and supplier tiers. At present, only a limited number of products have undergone recyclability verification which is the four pilot products as part of our Design for Circularity program. The dryer contains approximately 86-88% recyclable materials, the washer approximately 93%, the undercounter dishwasher approximately 87%, and the Ecostore refrigerated cabinet approximately 80-81%, driven primarily by high portions of metals such as stainless steel, steel, aluminium, copper, and zinc. These four analyses represent our only verified recyclable content data points to date.

Waste

Waste composition and hazardous waste

The primary waste streams relevant to our sector include materials such as metals, non-metallic minerals, plastics, and critical raw materials. We have no radioactive waste in 2025. The metric is not validated by an external body.

E5-5: Waste summary (E5-5 37)

Metric tons	2025	2024
Total amount of waste generated	6,193.3	7,053.3
Total amount of waste diverted from disposal	5,565.5	6,143.3
where of non-hazardous waste	5,386.4	5,949.3
- Preparation for reuse	5	94.9
- Recycling	5,334.6	5,753.3
- Other recovery	46.8	101
where of hazardous waste	179.2	194
- Preparation for reuse	2	2.1
- Recycling, tons	136.4	157.5
- Other recovery, tons	40.8	34.5
Total amount of waste directed to disposal	627.7	910
whereof non-hazardous waste	600.2	829
- Incineration	173.2	320.4
- Landfill	427	508.7
- Other disposal	-	-
where of hazardous waste	26.3	81
- Incineration	24.9	68.2
- Landfill	1.3	0.6
- Other disposal	0	12.2
Percentage of non-recycled waste, %	10.1	12.9

E5-5: Waste hazardous/radioactive (E5-5 39)

Metric	2025	2024
Total amount of hazardous waste [tons]	205.5	275
Total amount of radioactive waste [tons]	0	0

ACCOUNTING PRINCIPLES FOR RESOURCE USE AND CIRCULAR ECONOMY

E5-4 Resource inflows

The scope of the calculation is limited to the material used for the product, and certain resource inflows such as property, plant and equipment are excluded as they are not deemed to be applicable for reporting, and no omission relates to data limitations. Due to the lack of detailed weight data for purchased materials and components, we applied a conservative approach based on finished product information, supplier declarations, and certified packaging data.

1. Determination of total material weight

The total material inflow was estimated using finished product weights extracted from ERP systems. Total weight was calculated as: Net weight per product × Units sold in the reporting period plus the total scrap waste coming out of the production system.

2. Determination of biological material weight

Biological materials predominantly consist of wood and cardboard packaging. Only materials with valid FSC or PEFC certifications were included as sustainably sourced. Where certification was not provided, material was classified as non-sustainably sourced.

3. Determination of secondary materials

To determine the share of secondary (recycled) materials, we first identified the share of steel and the share of cardboard within the overall product composition, as these are the only material categories for which supplier information on recycled content is available. The material shares were derived from product categories with detailed composition data obtained through Design for Circularity analyses and Life Cycle Assessments, and these shares were then combined with verified supplier declarations on recycled content for steel and packaging. This enabled us to quantify the corresponding portion of secondary materials for those product groups where both composition data and supplier information existed. For all remaining materials, where suppliers did not provide recycled content declarations, the materials were conservatively classified as virgin (0% recycled content).

Electrolux Professional Group does not generate any internal resource inflows from reused or recycled materials. No production scrap, components, or materials are reintroduced into the manufacturing process as an internal input. Therefore, no double counting between reused and recycled categories can occur.

E5-5 Resource outflows

Electrolux Professional Group classifies key products designed along circular-economy principles using criteria that are grounded in measured data wherever available. Modularity and disassembly are assessed through studies performed on reference products to understand component accessibility and dismantling pathways, with improvement guidance developed and results based entirely on measured data. Durability and lifetime performance are evaluated through lifetime testing, stress testing, estimated operational years, and component mean-time-between-failure, while recyclability is informed through collaboration with service providers who manage end-of-life treatment of our products. These data reflect both measured outcomes and estimated values depending on the country in which the waste treatment occurs. Repairability for reference products is directly measured by an independent third party, and for other products repairability outcomes are extrapolated from these verified studies. Products are also classified as circular when they participate in take-back, refurbishment, or product-as-a-service models, with assessments based on operational data generated through active pilots. In addition, certain products are considered as circular when they enable reuse in the customer-use phase, with performance determined using customer-specific use-case assumptions, such as the number of reusable cups processed per day.

Waste summary

Waste generated and treated is measured through a standardized operational process in which all waste streams are collected, weighed, and recorded. Each waste fraction is tracked from its point of generation to final treatment, ensuring that reported quantities reflect actual measured mass and verified treatment routes, including recycling, waste-to-energy, and residual disposal.

EU Taxonomy report

This EU Taxonomy report refers to the applicable rules from the Commission Delegated Regulation (EU) 2026/73 of 4 July 2025, amending Delegated Regulation (EU) 2021/2178 (Disclosures Delegated Act). Electrolux Professional Group has assessed its economic activities against the taxonomy to determine which are eligible and aligned under the Climate and Environmental Delegated Regulations, (EU) 2021/2139 (Climate Delegated Act and (EU) 2023/2486 (Environmental Delegated Act). The EU Taxonomy helps direct investments to economic activities that enable the transition, consistent with the environmental objectives of the European Union (EU).

The Group has assessed the materiality of its economic activities in line with the EU Taxonomy Regulation. This assessment is part of our broader ESRS 1 and ESRS 2 materiality process. We reviewed our business model, value chain, and activities to identify those that fall within the scope of the EU Taxonomy and to understand their scale and relevance to the Group.

In accordance with the amended EU Taxonomy rules, economic activities that in total account for less than 10% of turnover, CapEx, or OpEx are treated as non-material for the respective KPI and are therefore not subject to detailed eligibility or alignment assessment. For activities above this threshold, we assess eligibility and potential alignment by determining whether the activity is covered by the Taxonomy, whether the technical screening criteria apply, and whether the activity contributes to or risks harming the environmental objectives.

This Taxonomy specific assessment is consistent with our ESRS double-materiality approach and informs the activities to be included in our reported Taxonomy KPIs. A summary of these considerations is included in the "Assessment of Eligibility" section.

This year we have worked extensively to assess the alignment of our taxonomy-eligible activities and key performance indicators with the Taxonomy's environmental technical screening criteria.

The Group, and indeed our entire industry, has a clear opportunity to make a substantial contribution to the circular economy.

Reporting in accordance with the EU Taxonomy Regulation

ASSESSMENT OF ELIGIBILITY

Based on the applicability assessment performed in 2024, Electrolux Professional is currently translating EU taxonomy criteria into a clear alignment framework, revealing a strong commitment to full alignment — especially with circular economy principles. Many of these practices are embedded in our company DNA and B2B model, such as preventing pollution, offering repairable solutions, effective maintenance, and end-of-life value recovery.

Our eligibility assessment confirmed the relevance of the economic activity list established last year, identifying five activities applicable across all three indicators: turnover, CAPEX, and OPEX.

CE 1.2 - Manufacture of electrical and electronic equipment

Electrolux Professional Group's core business is the manufacturing of electrical and electronic equipment for professional food service, beverages, and laundry.

CE 5.5 - Product-as-a-service, other circular use, and result-oriented service models

Electrolux Professional Group offers rental services for some of our products. We are responsible for production, leasing, maintenance, and environmentally responsible disposal of the products we develop.

CE 5.2 - Sale of spare parts

Electrolux Professional Group sells spare parts for the appliances it sells in the market.

CCM 7.7 - Acquisition and ownership of buildings (only CAPEX)

The economic activity relates to the Group's ongoing investments in buildings, for example renovations and implementation of the decarbonization plan.

CCM 6.5 - Transport by motorbikes, passenger cars, and light commercial vehicle (only CAPEX)

The economic activity relates to our use of various categories of vehicles deployed in our operations including forklifts, as well as in the services-related activities such as installation and maintenance of products sold by Electrolux Professional.

ACCOUNTING POLICIES

Article 8 of the EU Taxonomy Regulation (the taxonomy) defines turnover, capital expenditure, and operational expenditure as described below. The CAPEX and OPEX definitions differ to those in Electrolux Professional Group's financial reporting. The company's financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) and endorsed by the EU. The basis of the preparation of our financial statements is explained in Note 1 to the consolidated financial statements.

Turnover

Turnover is defined as net sales as disclosed in the Consolidated statement of total comprehensive income. See page 142.

Capital expenditure

Capital expenditures are for additions to tangible, intangibles, and right-of-use assets during the year including additions from business combinations. Acquired goodwill is not included. See Notes 8, 12, and 13. Capital expenditure for our eligible activities in 2025 includes certain capitalized assets, as found on the balance sheet, related to the activities assessed as eligible.

Operational expenditure

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

Eligible turnover, capital expenditure, and operational expenditure

Turnover, capital expenditure, and operational expenditure that is consistent with the above definition and is associated with eligible activities constitutes the basis for calculating the share of eligible turnover, capital expenditure, and operational expenditure. Amounts recorded against product codes and/or legal entities related to eligible activities have been used as the basis for calculating amounts of eligible turnover, capital expenditure, and operational expenditure. A reconciliation of amounts has been performed to avoid any double counting.

Our alignment assessment

To strengthen transparency, we are formalizing evidence of our product development processes, linking them to circular economy principles. We focused on three key areas to demonstrate alignment and drive improvement:

1. Circular economy: Enhanced visibility of internal practices — spare parts, product design, and customer information — now systematically documented and promoted across the organization.

2. Pollution & product composition: In 2024, we updated our Restricted Materials List (RML) to include substances flagged by the taxonomy. We also launched supply chain mapping to ensure accountability and anticipate future regulations.

3. Integrated environmental management: We are progressively embedding climate, pollution, water, and circularity impacts and risks into our integrated environmental and health and safety management systems in operations. This activity is strengthening our alignment across several eligible activities.

These activities are supported by centralized digital tools and platforms, which enhance traceability and inform decision-making. By involving internal stakeholders throughout the process, we are fostering the sustainable integration of sustainability into our operations.

Each initiative follows a structured rollout:

- Pilot projects at production sites or with suppliers
- Assessment and scaling up based on maturity
- Company-wide implementation aligned with our sustainability governance

Our goal is to empower customers with sustainable solutions that integrate into their own roadmaps — building resilience through collaboration. We are prioritizing alignment in newly launched and in-development products and solutions.

Technical Screening Criteria	Environmental Objective	Electrolux Professional's interpretation of the criteria	Assessment of Electrolux Professional Group's alignment	Alignment status
Substantial Contribution	Transition to a circular economy	Alignment on Eco-label criteria where applicable, or eight sub-criteria based on circular design principles.	Electrolux Professional Group demonstrates alignment with EU Eco-label criteria where applicable, as well as several of the key principles of circular design, including designing products for long lifetimes, repair and guarantee, and reuse and remanufacturing. We also provide customers with information on the environmental benefits of our products and comply with the WEEE Directive 2012/19/EU. We have identified key actions to increase alignment with other key circular design principles (refer to the pollution section).	Partial
Do No Significant Harm	Climate change mitigation	Products with refrigerants comply with GWP performance as set out in Regulation (EU) No 517/2014. Products do not contain Sulfur hexafluoride (SF6), and where applicable, products do not score lower than the third significantly populated class of energy efficiency, in accordance with Regulation (EU) 2017/1369.	None of the products manufactured by Electrolux Professional Group have sulphur hexafluoride (SF6). A significant part of our products use refrigerants with GWPs lower than 150, and we are conducting feasibility studies to upgrade remaining products with GWPs higher than 150. An assessment of the energy class of products in accordance with Directive (EU) 2017/1369 was carried out this year. Products falling within the scope of this regulation have been clearly identified and labelled.	Partial
	Climate change adaptation	Screening of physical climate risks. Where the activity is assessed as being at risk, a climate scenario analysis should be performed. Assessment of adaptation solutions that can reduce the identified physical climate risk.	In accordance with the TCFD guidance, a climate-related risk and opportunity assessment was performed in 2022. The results were presented in the 2023 Annual and Sustainability Report. Asian sites are more susceptible to physical risks. The integration of climate risks and impacts related to the activities of our production sites is underway. It includes analysis by site, training QHSE engineers on the topic of climate change adaptation, including aspects related to impacts on nature, sharing best practices, and standardising the approach to ensure the effectiveness of the preparedness plan. These activities were initiated in 2025 and will continue, with priority given to the most exposed sites and suppliers.	Partial
	Sustainable use and protection of water and marine resources	The environmental degradation risks related to preserving water quality and avoiding water stress have to be identified and addressed with the aim of achieving a good water status and good ecological assessment.	A TNFD (Taskforce on Nature-related Financial Disclosures) assessment was carried out covering 13 production sites. The results confirm that Electrolux Professional Group has a low impact on water at the different production sites due to the nature of the company's activity. Identification of production sites in areas of high-water stress is being done by combining two assessment tools: Aqueduct Water Risk Atlas and the WWF Water Risk Filter. The results will be reported and analyzed in accordance with the requirements of ESRS E3, CSRD. Local action plans will be established over the coming years. A target to reduce annual water consumption in high-water-stress areas by %% has been introduced and is currently being monitored.	Partial
	Pollution prevention and control	The company's interpretation of this criteria is that for all the substances explicitly specified in APPENDIX C of the Annex, it is forbidden for the Group to manufacture or place the substances on the market, in order to meet the requirements of the criterion.	All components and materials used are compliant with the RoHS Directive (Restriction of Hazardous Substances). This means 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, conform with restrictions on hazardous and toxic materials, and mainly contain recyclable materials, many materials within our products (generally between 85-95%) can be recovered and used in new material loops. We are working to increase transparency and alignment on the non-presence of restricted materials that we publish under the Restricted material list available to all our suppliers. Candidate list substances and PFAS are included in the assessment and covered in the action plan.	Partial
	Protection and restoration of biodiversity and ecosystem	An Environmental Impact Assessment (EIA) or screening 195 has been completed in accordance with Directive 2011/92/EU.	Our interpretation of the criteria regarding Directive 2011/92/EU on the assessment of the effects of certain public and private projects on the environment, is that it does not apply to us since the criteria require an EIA (Environmental Impact Assessment) according to the EIA Directive. This Directive does not apply to our industry. Through our environmental management system, we minimize our operational impact on the environment by continuously identifying and mitigating environmental risks. The TNFD assessment shows that none of the 13 manufacturing sites are located in a Key Biodiversity Area. The European Environmental Agency and the World Database on Protected areas have been used to conduct the assessment.	Yes

Technical Screening Criteria	Environmental Objective	Electrolux Professional's interpretation of the criteria	Assessment of Electrolux Professional Group's alignment	Alignment status
Minimum Safeguards		The minimum safeguard refers to the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work and the International Bill of Human Rights.	Electrolux Professional Group has embedded responsible business conduct into its policies and management systems (UNGPs and OECD responsible business conduct due diligence). The company performed human rights due diligence to identify and assess actual or potential adverse impacts on its operations, and supply chain. It identified the potential salient human rights issues in its upstream value chain. The human rights' due diligence work is presented on page 121, our approach to human rights due diligence, and the actions taken to avoid and address adverse impacts. In 2025, we continued the ESG self-assessment questionnaire campaign, expanding its scope to a total of 61 suppliers. The questionnaire incorporates the HRDD KPIs developed as part of the Salient Human Rights Impact Assessment conducted in 2024. A clear governance process has been established to ensure compliance with the Company's highest standards, as defined in the Electrolux Professional Code of Conduct	Partial

Electrolux Professional Group reports 0% alignment with EU-Taxonomy for 2024. A conclusion to the company's strategy regarding alignment and key actions to be priorities, is planned to be an internal outcome in 2025.

Summary

Financial year 2025

KPI	Total (SEKm)	Proportion of Taxonomy-eligible activities (%)	Taxonomy-aligned activities (SEKm)	Proportion of Taxonomy-aligned activities (%)	Breakdown by environmental objectives of Taxonomy-aligned activities						Proportion of enabling activities (%)	Proportion of transitional activities (%)	Not assessed activities considered non-material* (%)	Taxonomy-aligned activities in previous financial year (N-1) (SEKm)
					Climate change mitigation (%)	Climate change adaptation (%)	Water (%)	Circular economy (%)	Pollution (%)	Biodiversity (%)				
Turnover	12,169	88%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0
CapEx	460	98%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0
OpEx	651	100%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0

Proportion of turnover from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown)

Reported KPI (Turnover)

Financial year 2025

Economic Activities	Code	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible Turnover) (%)	Taxonomy-aligned KPI (monetary value of Turnover) (SEKm)	Taxonomy-aligned KPI (Proportion of Taxonomy aligned Turnover) (%)	Environmental objective of Taxonomy-aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible (%)
					Climate change mitigation (%)	Climate change adaptation (%)	Water (%)	Circular economy (%)	Pollution (%)	Biodiversity (%)			
Manufacture of electrical and electronic equipment	CE 1.2	70%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	2%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%
Sale of spare parts	CE 5.2	16%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%
Sum of alignment per objective													
Total KPI (Turnover)		88%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

* Electrolux Professional Group has assessed the Taxonomy eligibility of all its economic activities. Activities identified as non-eligible are still evaluated. As a result, the Group does not disclose any non-assessed activities as non-material, since all activities have been subject to eligibility assessment

Proportion of CapEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown)

Reported KPI (CapEx)
Financial year 2025

Economic Activities	Code	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible CapEx) (%)	Taxonomy-aligned KPI (monetary value of CapEx) (SEKm)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned CapEx) (%)	Environmental objective of Taxonomy aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible (%)
					Climate change mitigation (%)	Climate change adaptation (%)	Water (%)	Circular economy (%)	Pollution (%)	Biodiversity (%)			
Manufacture of electrical and electronic equipment	CE 1.2	75%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	1%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%
Acquisition and ownership of buildings	CCM 7.7	11%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	11%	0	0%	0%	0%	0%	0%	0%	0%	-	T	0%
Sum of alignment per objective													
Total KPI (CapEx)		98%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Proportion of OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year (N) (activity breakdown)

Reported KPI (OpEx)
Financial year 2025

Economic Activities	Code	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible OpEx) (%)	Taxonomy-aligned KPI (monetary value of OpEx) (SEKm)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned OpEx) (%)	Environmental objective of Taxonomy-aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible (%)
					Climate change mitigation (%)	Climate change adaptation (%)	Water (%)	Circular economy (%)	Pollution (%)	Biodiversity (%)			
Manufacture of electrical and electronic equipment	CE 1.2	100%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%
Product-as-a-service and other circular use- and result-oriented service models	CE 5.5	0%	0	0%	0%	0%	0%	0%	0%	0%	-	-	0%
Sum of alignment per objective					0%	0%	0%	0%	0%	0%			
Total KPI (OpEx)		100%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

S Social information

People are central to our success and sustainability journey. We strive to create a safe, inclusive, and engaging workplace where all employees can thrive. This section highlights our efforts to improve health and safety, foster diversity and inclusion, and uphold human rights both within our operations and throughout our value chain. We are dedicated to supporting our employees' development, ensuring fair working conditions, and making a positive impact in the communities where we operate.



Maintained a low
Lost Time Injury Rate (LTIR)
in 2025, reflecting strong
health and safety
performance.

72%
employee satisfaction
in the Employee
Engagement Survey,
with 91% participation.

S1	Own workforce	121
S2	Workers in the value chain	130
S3	Affected communities	133

Continued focus on
diversity and inclusion,
with

27%
women in managerial
positions.



Stronger supplier
dialogue
for better health,
safety, and labor
conditions.

S1 Own workforce

IMPACT RISK AND OPPORTUNITY MANAGEMENT

S1-1 Policies related to Own workforce

The following principles, commitments, and policies apply to all employees within the Electrolux Professional Group's own workforce. In setting these policies, the Group takes into account the interests and expectations of its employees and their representatives, including through established information, consultation, and social dialogue mechanisms.

The policies are communicated internally and made accessible to employees and relevant internal stakeholders through the appropriate corporate channels, to support awareness and effective implementation.

Human rights commitments

Electrolux Professional Group's commitment to human rights forms the foundation of our approach to managing social impacts, risks, and opportunities across our operations and value chain. As a signatory to the UN Global Compact, we uphold its ten principles covering human rights, labor, the environment, and anti-corruption. Our governance and operating practices are guided by the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Labour Standards, which collectively underpin our efforts to identify, prevent, and remediate negative impacts on people.

Group Statement on Slavery and Human Trafficking

These commitments are reinforced and operationalized through our Group Statement on Slavery and Human Trafficking (2024), which outlines our zero-tolerance stance on modern slavery, forced labor, servitude, debt bondage, trafficking in human beings, and child labor. The Statement applies to all Electrolux Professional Group entities globally and extends to suppliers through the Group's Due Diligence framework. It describes our governance structure, senior-level accountability, risk assessment processes, and expectations for compliance with relevant legislation such as the UK Modern Slavery Act and comparable national laws.

The Statement also explains how we consider the interests of employees, temporary workers, contractors, suppliers, and affected stakeholders when assessing risks and designing controls. It is communicated through our public website, Code of Conduct training, and supplier onboarding and engagement processes. Together with the Code of Conduct, the Workplace Directive and People Policy, the Modern Slavery Statement demonstrates how the Group pro-

Impacts, risks and opportunities related to Own workforce

	Value chain location
Risk: Freedom of association and human rights risk Time horizon:   	 Own operations
Actual negative impact: Diversity and Inclusion challenges Time horizon:   	 Own operations
Risk: Pay gap risk Time horizon:   	 Own operations
Opportunity: Promote employee wellbeing and employment opportunities via good working conditions Time horizon:   	 Own operations
Opportunity: Competence development and training opportunities Time horizon:   	 Own operations

 Short term  Medium term  Long term

pects workforce rights, ensures transparency, and drives continuous improvement in labor conditions across operations and the supply chain.

Code of Conduct

The Code of Conduct is a foundational document that sets clear expectations for ethical behavior, integrity, and compliance with laws and regulations across Electrolux Professional Group. It addresses social impacts, risks, and opportunities by establishing standards for respect, fairness, and accountability in all interactions.

The Code explicitly prohibits discrimination, harassment, child and forced labor, and any form of retaliation, thereby supporting a safe, inclusive, and equitable workplace. It reinforces the Group's commitment to human rights, freedom of association, and fair treatment, and requires all employees to report potential violations or concerns.

The Code requires employees to report concerns in good faith through established grievance channels that are covered by a strict non-retaliation policy. The Code is approved by Group Management, communicated through multiple channels, integrated into mandatory training and forms the basis for all other workforce policies. Find out about the E1-2 Policies related to Climate change on page 97 for more information on the Group Environmental Policy and the Group Workplace Directive covering environmental management.

Group People Policy

The Group People Policy establishes the overarching framework for how we treat employees across all geographies and employment categories, including temporary workers, contractors, interns and trainees. It defines expectations on dignity and respect, diversity and inclusion, equal employment opportunity, safe and healthy workplaces, fair people processes, and development opportunities.

The policy aims to create a respectful, inclusive, and sustainable work environment where employees can perform, grow, and contribute to the long-term success of the company.

Further, the policy reinforces the Group's human rights commitments and aligns with the Code of Conduct and Workplace Directive, which detail requirements related to non-discrimination, harassment prevention, workplace safety, and labor rights. It supports the elimination of discrimination by mandating equal treatment, merit-based employment decisions, and zero tolerance for harassment, while promoting employee wellbeing, engagement, and development. Although detailed remedy mechanisms are provided through the Workplace Directive and Code of Conduct, the People Policy requires concerns to be addressed through established HR and management channels.

Accountability for governance lies with the CHRO as Functional Policy Owner and the Group Industrial Relations as Policy Holder, while all managers are responsible for implementing and safeguarding the policy within their teams. It is communicated through

the Group policy framework, integrated into HR processes and local procedures, and supported by related directives on recruitment, compensation, performance, and smart working.

The policy contributes to social sustainability and regulatory compliance by upholding international labor standards, promoting equal opportunities, and supporting safe and healthy workplaces. While specific operational requirements, such as occupational safety procedures, anti-harassment actions, workplace adjustments, and supplier-related human rights protections, are set out in complementary directives, the People Policy provides the strategic framework for managing people-related risks and ensuring consistent treatment of employees across the Group.

In setting the policy, Electrolux Professional Group considers the interests of key stakeholders, including employees and workers' representatives, through formal social-dialogue structures, Board-level employee representation, and insights from the annual employee-engagement survey. These perspectives inform priorities on health and safety, diversity, well-being and working conditions. The policy is communicated internally to employees and managers responsible for implementation.

Group Workplace Directive

The Group Workplace Directive sets the minimum standards for working conditions across all Electrolux Professional operations. It establishes requirements on working hours, compensation, freedom of association and collective bargaining, occupational health and safety, and non-discrimination. The Directive explicitly prohibits child labor, forced or involuntary labor, trafficked labor, and all forms of harassment or abuse, and ensures equal treatment in recruitment, employment conditions, and workplace behavior. Discrimination based on gender, age, religion, race, social background, disability, pregnancy, ethnic or national origin, union membership, political affiliation, or sexual orientation is not permitted.

The Directive operationalizes the commitments set out in the Electrolux Professional Code of Conduct, aligned with international human rights and labor standards. It requires regular risk assessments, mandatory training on health and safety, non-discrimination and harassment prevention, and the provision of reasonable accommodation for workers with disabilities. Workers have access to confidential, including anonymous, reporting channels, supported by grievance and disciplinary procedures, with a strict non-retaliation principle and measures to provide or enable remedy. Read more on the EI-Policies related to climate change for MDR-P.

Group Recruitment Directive

The Group Recruitment Directive ensures a transparent and inclusive recruitment process, with a focus on equal opportunity and internal mobility. By embedding diversity and inclusion in recruitment practices and requiring fair job posting and candidate feedback, the directive addresses discrimination and inclusion challenges, and supports the mitigation of pay gaps and career development risks.

Group Compensation Directive

The Group Compensation Directive defines the principles for fair, equitable, and market-aligned compensation for all Electrolux Professional employees worldwide. It ensures that pay is based on performance, role scope, and market benchmarks, and prohibits unjustified differences linked to gender, ethnicity, or other non work related factors, thereby supporting the Group's commitments to equal pay and non discrimination.

The directive applies to all employment categories unless otherwise dictated by local law or collective agreements. Governance is led by the CHRO and the Director Group Total Rewards, while people leaders and HR partners are responsible for consistent implementation through annual salary reviews, promotion-related adjustments, and application of salary ranges. Compensation decisions must follow clear, transparent processes supported by external market data and HR guidance.

Although broader human rights, grievance mechanisms and diversity requirements are addressed in the People Policy and Workplace Directive, the Compensation Directive provides the core framework for monitoring and correcting pay disparities and ensuring compliant, well-governed reward practices across the Group.

Group Smart Working Directive

The Group Smart Working Directive defines the principles for remote and flexible work at Electrolux Professional, setting expectations for eligibility, performance, communication, confidentiality and maintaining a safe work environment when working outside company premises. Its purpose is to support employee wellbeing and work-life balance while ensuring business continuity, productivity and compliance with applicable labor, health and safety, and data protection requirements.

The directive applies to employees eligible for smart working based on role and local conditions. Governance is led by Group HR and functional owners, with people leaders responsible for agreeing and managing individual smart working arrangements in line with business needs. The directive aligns with the Group People Policy and Workplace Directive, which provide the broader commitments on human rights, non-discrimination, safe working conditions, and grievance mechanisms.

Group Pension and Other Benefits Directive

The Group Pension and Other Benefits Directive governs the design, approval, and periodic review of pension, disability, death, and medical benefit plans across all Electrolux Professional entities. Its purpose is to ensure that benefit offerings are competitive, compliant with local legislation and collective agreements, and responsibly governed to safeguard both employee wellbeing and the Group's financial exposure.

Governance responsibilities lie with the CHRO and the Director Group Total Rewards, supported by the Group Finance Governance Board and local HR. The directive requires regular market comparisons and structured plan reviews, including consideration of the treatment of disabled employees in insurance procurement, thereby

addressing key MDR-P expectations for fair and responsible benefit management.

While not a broad human rights or anti-discrimination policy, the directive complements the People Policy and Workplace Directive by ensuring transparent, well-governed benefit provision and clear communication through HR country managers and local management. It supports economic security and decent working conditions but relies on other Group policies for grievance channels, equal treatment provisions, and wider labor-rights commitments.

S1-2 Processes for engaging with workforces

Electrolux Professional Group actively engages with our workforce and employee representatives through structured processes. We engage in collective bargaining and structured social dialogue, including through the Group's European Works Council (EWC) agreement. Regular HR assessments and collaboration with employee representatives provide valuable insights into workforce perspectives and reinforce our commitment to human rights across operations. We engage with vulnerable and marginalized employees through inclusive hiring, adapted workstations, and psychological support, where applicable. Workforce data and stakeholder dialogue help identify gaps and guide improvements.

We engage our workforce through annual employee surveys, development talks, and structured stakeholder dialogue. Feedback from these channels is used to shape decisions, manage workforce impacts, and inform action plans, HR system improvements, equity initiatives, and targeted training for people leaders. In Europe, this includes formal collaboration via the European Works Council (EWC) agreement and local works councils, which are active in specific countries where legally established.

Human Resources is responsible for engaging with the workforce. The CHRO is accountable for ensuring these engagement activities take place and that their outcomes are reflected in the Group's strategic and operational decisions.

HR is responsible for designing and managing the Employee Engagement Survey (EES), development processes, dialogue mechanisms, and other feedback channels. HR consolidates results, supports managers in follow-up actions, and ensures that insights from engagement activities are incorporated into Group-level decision-making and sustainability reporting.

People development

All employees take part in regular development activities together with their manager, supported by the 'Development Talks' digital portal, which helps guide their development journey and facilitates structured feedback. This process applies to 100% of non-production employees and, in some countries, also includes production workers. Key people-development initiatives prioritized in 2025 include: programs such as the 'Leaders at Electrolux Professional Group' program, Unconscious Bias workshops, and other leadership courses organized locally. The initiatives aim to support leaders in adapting to new ways of working, thereby mitigating negative impacts.

The Global employee-driven learning process, new learning management system, and Gig Opportunity Program, are designed and implemented to make learning and development more accessible to everyone.

Employee Engagement Survey (EES)

The Annual Employee Engagement Survey (EES) monitors the workplace climate across the entire organization. This survey, which covers the entire Group population, measures various KPIs including employee satisfaction and the high-performance organization index. The EES provides comprehensive feedback to leaders, helping identify areas for improvement and fostering better leadership practices. All teams are encouraged to hold EES workshops to discuss the results, identify improvement areas, and define action plans. Along with other data sources, the survey helps assess potential negative impacts on our workforce, guiding responsive actions. It provides indicative information on harassment, leading to prompt and effective action to address and mitigate such issues.

Based on insights from the EES and other tools, we develop targeted actions to ensure appropriate corrective and preventive measures are taken at the correct organizational level. The EES framework helps implement actions and monitor their effectiveness, complemented by other reporting mechanisms to ensure accountability and transparency.

Resource allocation for engagement

Employee engagement is supported through dedicated human and financial resources allocated at both Group and local levels. This includes centrally funded resources for the annual Employee Engagement Survey, analysis and follow-up actions, as well as dedicated HR and people leader time for team-level engagement activities, dialogue sessions, and implementation of action plans. In addition to existing HR and people leader resources, the Group strengthened its employee engagement capabilities with the appointment of a Vice President Culture & Development, effective August 2025. This role provides dedicated senior leadership for employee engagement, culture, development, and follow-up actions arising from engagement activities, supported by central and local HR resources and related budget allocations.

SI-3 Process to remediate negative impacts and channels for own workforce to raise concerns

We have established clear channels for employees to raise concerns or report potential violations of the Code of Conduct. Employees can discuss issues with their immediate manager or escalate the matter to another manager, HR, Legal, Internal Audit, a relevant Policy Holder, Local, Unit, or Group Management. Alternatively, employees can report their concerns anonymously through EthicsPoint, a secure third-party hotline platform.

The EthicsPoint platform provides a confidential way for employees to report potential violations or ethical misconduct when they are uncomfortable using regular channels. Reports can be

submitted at any time and from any location through an online form hosted by an independent third-party provider, and each submission is reviewed to assess whether the impacts are material. When negative impacts on our own workforce are identified, Electrolux Professional Group conducts remediation through case investigation, root-cause analysis, and the implementation of corrective and preventive actions, with oversight from HR and management. Follow-up monitoring is performed to ensure that the remedy has been appropriately implemented. Read more on our whistleblowing platform in the Business conduct section on page 136.

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

Process for identifying and acting on negative workforce impacts

Electrolux Professional Group identifies and responds to actual and potential negative impacts on its workforce through a structured process centered around the annual Employee Engagement Survey (EES), complemented by continuous monitoring tools, grievance channels, dialogue with labor unions, and local management feedback. The EES functions as a key mechanism for capturing employee experiences, emerging concerns, and cultural or operational risks across our sites.

Insights from the EES and other engagement channels inform our assessment of the severity and likelihood of potential negative impacts, enabling us to understand root causes and determine appropriate, proportionate actions. HR, people leaders and local leadership teams jointly develop corrective and preventive measures, such as targeted interventions, leadership actions, workplace adjustments, or improvements to people processes, to address identified issues.

Follow-up is embedded in the process. The EES provides a structured framework for tracking progress, evaluating the effectiveness of actions, and ensuring accountability at all organizational levels. These findings are integrated into ongoing people-management routines and reported through internal governance and sustainability reporting channels, ensuring transparency and continuous improvement in how we protect and support our workforce.

EES operates on an annual cycle, starting in October and ending in September, with actions planned and monitored continuously during the intervening year. The expected outcomes include continuous improvement in the High Performance Index, progress in priority areas identified each year (e.g., renewal, cross-collaboration, and people development from EES 2025), and moving closer to or surpassing external benchmarks of top-performing companies (top 25 percentile). This contributes directly to our policy objectives to foster engagement, wellbeing, and inclusive leadership. During the reporting year, the employee participation rate was 91%, with satisfaction rising from 71% in 2024 to 72% in 2025.

Strengthening ethical conduct, labor rights, and whistleblowing protection

We maintain open and transparent dialogue with employees and their representatives and ensure that all workers have access to confidential and anonymous reporting channels through EthicsPoint. A strict non-retaliation policy protects whistleblowers, and all reported cases are investigated with corrective measures implemented promptly. Local compliance audits are conducted regularly, and any identified breaches trigger remediation overseen by the Code of Conduct Steering Committee. To prevent negative impacts related to restricted unionisation or limitations to collective bargaining, we integrate labor-rights indicators into global HR systems and provide targeted training for managers on human-rights responsibilities. These mechanisms collectively strengthen our ability to identify risks early and act on them effectively. Regular audits and case investigations were conducted during the reporting year, and corrective actions were implemented where necessary. These actions are ongoing and integral to daily operations.

Promoting inclusion, equal treatment and a respectful workplace culture

We measure leadership behaviors through several leadership Indices including the Inclusive Leadership Index in our Employee Engagement Survey. We also measure observed or perceived discrimination in the Employee Engagement Survey. Based on the outcome we work proactively with behaviors in locations where such observations have been made. We deliver e-learning on Diversity, Equity and Inclusion, unconscious bias workshops, cultural competency training, and specialized training for hiring managers and recruiters on inclusive language.

Our actions to strengthen gender diversity and inclusion also include more inclusive recruitment and communication practices. When recruiting new employees, we aim to attract a diverse talent pool, and we have therefore implemented gender-neutral job advertisements to ensure that language and imagery do not perpetuate stereotypes or bias. We also apply gender-balanced communication practices internally and externally to ensure that all voices are represented in our company messaging. In addition, diversity is prioritized in our final candidate pool selection process, where we actively seek candidates from under-represented groups, not only in gender but also in race, ethnicity, age, ability, and background, to ensure a more inclusive and equitable hiring process across the organization. We reinforce inclusion through initiatives such as International Inclusion Day and local programs like the Women's Leadership Forum in the US and in Italy cooking workshops for people with disabilities.

To further mitigate risks, we are expanding unconscious bias training to all people leaders globally and introducing structured mentoring programs to accelerate female leadership development. By taking all these actions, we aim to reduce discrimination risks and strengthen a culture of inclusion across the organization. During the reporting year our gender diversity increased from 28% to 29%

for sites where we have implemented our actions. These actions are ongoing, with annual EES cycles informing updates. Gender diversity continues to be monitored monthly, and local inclusion initiatives have expanded. Unconscious-bias training is being scaled globally.

Ensuring fair pay, development opportunities and internal mobility

To address pay gaps, we benchmark salary structures annually against market data and ensure minimum levels exceed living wages in all operating countries. We monitor economic conditions and industry standards to maintain fairness and competitiveness. The aggregated gender pay gap increased from 12% in 2024 to 15% in the reporting year. This indicates a widening disparity rather than progress, and the Group has therefore intensified its focus on monitoring pay outcomes, strengthening analytical reviews, and identifying targeted actions to address the underlying drivers of the gap. To enhance skills development, we conduct structured Development Talks for all employees, supported by a digital portal that enables goal alignment, feedback, and discussion of challenges and priorities. Participation in Development Talks decreased from 72% in 2024 to 57% in 2025, representing negative progress. In response, additional follow-up actions have been initiated,

Our Group Recruitment Directive stipulates that all vacant positions shall be posted internally to enable equal opportunities to apply. We implement targeted programs such as "Sales Upskilling", "Commercial Excellence", and AI upskilling. We are scaling AI adoption training across all business areas and introducing career pathways for production employees to strengthen internal mobility.

Supporting employee wellbeing and work-life balance

To reduce risks related to workplace culture and wellbeing, we offer flexible work arrangements for roles that can be performed remotely, allowing employees to choose where they work for part of their time we encourage the use of parental leave and holidays. All employees are entitled to family-related leave, and we support disconnecting outside working hours. We embed wellbeing initiatives in our Employee Engagement Survey and complement them with local programs addressing ergonomics, stress management, mental health and higher EES wellbeing scores. This is an ongoing activity yearly EES evaluation.

Protecting health and safety through governance and prevention systems

To mitigate health and safety risks, we operate a structured governance model supported by a dedicated Health and safety (H&S) community that meets regularly with site managers to review performance, share best practices, and align corrective actions. All accidents undergo root-cause analysis followed by action plans, and insights are shared across sites. Our largest plants are certified to ISO 45001, and we are progressively extending certification. The Production System audits improvement actions by highlighting strengths and gaps across health and safety practices. We also develop methodologies and predictive analytics to identify unsafe

conditions before incidents occur. Through this action, we reduced the number of work-related lost-time injuries from 20 in the prior year to 10 in the reporting year, reflecting improvement in incident frequency and severity. This reduction indicates stronger implementation of preventive and corrective measures and supports our long-term objective of an LTIR of 0.5 by 2030. We have a monthly meeting for risk management and progress.

Building long-term capabilities and leadership excellence

We contribute to long-term employability and positive workforce outcomes through strong investment in leadership and capability development. Programs such as Leadership Boost, Sales Excellence, and AI Upskilling strengthen management capability and future-oriented skills. Sustainability competencies are integrated into our learning curriculum to prepare employees for the transition to a circular economy. Structured development programs, and targeted leadership investments reduce risks linked to capability gaps, disengagement, and uneven development opportunities while supporting our strategic workforce needs. This action is ongoing, with multi-year expansion in digital and sustainability skills.

Delivering positive impacts for our workforce

Beyond risk mitigation, we pursue initiatives aimed at creating positive, lasting impacts for our workforce. These include global employment opportunities, expanded internal mobility, and strong leadership practices reflected in high leadership-trust scores in the EES. By strengthening inclusion, wellbeing, capability, and leadership quality, we enhance employee experience, reduce turnover risk, and contribute to broader societal value.

Tracking effectiveness through monitoring, feedback, and governance oversight

Effectiveness is tracked through the EES, which provides structured follow-up mechanisms and requires action plans at team and organizational levels. We monitor diversity and mobility metrics, gender-balance targets, pay-equity outcomes, learning and development participation, health-and-safety KPIs, and compliance indicators. Progress is reviewed by senior management and integrated into internal governance and sustainability reporting. This enables continuous improvement and ensures transparency in how actions support our commitments to human rights, labor rights, and responsible workforce management.

Current and Future financial resources

Electrolux Professional Group currently allocates financial resources for workforce-related action plans through existing operating expenditures, and these are part of the day-to-day business. The future resources are not set but will continue to be managed as part of the day-to-day business.

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

Employee Engagement Survey

The Employee Engagement Survey is Electrolux Professional Group's primary way of assessing and monitoring its progress in all areas related to leadership, wellbeing, inclusion, discrimination, workload, and development, allowing the company to identify and act on negative impacts early. In this way, the EES directly supports the management of material workforce impacts, risks, and opportunities including psychosocial risks, leadership effectiveness, capability gaps, and employee retention. We integrates the perspectives of its own workforce and workers' representatives into the process of setting workforce-related targets through structured social-dialogue mechanisms and employee-engagement processes. Employee representatives from Swedish unions (PTK, LO, Unionen) sit on the Board of Directors, ensuring employee perspectives are included in strategic decision-making and oversight of workforce priorities.

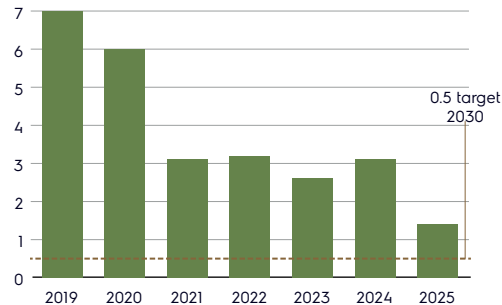
Our goal is to improve and maintain performance above average, though not set numerical targets, benchmarking against the top 25% of high performing companies. This approach ensures that we consistently strive for excellence and align with best practices in the industry. Since this aspiration is not a quantitative target, we do not have time-bound outcomes, target-setting methodologies, or measurable expected results associated with it.

Health and safety

Electrolux Professional Group has set time-bound absolute targets related to the health and safety of our employees by measuring the loss time injury rate. We have a long-term target of 0.5 LTIR by 2030 and a near-term target of 1 by 2026 for our operations. The targets are set by the Sustainability Board based on performance analysis and external benchmarking against competitors, including a review of their published sustainability reports. The targets are informed by site-level safety committees, ISO 45001 processes and local management reviews.

In 2025, we have achieved a 1.59 LTIR showing an improvement trend initiated in 2020, with an overall 73.5% reduction compared to the baseline. The improvement was made possible by the implementation of corrective measures. The accident analysis process was further strengthened by enhancing the depth of root cause analysis through the consolidation of analysis and reporting systems and the definition of more effective corrective actions. At the same time, preventive initiatives actively involved all organizational levels in risk identification, including through the systematic observation of near misses, unsafe acts, and potentially hazardous conditions. The integration of these actions has contributed to reinforcing a corporate culture focused on prevention and continuous improvement of health and safety performance, in line with the long-term objective of zero incidents.

Lost Time Injury Rate



* Before 2025, the LTIR had been calculated according to the 200,000 working hours standard, 2025 onwards LTIR figures have been converted to the standard based on 1,000,000 working hours to align with ESRS.

Diversity & inclusion

We have a 2030 absolute target for greater gender balance of at least 40% women in people leadership positions across the Group, with a baseline of 2023. The target is set by the Board of Directors and the Sustainability Board, and is based on benchmarking against world-class manufacturing companies, where a 40% leadership representation of women is considered industry best practice. Diversity and inclusion targets draw on feedback from training programs, leadership forums, and HR-led consultations. Our progress is evaluated through HR dashboards, People Pro, recruitment analytics, and inclusion indicators from the Employee Engagement Survey.

In 2025, we have achieved 27% for the female people leader ratio including recent acquisitions, and approximately 29% when acquisitions are excluded. We use the results to identify where progress is slower than expected and adjust our actions accordingly. Insights from the annual review have led us to strengthen inclusive recruitment practices and increase support for internal mobility and leadership-pipeline development, helping ensure our actions better support the target. This underscores the importance of accelerating our efforts to ensure gender parity within our leadership. A streamlining and cost-saving program launched in September 2025, which adjusted organizational structure and competencies across countries and changes related to acquisitions and integration activities (e.g., TOSEI and Adventys in 2024), impacted comparability in leadership-diversity and workforce KPIs.

METRICS

S1-6 Characteristics of the company's employees

As per December 31, 2025, Electrolux Professional Group had 4,257 employees in 31 countries, including 14 production sites.

Methodology: Employee data is compiled based on individuals in a direct employment relationship with the company and is reported as headcount at the end of the reporting period, using information extracted from the Group HR system and validated by local HR managers to ensure completeness and accuracy. All data in this section is per December 31, 2025 and unless otherwise stated, employees from acquired companies until that date, are included. Employee numbers disclosed corresponds to the data presented in Note 26 of the Consolidated Financial Statements.

S1-6: Employee headcount by gender

Gender	Number of employees (headcount)
Male	2,895
Female	1,361
Other*	1
Total employees	4,257

* Gender not disclosed

S1-6: Employee headcount by country (for countries with ≥50 empl. representing ≥10% total empl.)

Country	Number of employees (headcount)
France	427
Italy	1,105
Sweden	592
USA	584
Other	1,549

S1-6: Employees by contract type, broken down by region

Metric	Number of employees	Number of permanent employees	Number of temporary employees	Number of non-guaranteed hours employees
Global	4,257	4,182	75	0

S1-6: Employees by contract type, broken down by region, full-time and part-time

Metric	Number of full-time employees	Number of part-time employees
Global	4,061	196

S1-6: Employees by contract type, broken down by gender

2025	Female	Male	Other	Not disclosed	Total
Number of employees	1,361	2,895	1	0	4,257
Number of permanent employees	1,340	2,842	0	0	4,182
Number of temporary employees	21	53	1	0	75
Number of non-guaranteed hours employees	0	0	0	0	0
Number of full-time employees	1,194	2,866	1	0	4,061
Number of part-time employees	167	29	0	0	196

S1-6: Employee turnover

Methodology: Employees who left the company includes all employees whose employment ended during the reporting year due to voluntary resignation, dismissal, retirement, death in service, or expiry of a fixed-term contract. Internal transfers and temporary absences where the employment relationship continues are excluded.

Metric	2025	2024
Employee turnover rate, %	12.3	10.0
Employees who left the company during the reporting period	526	419

In 2025, the employee turnover rate increased by 2.3% compared with 2024. The rise is primarily due to the Leaner EPRO layoff program implemented in Q4 2025, which resulted in a one-off increase in involuntary exits and therefore a higher number of employees leaving the company compared with the previous year.

S1-7 Characteristics of non-employee workers in the company's own workforce

Methodology: Non-employees include apprentices, interns, PhD students, contractors, consultants, and workers supplied through third-party agencies (NACE N78). Apprentices are classified as non-employees for consistency across countries.

Non-employee figures are reported as headcount at the end of the reporting period. Significant fluctuations (e.g., seasonal or project-based changes) are explained when relevant.

Electrolux Professional Group does not use estimates for non-employee data; all figures derive from HR system records and manager validation. Non-employee data is not validated by any external body except the assurance provider.

S1-7: Non-employees

Metric	2025	2024
Number of non-employee workers	578	1,021

The non-employee workforce reduced by 443 workers. This significant reduction is not due to an operational downsizing, but is primarily explained by a change in calculation methodology. In 2025, the scope was refined to include only full-time, white-collar, non-employee workers, whereas the 2024 figure reflected a broader and more diverse population. As a result, the year-on-year decrease reflects a methodological change rather than a structural reduction.

S1-8 - Collective bargaining coverage and social dialogue

Collective bargaining coverage and social dialogue

The collective bargaining agreements cover 60% of our employees. There are several collective bargaining agreements in the European Economic Area (EEA). In France, Italy, and Sweden, which are our largest countries in term of employees, 100% of our employees have workplace representation (EEA).

S1-8: Collective bargaining coverage - EEA (for countries with ≥50 empl. representing ≥10% total empl.)

Country	0-19%	20-39%	40-59%	60-79%	80-100%
France					100
Italy					100
Sweden					100

S1-8: Social dialogue - Workplace representation (EEA only) (for countries with ≥50 empl. representing ≥10% total empl)

Country	0-19%	20-39%	40-59%	60-79%	80-100%
France					100
Italy					100
Sweden					100

S1-9 - Diversity metrics

Diversity by gender in people leader

Methodology: People leader are who are a line manager with people reporting to.

In 2025, we have achieved 27% for the female people leader ratio compared to 28% in 2024. The decrease is due to recent acquisitions and impact of the Leaner EPRO program (both in terms of exits and new recruitments).

S1-9: Diversity by gender in top management

Methodology: Top Management includes the Group Management (CEO + direct reports) and Board members. Diversity-related data is not validated by an external body other than the assurance provider.

Metric	2025	2024
Number of women in top management	6	7
Number of men in top management	14	17
Number of employees with gender not disclosed in top management	0	0
Percentage of women in top management, %	30	29
Percentage of men in top management, %	70	71
Percentage of other employees in top management, %	0	0
Percentage of employees with gender not disclosed in top management, %	0	0

S1-9: Diversity by age

Metric	2025	2024
Number of employees under 30 years old	452	395
Number of employees 30-50 years old	2,105	2,117
Number of employees over 50 years old	1,700	1,819
Percentage of employees under 30 years old, %	10.62	9.12
Percentage of employees 30-50 years old, %	49.45	48.88
Percentage of employees over 50 years old, %	39.93	42.00

S1-10 – Adequate wages

In 2025, we updated our living-wage benchmarking as part of an annual review. The assessment considered relevant living-wage benchmarks across our markets and took into account inflation developments to ensure salaries remain aligned with our commitment to adequate wages. One employee was identified to be paid below the living wage benchmark and the salary was corrected in January 2026.

Methodology: Adequate wages are assessed by comparing each employee's total remuneration (fixed salary, allowances, and incentives) with the applicable adequate wage benchmark for their country. Benchmark data for 2026 living wages is obtained from an external provider and applied at regional level. In countries where the legal minimum wage exceeds the living-wage benchmark, the legal minimum wage is used. The data is not validated by any external body.

Country	Share of employees paid below applicable adequate wage benchmark in the country, %
United Kingdom	1.53

For many years, we have used salary structures to compare our salaries against the external market. These structures are based on market data from various survey providers and are updated on an annual basis. The minimum level in these structures is well above the living or minimum wages in all the countries where we operate.

While we currently meet the adequate wage benchmarks, we remain committed to continuous improvement. We will continue to analyze our salaries according to living wage benchmarks and conduct further analyses to understand how we can refine this process. Our goal is to ensure our compensation practices remain fair and competitive in the face of changing economic conditions and industry standards.

Social protection

We are committed to ensuring that all our employees are covered by the main social protection granted through public programs or benefits offered by the Group against loss of income due to (i) sickness; (ii) unemployment starting from when the worker is working for the company; (iii) employment injury and acquired disability; (iv) parental leave; and (v) retirement. All employees in EU locations are covered by social protection against life events by public programs and benefits offered by the Group.

S1-12 – Persons with disabilities

Persons with disabilities

We believe in placing the right person in the right job. We do not discriminate when hiring qualified individuals for specific roles, including those with disabilities. We value the expertise they have gained on the job and through work-related training. Registration of disabilities by employees is only applicable in the US and Italy, and is not common practice elsewhere.

S1-13 – Training and skills development metrics

Training and skills development metrics

A total of 2,424 performance and career development reviews were completed during the year, representing participation by 57% of employees. The year-on-year change reflects an update to the reporting methodology and scope applied in 2025, with data now sourced exclusively from the HR system rather than multiple sources. This change affects comparability and does not indicate a reduction in underlying performance or development activity.

S1-13: Performance reviews, employees

Metric	2025*	2024
Total participation in performance reviews, %	57	72
Percentage of women who participated, %	64	75
Percentage of men who participated, %	53	71
Percentage of other employees who participated, %	100	100
Percentage of employees with gender not disclosed who participated, %	100	100
Agreed total number of performance and career development reviews*	2,424	3,123
Agreed number of performance and career development reviews per employee per year	1	1
Percentage of performed reviews in proportion to the agreed number of reviews by the management, %	57	72

* For 2025, the performance review framework was applied to the white-collar population only.

S1-13: Training hours, employees

Metric	2025	2024
Average training hours per female employee	9.03	1.66
Average training hours per male employee	7.63	1.14
Average training hours per other employee	12.52	-
Average training hours per employee with gender not disclosed	5.43	0.46
Average number of training hours per employee	8.06	1.3

S1-13: Employee categories

Employee category	Percentage of employees who participated in regular performance and career development reviews, %	Average training hours per employee, hours
White Collar	83.67	9.63
Blue Collar	N/A	5.49

S1-14 – Health and safety indicators

Health and safety metrics

Methodology: The rate of work-related injuries is calculated as follows:

- (Number of recordable work-related injuries for the Group's own workforce x 1,000,000)/Total number of hours worked by the Group's own workforce
- The number of total hours worked relates to employees from the manufacturing sites, sales office, and logistic hubs). Worked hours are derived from the payroll system. Both employees and non-employees working on site are included in the employee summary below.
- Ill health data is not measured, and phase-in is applied

S1-14: Employee summary

Metric	2025	2024
Percentage of own workforce who are covered by the company's health and safety management system based on legal requirements and/or recognized standards or guidelines, %	100	100
Percentage of own workforce who are covered by a health and safety management system which is based on legal requirements and/or recognized standards or guidelines which have been internally audited and/or audited or certified by an external party, %	0	0
Number of fatalities as a result of work-related injuries	0	0
Recordable work-related accidents	10	15
Rate of recordable work-related accidents	1.59	3.1

For 2025, the LTIR figures have been converted to the standard based on 1,000,000 working hours, in alignment with ESRS. Before 2025, the LTIR was calculated according to GRI, with the 200,000 working hours standard. The change in reference standard has resulted in the change in the LTIR figures.

The number of accidents resulting in lost work time decreased in 2025 and the lost time injury rate was 1.59 (3.1). The decrease is due to the improvement in the accident analysis process by enhancing the depth of root cause analysis through the consolidation of analysis and reporting systems and the definition of more effective corrective actions. At the same time, preventive initiatives actively involved all organizational levels in risk identification, including through the systematic observation of near misses, unsafe acts, and potentially hazardous conditions. The most common injuries are contusions, cuts and lacerations. The most commonly injured body part was the hand. More severe risks are related to forklift traffic and machines. Most lost time injuries in 2025 occurred in our warehouse and proactive measures are managed within our health and safety pillar.

SI-15 – Work-life balance indicators

We encourage our employees to take holiday and parental leave and disconnect outside working hours. All our employees are entitled to take parental leave, through social policy and/or collective bargaining agreement, or through company specific policies. At a minimum, we comply with the works council agreement and local legislation, or apply more favorable terms for other family-related leave. Currently we do not measure the % of entitled employees that took family related leave.

SI-15: Family leave

Metric	2025
Percentage of employees entitled to take family-related leave, %	100

SI-16 – Remuneration metrics

SI-16: Aggregated gender pay gap

As a Group, we are dedicated to fostering a workplace where all employees are compensated fairly and equitably, regardless of gender, ethnicity, or other non-work-related differences. We believe that equal pay for equal work is not only a legal requirement but also a fundamental principle of fairness and respect. We are consistent in our reward offerings and work to ensure that pay decisions are non-discriminatory and always applied using the same criteria.

Methodology: The gender pay gap is calculated using the following formula: (Average gross hourly pay of male employees - Average gross hourly pay of female employees)/Average gross hourly pay of male employees)*100.

Metric	2025	2024
Aggregated gender pay gap, %	15	13

SI-16: Gender pay gap by region

Region	Aggregated gender pay gap, %
North America	17.69
Europe	19.85
APAC & MEA	-6.15

SI-16: Gender pay gap by employee category

Methodology: The gender pay gap is calculated using a standardized global job architecture that categorizes all employees into five job grades based on job content and complexity, ensuring consistent and comparable analysis across the Group. These grades range from manual production workers (Grade 1), to specialists and team leaders (Grade 2), to managerial roles of increasing re-

sponsibility (Grades 3), with Grade 4 and 5 being the highest levels. Job grade 5 is excluded due to a limited sample size. Within each job grade, the gender pay gap is calculated as the percentage difference between the average remuneration of male and female employees, based on full-time annualized compensation including base salary, short-term variable pay target entitlements, and long-term variable pay grants awarded during the year.

Employee category	2025	2024
Job Grade 1	1.3%	2%
Job Grade 2	13.7%	12%
Job Grade 3	11.7%	19%
Job Grade 4	-0.5%	-2%

SI-16: CEO-to-median employee remuneration ratio

Methodology: Remuneration ratios are calculated based on total annual gross remuneration, including fixed salary and variable pay. The CEO-to-median employee remuneration ratio is calculated by dividing the CEO's total annual remuneration by the median total remuneration of all employees, excluding the CEO. Calculations are based on annualized remuneration data within the consolidated scope and include estimates for variable pay. The results are influenced by differences in role mix, seniority, working time, and geographic distribution, and no adjustments are made for cost-of-living differences between countries. The methodology is applied consistently across reporting periods. The data is not validated by any external body.

Metric	2025
Annual total remuneration ratio	34.20

The annual total remuneration ratio of the highest paid individual (CEO) to the median annual total remuneration for all employees, does not take into consideration other factors affecting compensation levels, such as job role and responsibilities, experience, age, education level, location, etc. The outcome depends on the different types of roles that exist in the company (e.g. production work or specialist roles), and also on where in the world the company operates (e.g. countries with lower labor costs or higher labor costs), as well as the size of the company.

The salary components included in the pay-gap data include full-time annual base salary, short-term variable pay (company bonus and commercial bonus) at mid-point entitlement, and long-term variable pay grants in a year. For employees on commission, we have used actual paid commission during one year. When evaluating employee salary in relation to our salary structure, women globally earn on average 93% of the salary structure midpoint, while men globally earn on average 94%.

SI-17 Incidents, complaints, and severe human rights impacts and incidents

Work-related grievances, incidents, and complaints

In 2025, 18 reports were received via the whistleblowing tool, EthicsPoint, and other channels. The reports mainly concerned workplace conduct. The reported cases were investigated and handled through the established process, including a thorough investigation.

For the reporting period, the Electrolux Professional Group has not centrally collected complete and reliable data on the monetary amounts of fines, penalties, and compensation for damages related to the incidents. As a result, no amounts are disclosed for the current year, and no reconciliation with the financial statements is provided. The Group is improving its internal processes to enable systematic collection and reconciliation of this information in future reporting periods.

Metric	2025
Total number of incidents of discrimination, including harassment	6
Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms)	18
Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms) to the National Contact Points for OECD Multinational Enterprises	0
Total number of severe human rights incidents connected to the company's workforce	0
Number of cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, or OECD Guidelines for Multinational Enterprises	0
Number of severe human rights incidents where the company played a role securing remedy for those affected	0

ACCOUNTING PRINCIPLES FOR SOCIAL DATA

Indicator	Definition	Data Source	Methodology	Assumptions
Employee engagement	High-Performance Organization Index (HiPO) measures leadership, employee engagement, customer focus, and operational efficiency.	Kantar's reporting tool	HiPO combines and measures key performance dimensions using Kantar's proprietary methodology.	Aligns with Kantar's definition of high-performance organizations as agile, capability-driven, talent-focused, and consistently improving.
Employee characteristics and turnover	Total number of employees, by gender, contract type, and country.	Group HR System	- Data reported in headcount as of December 31, 2025. - Data logged during the year.	Non-guaranteed-hours employees are excluded from turnover data.
Collective bargaining coverage	Percentage of employees covered by collective bargaining agreements. Only countries where we have more than 50 employees and that represent at least 10% of total employees are considered.	Group HR System	Contractual conditions for non-covered employees align with local legal requirements.	Based on data collected at the country level.
Employees covered by workers' representatives	Share of total number of employees on December 31, 2025 employed in a unit where the company has regular interaction with an organized workforce representative.	- HR Country Managers - Group HR system	- Interviews with all country managers. - Data extraction.	
Diversity metrics	Age and gender diversity as a share of total	Group HR system	Diversity data for the Board of Directors excludes employee representatives. Age distribution is based on year-end data.	
Adequate wages	Assessment of wages compared to local living wage benchmarks.	External living-wage benchmark data and internal benchmarks	Living wage calculation considers basic needs like food, housing, healthcare, and taxes for a "typical family."	Living wage benchmarks exclude overtime, bonuses, and allowances. Differences between statutory minimum and living wages are noted for transparency.
Social protection	Measures of access to healthcare, income support, and other life benefits for employees.	Local HR	Social protection is aligned with local legal requirements, and contributions may come from wages (insurance) or taxes (assistance).	Includes unemployment, disability, maternity, and retirement benefits.
Training & development	- Training hours as logged in our system for employees employed on December 31, 2025. - Instances of Development Talks are those properly documented by people leaders and the employee in the Group's HR system.	Group HR System.	Training hours estimated through digital tools.	Transition to a digital system may cause temporary data gaps. Includes production and non-production employees. Employees participating in code of conduct training includes anti-corruption and human rights topics.
Health & safety metrics	Lost time injuries per 1,000,000 worked hours.	Group payroll system and Group Production systems	Work-related injury definitions follow ESRS S1 standards.	
Work-life balance metrics	Parental leave access across countries.	HR Country Managers	Data collected and confirmed through HR Country Managers, capturing both legal and company specific policies.	
Remuneration metrics	Pay gap and total remuneration data across employees.	- The Group HR system - Payroll salary records	Pay gap is calculated on full-time annual base salary, short-term variable pay, target entitlement or if on commission, actual commission paid, and long-term variable pay grants in a year.	Methodology for the remuneration ratio is explained on page 128 (S1-16).
Incidents and complaints	Reports of discrimination or harassment filed through EthicsPoints and other channels.	EthicsPoints and other channels such as e-mail		Incident and complaint data are tracked and managed by the Code of Conduct Steering Committee.

S2 Workers in the value chain

IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

S2-1 Policies related to value chain workers

The Code of Conduct outlines our global commitment to human rights and applies to all employees and business partners, including suppliers. It prohibits forced and child labor, discrimination, harassment, and retaliation, and reinforces expectations regarding freedom of association, decent working hours, and safe working conditions.

Group Supplier Workplace Standard

The Supplier Workplace Standard is the primary policy addressing risks of unsafe working conditions, excessive working hours, discrimination, harassment, forced labor, child labor, and restrictions on freedom of association. It sets minimum requirements for labor conditions and occupational health and safety and requires suppliers to uphold fair wages, safe workplaces, and non-discriminatory practices. The standard sets minimum requirements for suppliers to uphold responsible environmental practices in line with Group expectations, thereby reducing environmental risks in the supply chain.

It also includes a specific provision that suppliers must ensure that materials used in components supplied to Electrolux Professional do not contribute to human rights abuses in conflict affected or high-risk areas. This is to address the impacts related to conflict minerals and sourcing in high-risk geographies.

The standard applies to all suppliers of direct and indirect materials, components, finished goods, and services and to their facilities and workers, including sub-suppliers where relevant, across the geographies from which Electrolux Professional sources. Accountability for enforcing the standard lies with Group Purchasing, Sustainability and Quality functions, with operational responsibility resting with supplier management and local supplier representatives. The Supplier Workplace Standard is aligned with the Group Workplace Directive, Code of Conduct, and applicable laws and regulations and is embedded in the supplier requirement manuals and related supplier assessment processes. The standard is based on internationally recognized frameworks including the ILO Fundamental Principles and Rights at Work, the International Bill of Human Rights, the OECD Guidelines, and the UN Global Compact.

The standard is made available through supplier requirement manuals, contracts and onboarding materials and is reinforced through audits, supplier assessments, and corrective action processes.

Impact, risks, and opportunity related to workers in value chain

Impact, risks, and opportunity related to workers in value chain	Value chain location
 Actual negative impact: Occupational health and safety risks in the supply chain. Time horizon:   	 Upstream  Downstream
 Opportunity: Influence through responsible procurement practices and audit Time horizon:   	 Upstream  Downstream
 Risk: Human right violation risk Time horizon:   	 Upstream  Downstream

 Short term  Medium term  Long term

Supplier Requirement Manual

The Supplier Requirement Manual is a strategic framework that sets clear expectations for quality, safety, compliance, and sustainability, supporting product reliability, legal compliance, and responsible sourcing throughout the supply chain. It applies to all components, OEM products, and complementary items, guiding suppliers to meet rigorous standards while promoting ethical practices, regulatory compliance, and long-term environmental responsibility. By defining supplier responsibilities, supporting type approvals, and encouraging continuous process improvements, the manual ensures reliability, accountability, and a shared commitment to sustainable and responsible sourcing throughout every level of our supply chain.

Accountability lies with Electrolux Professional Group's Supplier Quality Assurance, Purchasing, and relevant technical functions, while suppliers are responsible for complying with all requirements and extending them to their sub-suppliers.

The manuals take into account the interests of Electrolux Professional Group, its customers, and end-users by assuring product safety and quality, and those of workers and communities indirectly by requiring suppliers to comply with workplace and sustainability standards. The manuals are made available to suppliers as controlled documents that form part of the contractual framework. They are explained during onboarding, audits, and ongoing supplier management, and updates are communicated through revisions and acknowledgements.

Group Workplace Directive

The Workplace Policy embeds Electrolux Professional's human-rights commitments across all operations and extends key labor-rights and safety requirements to suppliers. It covers child labor, forced labor, discrimination, and occupational health and safety. Where requirements for suppliers are more detailed, the Policy refers

to the Workplace Directive, which provides the operative requirements for suppliers. Please refer to ESRS EI-2 Policies related to Climate change for more details.

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

Electrolux Professional Group integrates the perspectives of workers in its value chain mainly through its structured supplier audit and engagement processes, even though it does not yet have a general, formalized process for directly engaging with individual value chain workers or their representatives. Working conditions at supplier sites are assessed through audits carried out under the Group Supplier Workplace Standard. These audits are performed approximately every two years for major suppliers, selected based on business priorities and risk, and include on-site assessments that cover key ESG principles. The insights gathered during these assessments feed into the Supplier Assessment Result, which in turn influences supplier selection and the allocation of new business. In this way, the findings related to value chain workers' conditions indirectly inform the company's decisions and its approach to managing impacts in the supply chain.

Operational responsibility for conducting these audits and ensuring that findings are taken into account lies with the Head of Supplier Quality & Development, while overall accountability sits with the Group Purchasing Vice President. Interaction during audits is primarily with supplier organizations, and the information gathered reflects the situation of workers at supplier sites, but we do not have explicit evidence that value chain workers themselves or their legitimate representatives are systematically and directly consulted as part of a standardized due diligence process. We also do not have information indicating that we use specific credible proxies,

such as NGOs or unions, to represent workers' perspectives during these engagements.

Beyond audits, Electrolux Professional Group has started engaging with suppliers through a new initiative introduced in 2025 called Supplier Days, where key suppliers are invited to take part in two-day events designed to foster proactive engagement, gather feedback, and discuss joint development and process improvement. These events are organized around strategic pillars, including Quality & Sustainability, and feature in-depth discussions, breakout sessions, and collaborative wrap-ups focused on identifying actionable next steps. The interactions provide valuable insights and gather our supplier's perspectives on sustainability, quality, and competitiveness.

At present, we do not have Global Framework Agreements or similar collective agreements with global union federations. We do not have a defined process to assess the effectiveness of engagement, specifically with workers in the value chain. Further, we do not have information on the perspectives of workers who may be particularly vulnerable, such as women, migrant workers, or people with disabilities.

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

Electrolux Professional Group addresses potential human rights impacts on value chain workers primarily through onsite supplier audits and its publicly accessible whistleblowing system. When audits identify material negative impacts — such as non-compliance with labor standards or health and safety concerns — suppliers are required to implement corrective action plans. These actions serve as the Group's main approach to providing or contributing to remediation, although we do not currently have a process to directly provide remediation to value chain workers beyond supplier-implemented measures. Effectiveness is monitored through follow-up audits and improvements seen in subsequent Supplier Assessment Results, but we do not yet have a formal method to assess whether these remedies fully address worker-level impacts.

Concerns can also be raised through Electrolux Professional Group's whistleblowing system, which is available on the company's public website and accessible to all external stakeholders, including value chain workers, with the possibility to submit reports anonymously. The Group monitors the volume and nature of complaints received to track issues and determine whether further investigation or supplier engagement is required. However, we do not currently assess whether value chain workers are aware of or trust this channel, nor do we involve value chain workers directly in evaluating its effectiveness.

In terms of effectiveness criteria aligned with the UN Guiding Principles on Business and Human Rights (UNGPs), the grievance channel provides anonymity and non-retaliation protection, which support legitimacy and safe access. Nevertheless, we do not have information on whether value chain workers understand the procedures, indicative timeframes, or available support when using the

channel. Furthermore, we do not yet assess whether outcomes align with internationally recognized human rights standards, nor do we systematically use insights from the channel to improve prevention or future remediation processes.

Electrolux Professional Group maintains a non-retaliation policy, which applies to all individuals who use the whistleblowing system. While this protection extends to value chain workers in principle, the Group does not yet monitor whether individuals in the value chain trust that this protection is effective. At present, we do not have structured engagement with value chain workers or their representatives to evaluate or strengthen these grievance mechanisms.

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

Electrolux Professional Group manages impacts on workers in its value chain through a combination of risk analysis, supplier audits, self-assessment questionnaires, capability-building initiatives, and governance integration. The Sustainability, Supplier Quality and Purchasing teams allocate resources to supplier audits, training and compliance assessments. Management of material impacts on value-chain workers relies on a combination of cross-functional expertise and digital tools. These actions aim to prevent, mitigate, and remediate negative impacts on workers in the value chain while also strengthening responsible procurement and unlocking long-term opportunities for a more resilient supply chain. Electrolux Professional Group does not allocate a separate budget to carry out the above activities, and the required resources are part of their normal day-to-day business.

Risk analysis

We conduct risk analysis to identify where value chain workers may face the highest likelihood of negative impacts, such as unsafe working conditions, labor rights breaches, or exposure to conflict minerals. This analysis informs strategic sourcing and supplier segmentation, and guides the prioritization of audits and questionnaires. Through this process, we also identify potential human rights risks in upstream mining communities and gaps in traceability related to conflict minerals. These insights determine what action is appropriate for each supplier, including whether follow-up assessments or corrective measures are needed. Risk analysis enables targeted mitigation efforts — such as closer monitoring of health and safety conditions, fair wages, working hours, and access to clean water. Its effectiveness is demonstrated through more informed strategic sourcing and supplier segmentation, ensuring that high-risk suppliers come under enhanced scrutiny.

Supplier audits

Supplier audits in high-risk geographies are a key mechanism to assess actual conditions for value-chain workers. These audits eval-

uate compliance with the Supplier Workplace Standard on topics including health and safety, child and forced labour, discrimination, and overall employment conditions. As part of the audit procedure, Electrolux Professional Group also systematically considers workers' perspectives through a dedicated section on Suppliers' Workplace within the Quality Audit. This includes verification of compliance with local labour legislation (employment terms, wages, working hours, immigration), child labour prevention, forced labour indicators, and anti-bribery policies.

Electrolux Professional Group conducts supplier audits annually. The expected outcome is enhanced visibility into working conditions and suppliers' adherence to our standards. The impact includes the identification and remediation of labour-rights violations through corrective action plans. The effectiveness of this process is reflected in improved performance during re-audits and the use of audit results to inform supplier ratings and decisions on business allocation.

When audits uncover actual negative impacts, remediation is enabled through supplier-specific corrective actions and structured follow-up. To ensure remedy processes are available and effective, we maintain an escalation path, written requirements communicated through the Supplier Workplace Standard, and a monitoring cycle that evaluates whether corrective actions resolve issues in practice. Suppliers that fail to remedy impacts may face suspension of business or removal from the approved list, ensuring accountability.

From 2026 onward, we will expand audit coverage, strengthen risk screening through sustainability platforms such as Position Green, and reinforce follow-up controls on high-risk suppliers. Effectiveness for these planned actions will be tracked through predefined KPIs.

Progress is visible through audit coverage and supplier cooperation, with 73 suppliers audited and evaluation rates reaching up to 88%, showing increasing alignment with our Supplier Workplace Standard. During the reporting year, no severe human rights impacts were identified or reported, and no actual material impacts on workers in the value chain were brought to the attention of Electrolux Professional Group's management.

Self-assessment questionnaire

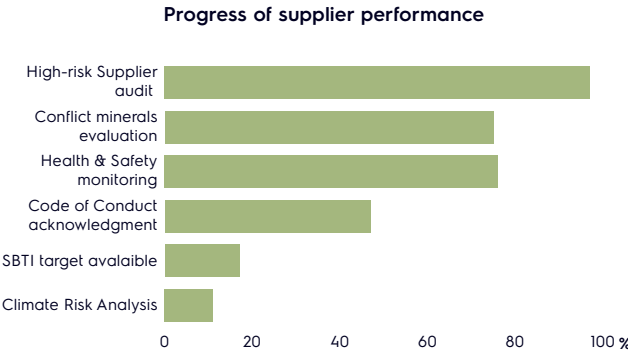
We use a Self-Assessment Sustainability Questionnaire to increase transparency and broaden insight into value chain conditions. The questionnaire covers Scope 1–3 emissions, water risks, use of chemicals, governance practices and, where relevant, conflict minerals. In 2024–2025, we received responses from 56 suppliers out of 60 suppliers, representing a response rate of up to 93% across above KPIs, creating a solid baseline for future corrective action.

Based on the responses received, 97% of selected suppliers are compliant with supplier audit requirements, while 93% were compliant with lost time injury rate (LTIR) monitoring. Furthermore, 90% of responding electronic suppliers complied with conflict minerals requirements, and 57% acknowledged the Code of Conduct. Environmental compliance indicators show that 33% of responding suppliers conducted climate risk analysis and 20% had science-based targets (SBTi) in place. While this has provided a baseline, analysis and the development of supplier-specific corrective mea-

asures have yet to be implemented. The process indirectly extends beyond Tier 1, as suppliers are required to collaborate with their upstream partners to provide complete information.

The plan to include more suppliers is under discussion, and the pilot results will guide us on how many suppliers can be incorporated into this assessment, given limited resources.

The expected outcome is broader ESG data coverage across our supply chain. These results provide improved insight into suppliers’ environmental and social performance, including LTIR data, that helps identify health and safety risks for workers. Effectiveness is tracked through ongoing improvements in disclosure quality and integration of the results into supplier assessments.



Governance integration

Governance integration ensures that findings related to value chain workers directly influence sourcing decisions. The introduction of the Supplier Requirement Manual embeds sustainability criteria into procurement processes. The introduction of a Supplier Requirement Manual reinforces governance expectations, and internal education programs on biodiversity and circularity strengthen responsible sourcing practices. The expected outcome is clear accountability through defined roles and structured oversight. The impact is that sustainability performance, including labor-rights findings, is systematically considered in supplier evaluation, selection, and business allocation. Its effectiveness is shown through the integration of audit results and questionnaire data into the Supplier Assessment Result, which drives sourcing strategy.

Capability building

We strengthen supplier and internal capacity through targeted capability-building initiatives that address key risks in the value chain. An ongoing pilot program with 14 suppliers in categories such as steel, electronics, heating elements, and cables focuses on conflict-minerals compliance and CSRD requirements, supported by the collection of Conflict Minerals Reporting Templates (CMRT) to enhance upstream traceability. As part of this pilot, we held presentations aimed at capability building during the 2025 Supplier Days event, where suppliers received dedicated sessions on sustainability expectations, responsible sourcing, and compliance obligations. Supplier Days will now serve as an annual platform for raising awareness, sharing insights, and fostering a consistent approach to sustainability across our value chain.

Capability building is also a focus internally. Targeted training for sales teams equips them to respond effectively to sustainability-related inquiries, particularly in the hospitality sector, improving customer dialogue and alignment with procurement expectations. Additional internal programs on biodiversity, circularity and sustainability strengthen the capacity of purchasing and cross-functional teams to identify risks, engage suppliers, and integrate sustainability considerations into decision-making.

The expected outcome of these initiatives is strengthened supplier and internal capability to meet conflict-minerals obligations, CSRD requirements, and labor-rights expectations. The impact includes improved knowledge on responsible sourcing, enhanced understanding of value-chain risks, and better transparency in high-risk categories. We observe the effectiveness of capability-building activities through improved supplier disclosures, increased competence within internal teams, and closer alignment between suppliers and Electrolux Professional Group during follow-up engagements. These initiatives support long-term transformation across the value chain, even though they are still in the early stages and will evolve through recurring annual engagement.

METRICS AND TARGETS

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

Given the complexity of the supply chain, Electrolux Professional Group acknowledges that there is a need for improvement in tracking the effectiveness of its policies and actions in relation to the material sustainability-related impacts, risks, and opportunities. While the Group Supplier Workplace Standard and Group Workplace Directive define expectations for suppliers across environmental, social, and governance matters, the effectiveness of these policies is monitored through practical implementation activities. Specifically, we track:

- The distribution and acknowledgment of the Supplier Requirement Manual by all suppliers.
- The number of audits performed in accordance with our audit planning, including ESG-focused assessments.
- Supplier development activities, such as training, workshops, and capacity-building initiatives, to ensure understanding and compliance with our policies.

These measures allow us to evaluate coverage, engagement, and progress in implementing our policies, even if quantitative KPIs or baseline periods are not formally defined in the Standard. This ensures continuous improvement and alignment with our sustainability and human rights commitments.

S3 Affected communities

S3-1 – Policies related to affected communities

Electrolux Professional Group is committed to safeguarding human rights, supporting community wellbeing, and minimising environmental and social impacts on affected communities across its operations and value chain. This commitment is anchored in the Group's Code of Conduct, Group Environmental Policy, Workplace Directive and responsible-sourcing requirements, which collectively set expectations for ethical behaviour, environmental responsibility and respect for communities that may be directly or indirectly affected by the Group's activities. These policies are grounded in the same international standards referenced under S1, including the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

The **Group Environmental Policy and Workplace Directive** define requirements for safe and responsible operations across all sites and functions. They apply to all employees and operational entities and encourage suppliers, subcontractors and partners to uphold equivalent environmental and social principles. These frameworks help prevent and mitigate community-level impacts related to manufacturing processes, emissions, waste, water use and product safety.

The Group also operates an **OECD-aligned Conflict Minerals Due Diligence Program**, requiring suppliers to avoid sourcing tin, tantalum, tungsten, gold, cobalt or mica from smelters associated with human-rights abuses. High-risk suppliers are identified and engaged through due-diligence processes, and corrective actions are implemented to eliminate non-conformant sources. Although the Group does not maintain a standalone Indigenous Peoples policy, its responsible-sourcing and sustainability policies apply to all potentially affected communities, including indigenous groups where relevant.

Governance and sustainability policies relevant to affected communities are publicly accessible on the Group's website. These documents—including the Code of Conduct, Group Workplace Directive, Group Environmental Policy and Supplier Workplace Standard—define expectations for responsible sourcing, environmental protection and human-rights due diligence across the value chain. They are embedded in procurement requirements, site-level governance and continuous-improvement processes to mitigate environmental, social and human-rights risks affecting communities.

These policies apply to all affected communities connected to Electrolux Professional's operations and value chain, rather than to specific groups only, and are designed to manage material com-

IRO assessment outcome

Impacts, risks, and opportunities	Value chain location
Actual negative impact: Some products might contain conflict minerals, creating a risk that human rights violations may occur in sourcing communities despite supplier expectations. Time horizon:	Upstream Downstream
Actual positive impact: Support and improve the lives and livelihoods of residents in the communities where our sites are located and collaboration with the World Chefs Association to increase employability Time horizon:	Upstream Downstream
Risk: Emerging human rights legislation on ethical and responsible business practices may create compliance and reputational risks if we do not adapt our processes proactively. Time horizon:	Upstream Downstream

Short term Medium term Long term

munity-related impacts identified through the Group's double-materiality assessment. Responsibility for implementation lies with senior leadership and site management, supported by cross-functional teams and governance documents. Operationalisation occurs through supplier audits, responsible-sourcing controls, community-investment programmes and human-rights due-diligence procedures that extend across upstream and downstream value-chain activities.

The perspectives of affected communities—including those in regions facing social or environmental vulnerability—are incorporated through stakeholder dialogues, local engagement and inputs received via ongoing sustainability governance processes. This ensures that the needs and expectations of affected communities inform policy scope, implementation and continuous improvement.

S3-2 – Processes for engaging with affected communities about impacts

Electrolux Professional Group engages with affected communities through structured, multi-level processes designed to understand local expectations, monitor potential impacts, and integrate community perspectives into decision-making. Engagement primarily takes place at the local operational level, where sites maintain autonomy to interact directly with municipalities, schools, NGOs and local associations. Activities commonly include educational visits, cultural events, health and safety campaigns, scholarship programmes, and other initiatives that help strengthen relationships and promote community wellbeing.

Dialogue and listening mechanisms are embedded across operations through stakeholder forums, community meetings, and collaboration with employer networks. Local teams monitor public sentiment, regulatory developments and community feedback, using these insights to inform site-level actions and broader business decisions. At corporate level, ongoing stakeholder engagement is coordinated by the Business Areas, Investor Relations and the Group Sustainability function, which ensure that community-related insights are regularly reported to Group Management and incorporated into sustainability strategy, risk assessments and decision-making processes.

In crisis situations, Electrolux Professional activates centralized emergency-response procedures, coordinating product donations, equipment support and financial assistance to address urgent community needs. Engagement also extends across the value chain, where collaboration with suppliers and partners helps identify local risks and inform responsible business practices, even though these mechanisms are not exclusively community-specific.

While the Group does not identify specific vulnerable or marginalised community groups, its commitments under the UN Guiding Principles on Business and Human Rights require attention to such risks. During the reporting period, no community-specific consultations, targeted assessments or interviews were conducted; however, supplier assessments, modern-slavery due diligence and zero-tolerance standards for forced and child labour serve to prevent community-level impacts before they occur. No material adverse impacts on affected communities were identified, and therefore no remediation actions were required.

Issues that may relate to communities are monitored through the Code of Conduct, Supplier Workplace Standard and risk-based supplier audits. The Group's whistleblowing mechanism, EthicsPoint, is available to employees, suppliers and partners, offering anonymity and protection against retaliation. However, the Group does not yet assess whether affected communities are aware of or trust these mechanisms, representing an area for further development to fully meet ESRS expectations for accessible and effective community-level grievance channels.

Electrolux Professional incorporates stakeholder perspectives—including those from potentially affected communities—through its broader sustainability-governance and stakeholder-engagement processes. Business Areas, Investor Relations and the Group Sustainability function oversee continuous dialogue with internal and external stakeholders, ensuring that insights are escalated to Group Management and integrated into strategy and operations. Engagement occurs through structured dialogues, partnerships and collaboration initiatives across the value chain, including sourcing, product development and community-focused programmes. Operational responsibility for these processes lies with Group functions and Business Areas, while senior accountability rests with the VP Group Sustainability and Group Management, who act upon incoming stakeholder insights within the broader sustainability-governance framework.

S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns

Electrolux Professional Group addresses actual and potential negative human-rights impacts on affected communities and value-chain workers on a case-by-case basis, taking into account the nature of the impact and the local context. Remediation processes are grounded in the Group's human-rights due-diligence framework and primarily involve supplier corrective action plans where non-compliance with labor standards, health and safety requirements, or other Group policies is identified. These actions aim both to remediate the specific impact and to prevent recurrence, and they are monitored through follow-up activities, including subsequent supplier audits and verification of corrective-action implementation.

Channels for raising concerns are available through the Group's publicly accessible whistleblowing system, EthicsPoint, which allows external stakeholders—including affected communities and value-chain workers—to report issues anonymously and with protection against retaliation. Reported cases are assessed to determine appropriate follow-up actions, which may include supplier engagement, further investigation, or escalation within the Group's compliance structures. While these channels exist, the Group does not currently have a formal process to evaluate whether affected communities are aware of or trust the whistleblowing system, nor does it systematically assess the effectiveness of remediation at worker or community level. This represents an area for further development to meet ESRS expectations regarding community-level accessibility and trust in grievance mechanisms.

During the reporting period, no material negative impacts on affected communities were identified or reported, and therefore no remediation actions specific to affected communities were required. Preventive measures continue to be embedded through the implementation of the UN Guiding Principles on Business and Human Rights within the Group's due-diligence framework, including risk assessments, supplier audits, and zero-tolerance standards for forced and child labour, which are designed to identify and address potential impacts before they occur.

Although community-specific grievances are not tracked separately, issues relevant to affected communities are monitored through the Group's Code of Conduct, Supplier Workplace Standard, and modern-slavery due-diligence processes. These frameworks, together with the whistleblowing mechanism, ensure that concerns—whether raised directly or identified through due-diligence activities—are captured and addressed. Oversight is maintained through the Group's broader sustainability-governance processes, which align remediation and grievance-handling practices with the UN Guiding Principles.

S3-4 Taking actions on material impacts on affected communities, and approaches

Electrolux Professional Group does not yet have planned actions or dedicated resource allocations specifically targeting affected communities for the reporting year. Existing governance frameworks—such as whistleblowing channels, human-rights due-diligence processes, and supplier standards—help prevent potential adverse impacts but do not yet define community-specific mitigation objectives or performance indicators. No grievances were raised by affected communities during the reporting year, and accordingly no remediation actions were required. Further work is planned to align community-related actions.

Even though affected community-specific programs are not yet established, the Group already undertakes a range of actions that help minimize environmental and social impacts on neighboring communities and strengthen the opportunities created through its presence. At operational sites located in urban areas, the Group mitigates potential nuisances such as traffic congestion and noise through coordinated truck scheduling, dialogue with local authorities, and active participation in municipal planning processes.

Beyond impact mitigation, the Electrolux Professional Group generates positive social value through donations to hospitals, schools and shelters, as well as through employee-led volunteering, cultural activities, and fundraising efforts that support inclusion, education, and community resilience. We also contribute to broader community development through targeted social-impact collaboration. Our partnerships with Mercy Chefs in the United States and the Worldchefs Association support disaster-relief initiatives to strengthen community resilience and provide culinary-skills training that enhances employability and reduces poverty in underserved communities.

S3-5 TARGETS & METRICS

Electrolux Professional Group reports that it has no formal targets related to affected communities for the reporting year or the upcoming year.

G Governance information

Strong governance underpins our commitment to ethical business and sustainable growth. Our governance framework upholds transparency, accountability, and integrity in all aspects of our operations.

G1 Business conduct

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**Mandatory
Code of
Conduct**
training for employees.

**Established
whistleblowing
procedures.**



**Zero-
tolerance**
approach to
corruption and
unethical behavior.



**Integrated
sustainability
targets.**

G1 Business conduct

IMPACTS, RISKS, AND OPPORTUNITIES MANAGEMENT

G1-1 – Business conduct policies and corporate culture

The IROs related to business conduct are managed by the procedures and policies listed below.

Code of Conduct

Electrolux Professional Group establishes its corporate culture through the Group Code of Conduct, which defines the ethical expectations, behavioral standards, and legal compliance principles that guide how the organization conducts business. The Code of Conduct applies to all employees and Electrolux Professional Group representatives. The Group's President and CEO is the owner of the Code of Conduct.

The corporate culture is further developed and promoted through ongoing communication and mandatory training. The employee engagement survey (EES) is used as a way to evaluate the corporate culture. For more information on the EES, see page 123.

The Code of Conduct is supported by a suite of Group policies covering areas such as anti-bribery, anti-corruption, environmental responsibility, tax, workplace practices, human rights, and supplier behavior. These policies align with international standards, including the International Bill of Human Rights, ILO conventions, the OECD Guidelines for Multinational Enterprises, and UN Guiding Principles on Business & Human Rights.

Stakeholder interests, including employees, suppliers, customers, and investors, are taken into account in the development of company policies.

The policies are reviewed annually and are accessible to all employees via the company intranet. Certain policies are also published on the external Electrolux Professional Group website. These policies complement the Group's broader governance structure, which is based on the Swedish Companies Act, the Nasdaq Stockholm Rule Book, and the Swedish Corporate Governance Code.

Anti-corruption

The Group Anti-Corruption Policy defines the preventive measures and principles used for anti-corruption and anti-bribery across all Electrolux Professional business activities, providing clear tools for identifying and mitigating corruption risks. The policy establishes zero tolerance for corruption, bribery, kickbacks, and facilitation payments, requiring anti-corruption clauses in contracts, mandatory training, due diligence, and third-party screenings.

Impacts, risks, and opportunities	Value chain location
Actual positive impact: Positive impact on employees through a corporate culture of inclusion and feed-back, including raising issues through the EES, where results are followed up at a team level. Time horizon: ● ● ●	● Own operations
Risk: Business in countries where the risk of corruption may be heightened. Time horizon: ● ● ●	● Upstream ● Own operations ● Downstream
Risk: The anonymity of whistleblowers, potential risk leading to fines and loss of reputation even if measures are in place to ensure the anonymity of whistleblowers. Time horizon: ●	● Own operations
Actual positive impact: Positive impact on people and the environment by upholding high ethical standards wherever business is conducted and by training employees on ethical business conduct. Time horizon: ● ● ●	● Upstream ● Own operations ● Downstream

● Short term ● Medium term ● Long term

The policy and its related documents covering anti-corruption and bribery apply globally to all employees and Electrolux Professional Group representatives, upholding comprehensive coverage wherever the Group conducts business, including any high-risk areas. The policy has a positive impact on people and the environment by guiding people to uphold high ethical standards and training employees on anti-corruption. The key principles of the anti-corruption policy are also stated in the Group Supplier Workplace Standard, which requires compliance from all suppliers of Electrolux Professional and is published on the Group intranet as well as the Electrolux Professional Group website.

The Anti-Corruption Policy is supported operationally by the Gifts, Events, and Benefits Directive which guides when and how employees and Electrolux Professional Group representatives are prohibited from offering or receiving gifts, hospitality, events, or other benefits.

The policy and the directive are available through the Group intranet. The Group's General Counsel is the owner of the policy and related Benefits directive. Each business area and functional head has the overall responsibility to enable, promote, and support implementation and communication to ensure that the respective functions comply with the anti-corruption policy. The policy and the Benefits Directive are based on Swedish anti-corruption laws and align with international anti-corruption requirements such as the US

Foreign Corrupt Practices Act, UK Bribery Act, and OECD guidelines, as well as compliance with local anti-corruption laws and business practices by the local entities.

Whistleblowing mechanisms

To prevent, identify, and report violations of the Code of Conduct and related policies, Electrolux Professional Group provides employees, suppliers, customers, and other business partners with access to an independent, third-party-hosted web platform, EthicsPoint. Through EthicsPoint misconduct, including potential breaches of the Code of Conduct or Group policies, can be reported while protecting whistleblowers by ensuring confidentiality and anonymity of the reporter's identity, the contents of the report, and all related documentation, and by preventing unauthorized parties, especially the reported person, accessing such information. Electrolux Professional Group strictly prohibits retaliation against reporters and protects their identities throughout the investigation process, except where disclosure is legally required or when malicious reporting is confirmed. Read more on page 123.

Concerns related to misconduct can also be identified and reported through internal channels by employees, including their managers, the Legal Department or Internal Audit. All whistleblowing cases are investigated in accordance with established procedures led by the Code of Conduct Steering Committee, comprising

the CHRO, Head of Internal Audit, Head of Industrial Relations, and General Counsel. The Steering Committee oversees case management and ensures that findings are reported to the Audit Committee for governance oversight. For cases of confirmed misconduct, appropriate actions are taken, including disciplinary measures.

Business conduct training

Electrolux Professional Group’s business conduct training is governed by the Code of Conduct and Group policies. It stipulates mandatory training for all employees and Electrolux Professional Group representatives acting on behalf of Electrolux Professional Group. Training is conducted via face-to-face sessions or webinars, or provided through the Group HR System. It is available in different languages and has to be completed by a set deadline, with automated reminders and managerial escalation. The training reinforces ethical and lawful behavior, human rights expectations, responsible decision-making, and knowledge of reporting channels.

Electrolux Professional Group has identified functions and areas most exposed to corruption and bribery as those that are engaged in sales and industrial operations in countries with increased risk of corruption. Employees working in these areas are subject to the requirement to adhere to the Group’s zero-tolerance stance on corruption and bribery, as mandated in the Code of Conduct and Anti-Corruption Policy.

G1-3 – Prevention and detection of corruption and bribery

Electrolux Professional Group maintains a structured, independent, and confidential process for prevention, detection, and investigation of corruption and bribery in accordance with the whistleblowing procedure presented on the previous page and on page 123.

Investigation outcomes are communicated systematically to management and supervisory bodies through predefined reporting stages.

During the reporting year, Electrolux Professional Group strengthened its prevention and detection of corruption and bribery

through several key actions, including an update to the Code of Conduct training modules, introduction of training aligned with the updated Gifts, Events and Benefits Directive, performance of compliance audits, and policy updates.

During the reporting year, no material corruption-related impacts were identified that required remediation. Progress continued through the ongoing rollout of updated training, refinement of monitoring processes, and continuous improvement of reporting structures. Implementation of the Group’s business conduct actions is currently, and will continue to be, supported by financial, human, and technical resources embedded within global operations, including funding for compliance training, digital reporting tools, whistleblowing system enhancements, internal control, and investigative capabilities.

Anti-corruption and anti-bribery training

Electrolux Professional provides mandatory anti-corruption and anti-bribery training to all employees and Electrolux Professional Group representatives, including functions at risk. The training is delivered through short e-learning modules that cover bribery definitions, redflag identification, non-compliant gift and hospitality practices, and reporting obligations, partly through scenarios. The training is compliance focused, global in scope, and reinforced through annual refreshers assigned by the Legal Department, including quizzes to verify understanding. In parallel, the Group delivers mandatory business conduct and compliance-related training for employees through face-to-face sessions, webinars, and digital learning platforms, with all employees required to complete the modules assigned to them.

Functions at risk

% of functions at risk covered by training programs	100%
Duration of computer-based training	33 mins
Frequency of training	Annual

TARGETS AND METRICS

Electrolux Professional Group has not set any measurable or time-bound business-conduct targets.

G1-4 Incidents of corruption and bribery

There have been no convictions of violations of anti-corruption or anti-bribery laws and zero fines associated with such violations during the reporting period.

No specific actions were taken to address breaches in anti-corruption and anti-bribery procedures and standards due to reported court cases, as there were none.

Our sustainability ratings

We are committed to minimizing our impact on climate change through our climate-neutral goals for industrial operations. We conduct business responsibly and ethically, aiming to be a supportive employer for our employees. Our efforts have been recognized by several rating agencies.



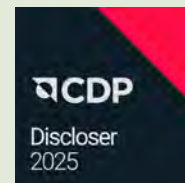
Science-based targets

Our climate targets have been validated by the Science Based Targets initiative (SBTi), verifying that they are in line with the latest climate science and consistent with the goals of the Paris Agreement.



Eco Vadis

EcoVadis is a provider of business sustainability ratings, intelligence, and collaborative performance improvement tools for global supply chains. In 2025, we are proud to have been awarded the prestigious Gold Sustainability Rating, placing us among the top 5% of companies assessed globally.



Carbon Disclosure Project (CDP)

CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. For 2025, Electrolux Professional Group received a C- rating in both the CDP Climate Change and Water Security assessments.

WE SUPPORT



Global Compact

Electrolux Professional Group has signed the UN Global Compact and commits to its 10 principles regarding human rights, labor, anti-corruption, and the environment.



Risk rating from Sustainalytics

Morningstar Sustainalytics is a leading independent ESG and corporate governance research, ratings, and analytics firm that supports investors around the world to develop and implement responsible investment strategies. Electrolux Professional Group received an ESG risk rating "Medium" risk, in 2025.



MSCI – Morgan Stanley Capital International

MSCI is a leading provider of critical decision support tools and services for the global investment community. ESG Ratings from MSCI measure a company's resilience to long-term, financially relevant ESG risks. In 2025, Electrolux Professional Group maintained our industry-leading AA rating.

We are part of the following manufacturing and quality standard organizations:

- > **EFCEM (European Federation of Catering Equipment Manufacturers)** represents manufacturers of commercial equipment across Europe.
- > **IEC (International Electrotechnical Commission)**, a global organization that develops and publishes international standards for electrical, electronic, and related technologies.
- > **ISO (International Organization for Standardization)**, a global organization that develops and publishes international standards for various kinds of products, materials, services, and processes.
- > **CENELEC (European Committee for Electrotechnical Standardization)** prepares voluntary standards in the electro-technical field at the European level.
- > **CEN (European Committee for Standardization)** develops standards for various kinds of products, materials, services and processes at the European level.
- > **ASTM (American Society for Testing and Materials)**, an international standardization organization that develops and publishes voluntary consensus technical standards.
- > **ASHRAE (American Society of Heating, Refrigerating, and Air-Conditioning Engineers)** writes standards and guidelines in its fields of expertise to guide industry in the delivery of goods and services to the public.

Electrolux Professional Group has once again been recognized on the TIME and Statista list of the World's 500 Best Companies – Sustainable Growth for 2026. For the second year, Electrolux Professional Group has been named one of the World's 500 Best Companies for Sustainable Growth 2026 by TIME and Statista, recognizing its strong performance in revenue growth, financial stability, and environmental impact.

Auditor's limited assurance report of Electrolux Professional AB's statutory sustainability statement

To the general meeting of the shareholders of Electrolux Professional AB (publ) corporate identity number 556003-0354

Conclusion

We have conducted a limited assurance engagement of the sustainability statement for Electrolux Professional AB (publ) for the financial year 2025. The sustainability statement is included on pages 70-138 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes,

- > whether the sustainability statement meets the requirements of European Sustainability Reporting Standards (ESRS),
- > whether the process the company has carried out to identify reported sustainability information has been conducted as described in the sustainability statement,
- > compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8 (EU Taxonomy).

Basis for conclusion

We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

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

Other information than the sustainability statement

This document also contains other information than the sustainability statement and is found on pages 70-138. The Board of Directors and the Chief Executive Officer are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Chief Executive Officer

The Board of Directors and the Chief Executive Officer are responsible for the preparation of sustainability statement in accordance with Chapter 6, paragraphs 12-12f of the Swedish Annual Accounts Act, and for such internal control as they determines is necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Other matters

Prior year's sustainability statement has not been subject to limited assurance procedures in accordance with FAR's recommendation RevR 19 and consequently prior year's information in the sustainability statement for 2025 has not been subject to limited assurance procedures in accordance with that recommendation.

Auditor's responsibility

Our responsibility is to express a conclusion on whether the sustainability statement has been prepared in accordance with Chapter 6, Sections 12-12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Electrolux Professional AB (publ) in accordance with professional ethics for auditors in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

A limited assurance engagement involves performing procedures to obtain evidence to support the sustainability statement. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Chief Executive Officer prepare the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

Our review procedures concerning the entity's process for identifying sustainability information to be reported included, but were not limited to:

- > Obtain an understanding of the process by:
 - Performing inquiries to understand the sources of the information used by management, and
 - Reviewing the entity's internal documentation of its process

- > Evaluate whether the evidence obtained from our procedures about the process implemented by the entity is consistent with the description of the process set out on pages 85-88 in the sustainability statement

The review procedures with respect to the sustainability statement included but were not limited to the following:

- > By inquiries obtain an understanding of the entity's control environment, reporting processes, and information systems relevant to the preparation of its sustainability statement
- > Evaluate whether information identified to be material by the entity's process for identifying sustainability information reported, is included in the sustainability statement
- > Evaluate whether the structure and the presentation of the sustainability statement is in accordance with the requirements in ESRS
- > Perform inquiries of relevant personnel and analytical procedures on selected disclosures in the sustainability statement
- > Performed substantive assurance procedures on a sample basis on selected disclosures in the sustainability statement
- > Perform inquiries and analytical procedures to evaluate whether the methods, data and significant assumptions used to make estimates in the sustainability statement are appropriate and applied consistently

The review procedures with respect to the EU Taxonomy included but were not limited to the following:

- > Obtain an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability statement
- > Evaluate whether the activities within the EU Taxonomy are consistent to the financial statements and related notes
- > Evaluate processes, documentation and assessment of eligibility and alignment with the economic activities and technical screening criteria within the EU Taxonomy
- > Evaluate whether the reporting is in accordance with the requirements in EU Taxonomy

Inherent limitations

In reporting forward-looking information in accordance with ESRS, the Board of Directors and the Chief Executive Officer for Electrolux Professional AB (publ) are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the entity. The actual outcome is likely to be different since anticipated events frequently do not occur as expected.

Stockholm March 31, 2026

Deloitte AB

Signature on Swedish original

Jonas Ståhlberg
Authorized public accountant



Financial reports, contents

Financial reports

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Consolidated statement of total comprehensive income

SEKm	Note	2025	2024
Net sales	3, 4	12,169	12,583
Cost of goods sold	5, 7	-8,013	-8,261
Gross operating income		4,156	4,322
Selling expenses	5, 7	-2,157	-2,049
Administrative expenses	5, 7	-991	-1,040
Other operating income/expenses	5, 6	8	-3
Operating income		1,016	1,231
Financial income	9	572	515
Financial expenses	9	-654	-649
Financial items, net		-82	-133
Income after financial items		934	1,097
Taxes	10	-198	-295
Income for the period		736	803

SEKm	Note	2025	2024
Items that will not be reclassified to income for the period:			
Remeasurement of provisions for post-employment benefits	21	8	106
Income tax relating to items that will not be reclassified		-2	-13
Total		6	93
Items that may be subsequently reclassified to income for the period:			
Cash flow hedges		2	2
Net investment hedges		162	2
Exchange-rate differences on translation of foreign operations		-845	329
Cost of hedging		3	35
Income tax relating to items that may be reclassified		5	-32
Total		-674	336
Other comprehensive income, net of tax	11	-668	429
Total comprehensive income for the period		69	1,231
Income for the period attributable to:			
Equity holders of the Parent Company		736	803
Total		736	803
Total comprehensive income for the period attributable to:			
Equity holders of the Parent Company		69	1,231
Total		69	1,231
Earnings per share, SEK	20		
For income attributable to the equity holders of the Parent Company:			
Basic, SEK		2.56	2.79
Diluted, SEK		2.56	2.79
Average number of shares	20		
Basic, million		287.4	287.4
Diluted, million		287.4	287.4

Consolidated balance sheet

SEKm	Note	December 31 2025	December 31 2024
Assets			
Non-current assets			
Property, plant and equipment, owned	12	1,787	1,810
Property, plant and equipment, right-of-use	8	287	348
Goodwill	13	3,939	4,552
Other intangible assets	13	1,096	1,457
Deferred tax assets	10	423	404
Pension plan assets	21	123	116
Other non-current assets	14	112	104
Total non-current assets		7,766	8,791
Current assets			
Inventories	15	1,720	1,899
Trade receivables	17, 18	2,050	2,117
Tax assets		127	72
Other current assets	16	528	401
Cash and cash equivalents	18	854	794
Total current assets		5,279	5,285
Total assets		13,045	14,075

SEKm	Note	December 31 2025	December 31 2024
EQUITY AND LIABILITIES			
Equity attributable to equity holders of the Parent Company			
Share capital	20	29	29
Other paid-in capital	20	5	5
Other reserves	20	39	713
Retained earnings	20	5,450	4,950
Equity attributable to equity holders of the Parent Company		5,523	5,697
Total equity		5,523	5,697
Non-current liabilities			
Long-term borrowings	18	1,789	2,358
Long-term lease liabilities	18	186	227
Deferred tax liabilities	10	286	308
Provisions for post-employment benefits	21	126	145
Other provisions and liabilities	22, 23	260	331
Total non-current liabilities		2,646	3,368
Current liabilities			
Trade payables	18	1,975	2,172
Tax liabilities		265	279
Other liabilities	23	1,648	1,764
Short-term borrowings	18	550	535
Short-term lease liabilities	18	112	135
Other provisions	22	325	125
Total current liabilities		4,875	5,010
Total equity and liabilities		13,045	14,075

Change in consolidated equity

SEKm	Note	Attributable to equity holders of the Parent Company				Total equity
		Share capital	Other paid-in capital	Other reserves	Retained earnings	
Opening balance, January 1, 2024		29	5	378	4,293	4,705
Income for the period		-	-	-	803	803
Cash flow hedges		-	-	2	-	2
Net investment hedges		-	-	2	-	2
Cost of hedging		-	-	35	-	35
Remeasurement of provisions for post-employment benefits		-	-	-	106	106
Exchange differences on translation of foreign operations		-	-	329	-	329
Income tax relating to other comprehensive income		-	-	-32	-13	-45
Other comprehensive income, net of tax	11	-	-	336	93	429
Total comprehensive income for the period		-	-	336	896	1,231
Dividend		-	-	-	-230	-230
Share-based incentive program		-	-	-	6	6
Equity swap for share-based incentive program		-	-	-	-15	-15
Total transactions with equity holders		-	-	-	-239	-239
Closing balance, December 31, 2024		29	5	713	4,950	5,697
Opening balance, January 1, 2025		29	5	713	4,950	5,697
Income for the period		-	-	-	736	736
Cash flow hedges		-	-	2	-	2
Net investment hedges		-	-	162	-	162
Cost of hedging		-	-	3	-	3
Remeasurement of provisions for post-employment benefits		-	-	-	8	8
Exchange differences on translation of foreign operations		-	-	-845	-	-845
Income tax relating to other comprehensive income		-	-	5	-2	3
Other comprehensive income, net of tax	11	-	-	-674	6	-668
Total comprehensive income for the period		-	-	-674	742	69
Dividend		-	-	-	-244	-244
Share-based incentive program		-	-	-	11	11
Equity swap for share-based incentive program		-	-	-	-9	-9
Total transactions with equity holders		-	-	-	-242	-242
Closing balance, December 31, 2025		29	5	39	5,450	5,523

Consolidated cash flow statement

SEKm	Note	2025	2024
Operations			
Operating income		1,016	1,231
Depreciation and amortization		534	563
Other non-cash items		254	21
Interest and similar items received		35	62
Interest and similar items paid		-114	-184
Taxes paid		-315	-333
Cash flow from operations, excluding change in operating assets and liabilities		1,409	1,360
Change in operating assets and liabilities			
Change in inventories		10	60
Change in trade receivables		-96	0
Change in trade payables		-55	133
Change in other operating assets, liabilities and provisions		25	-148
Cash flow from change in operating assets and liabilities		-116	45
Cash flow from operations		1,293	1,405
Investment activities			
Acquisition of operations	25	-	-1,142
Capital expenditure in property, plant and equipment	12	-306	-275
Capital expenditure in product development	13	-28	-9
Capital expenditure in other intangibles	13	-29	-31
Other		-21	4
Cash flow from investment activities		-384	-1,454
Cash flow from operations and investments activities		909	-49

SEKm	Note	2025	2024
Financing activities			
Change in short-term borrowings, net	18	-316	-459
New long-term borrowings	18	-	2,900
Amortization of long-term borrowings	18	-131	-2,182
Payment of lease liabilities	18	-123	-134
Dividend		-244	-230
Equity swap for share-based incentive program		-9	-15
Cash flow from financing activities		-823	-120
Total cash flow		86	-169
Cash and cash equivalents at beginning of period		794	959
Exchange-rate differences pertaining to cash and cash equivalents		-25	4
Cash and cash equivalents at end of period		854	794

Parent Company income statement

SEKm	Note	2025	2024
Net sales	4	3,269	3,346
Cost of goods sold		-2,299	-2,275
Gross operating income		970	1,071
Selling expenses		-448	-448
Administrative expenses		-243	-240
Other operating income/expenses	6	-5	2
Operating income		274	385
Financial income/expenses	9	723	369
Impairment of shares in subsidiaries	14	-	-1
Income after financial items		997	753
Appropriations	29	57	15
Income before taxes		1,054	768
Taxes	10	-44	-123
Income for the period		1,010	645

Parent Company statement of total comprehensive income

SEKm	Note	2025	2024
Income for the period		1,010	645
Items that may be subsequently reclassified to income for the period:			
Cash flow hedges		2	1
Cost of hedging		2	35
Exchange-rate differences on translation of foreign operations		-8	4
Income tax relating to items that may be reclassified		-1	-8
Other comprehensive income, net of tax		-5	32
Total comprehensive income for the period		1,005	677

Parent Company balance sheet

SEKm	Note	December 31 2025	December 31 2024
Assets			
Non-current assets			
Property, plant and equipment, owned	12	460	322
Intangible assets	13	24	4
Deferred tax assets	10	13	11
Shares in subsidiaries	14, 30	9,187	7,127
Interests in other entities		16	-
Long-term receivables from subsidiaries	14	813	2,286
Total non-current assets		10,513	9,750
Current assets			
Inventories	15	307	306
Receivables from subsidiaries		614	1,611
Trade receivables	17, 18	211	342
Tax assets		61	6
Other current assets		340	151
Cash and cash equivalents	18	714	616
Total current assets		2,247	3,032
Total assets		12,760	12,782

SEKm	Note	December 31 2025	December 31 2024
Equity and liabilities			
Restricted equity			
Share capital	20	29	29
Statutory reserve		5	5
Development reserve		23	4
		57	38
Non-restricted equity			
Retained earnings		6,910	6,531
Income for the period		1,010	645
		7,920	7,176
Total equity		7,977	7,214
Untaxed reserves		71	76
Non-current liabilities			
Other provisions	22	110	123
Other non-current loans	18	1,789	2,358
Total non-current liabilities		1,899	2,481
Current liabilities			
Payables to subsidiaries		1,450	1,771
Trade payables	18	428	397
Other liabilities	23	267	322
Short-term borrowings	18	640	519
Other provisions	22	28	2
Total current liabilities		2,813	3,011
Total equity, untaxed reserves, and liabilities		12,760	12,782

Parent Company change in equity

SEKm	Note	Restricted equity			Non-restricted equity		Total equity
		Share capital	Statutory reserve	Development reserve	Fair value reserve	Retained earnings	
Opening balance, January 1, 2024		29	5	2	0	6,740	6,776
Income for the period		-	-	-	-	645	645
Cash flow hedges		-	-	-	-	1	1
Cost of hedging		-	-	-	-	35	35
Exchange differences on translation of foreign operations		-	-	-	-	4	4
Income tax relating to other comprehensive income		-	-	-	-	-8	-8
Total comprehensive income for the period		-	-	-	-	677	677
Dividend		-	-	-	-	-230	-230
Share-based incentive program		-	-	-	-	6	6
Equity swap for share-based incentive program		-	-	-	-	-15	-15
Development reserve		-	-	2	-	-2	-
Total transactions with equity holders		-	-	2	-	-241	-239
Closing balance, December 31, 2024		29	5	4	0	7,176	7,214
Opening balance, January 1, 2025		29	5	4	0	7,176	7,214
Income for the period		-	-	-	-	1,010	1,010
Cash flow hedges		-	-	-	-	2	2
Cost of hedging		-	-	-	-	2	2
Exchange differences on translation of foreign operations		-	-	-	-	-8	-8
Income tax relating to other comprehensive income		-	-	-	-	-1	-1
Total comprehensive income for the period		-	-	-	-	1,005	1,005
Dividend		-	-	-	-	-244	-244
Share-based incentive program		-	-	-	-	11	11
Equity swap for share-based incentive program		-	-	-	-	-9	-9
Development reserve		-	-	19	-	-19	0
Total transactions with equity holders		-	-	19	-	-261	-242
Closing balance, December 31, 2025		29	5	23	0	7,920	7,977

Parent Company cash flow statement

SEKm	Note	2025	2024
Operations			
Operating income		274	385
Depreciation and amortization	12, 13	48	59
Other non-cash items		11	12
Financial items paid, net		-172	155
Taxes paid		-102	-120
Cash flow from operations, excluding change in operating assets and liabilities		59	491
Change in operating assets and liabilities			
Change in inventories		-2	-17
Change in trade receivables		131	-41
Change in trade payables		31	46
Change in other operating assets, liabilities and provisions		-80	28
Cash flow from change in operating assets and liabilities		80	16
Cash flow from operations		139	507
Investments			
Acquisition of shares in subsidiaries		-	-1,251
Capital expenditure in property, plant and equipment	12	-173	-120
Capital expenditure in other intangibles	13	-20	-3
Other		-16	-
Cash flow from investments		-209	-1,374
Cash flow from operations and investments		-70	-867

SEKm	Note	2025	2024
Financing			
Change in short-term investments		-	-
Change in internal lending and borrowing		138	-240
Change in external short-term borrowing	18	-37	-202
Change in long-term borrowing	18	-570	1,167
Equity swap for share-based incentive program		-9	-15
Dividend to shareholders		-244	-230
Dividend from subsidiaries		890	225
Cash flow from financing		168	705
Total cash flow		98	-162
Cash and cash equivalents at beginning of period		616	778
Cash and cash equivalents at end of period		714	616

Notes

Note 1 ACCOUNTING PRINCIPLES

This section describes the comprehensive basis of preparation that has been applied in preparing the consolidated financial statements. Accounting principles for specific accounting areas and individual line items are described in the related notes.

Electrolux Professional AB's registered office is at Franzéngatan 6, 112 51 Stockholm, Sweden. The consolidated financial statements were authorized for issue by the Board of Directors on March 31, 2026. The balance sheets and income statements are subject to approval by the Annual General Meeting of shareholders on May 7, 2026.

The terms "Electrolux Professional", "Electrolux Professional Group", the "Group" or the "Company" refer to Electrolux Professional AB (publ) (corporate ID No. 556003-0354) or the Group in which Electrolux Professional AB (publ) is the Parent company and its subsidiaries, depending on the context. Enumerated amounts presented in tables and statements may not always agree with the calculated sum of the related line items due to rounding differences. The aim is for each line item to agree with its source and there may therefore be rounding differences affecting the total when the presented line items are added up.

Basis of preparation

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) as endorsed by the European Union (EU). The consolidated financial statements have been prepared under the historical cost convention, except for financial instruments at fair value (including financial derivative instruments). Some additional information is disclosed based on the requirements in standard 'RFR 1' issued by the Swedish Financial Reporting Board and the Swedish Annual Accounts Act. As required by IAS 1, Electrolux Professional companies apply uniform accounting rules, irrespective of national legislation, as defined in Electrolux Professional's Accounting Manual which is fully compliant with IFRS. The policies set out below have been consistently applied to all years presented, except for new accounting standards where the application follows the rules in each particular standard. For information on new standards, see the section on new or amended accounting standards. The Parent Company applies the same accounting principles as the Group, except in the cases specified in the section entitled 'Parent Company accounting principles'.

Principles applied for consolidation

The consolidated financial statements have been prepared using the acquisition method of accounting, whereby the assets and liabilities and contingent liabilities assumed in a subsidiary on the date of acquisition are recognized and measured to determine the acquisition value to the Group.

The cost of an acquisition is measured as the fair value of the assets given, equity instruments issued, and liabilities incurred or assumed at the date of exchange. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Costs directly attributable to the acquisition effort are expensed as incurred.

The excess of the consideration transferred over the fair value of the identifiable net assets acquired is recorded as goodwill. If the fair value of the acquired net assets exceeds the cost of the business combination, the identification and measurement of the acquired assets must be reassessed. Any excess remaining after that reassessment represents a 'bargain purchase' and is recognized immediately in the statement of comprehensive income.

The consolidated financial statements for the Group include the financial statements of the Parent Company, Electrolux Professional AB, and its directly and indirectly owned subsidiaries after:

- elimination of intra-group transactions, balances, and unrealized intragroup profits, and
- carrying values, depreciation and
- amortization of acquired surplus values.

Definition of Group companies

The consolidated financial statements include Electrolux Professional AB and all companies over which the Parent Company (Electrolux Professional AB) has control, i.e., the power to direct the activities, exposure to variable return, and the ability to use its power. When the Group ceases to have control or significant influence, any retained interest in the entity is remeasured at its fair value, with the change in carrying amount recognized in profit or loss. At year-end 2025, the Group consisted of 40 companies.

The following apply to acquisitions and divestments:

- Companies acquired are included in the consolidated statement of comprehensive income as of the date when Electrolux Professional gains control.
- Companies divested are included in the consolidated statement of comprehensive income up to and including the date when Electrolux Professional loses control.

Foreign currency translation

Foreign currency transactions are translated into the functional currency using the exchange rate prevailing at the date of each transaction.

Monetary assets and liabilities denominated in foreign currencies are valued at end-of-period exchange rates and any exchange-rate differences are included in income for the period.

The consolidated financial statements are presented in Swedish krona (SEK), which is Electrolux Professional AB's functional currency and the Group's presentation currency according to IAS 21.

The balance sheets of foreign subsidiaries are translated into SEK at end-of-period closing rates. The consolidated statement of comprehensive income is translated at the average rates for the year. Translation differences thus arising are included in other comprehensive income.

Currency	2025		2024	
	Average	End of period	Average	End of period
CNY	1.36	1.32	1.47	1.51
CZK	0.4483	0.4465	0.4547	0.4550
DKK	1.48	1.45	1.53	1.54
EUR	11.07	10.82	11.42	11.46
GBP	12.92	12.40	13.49	13.82
JPY	0.0655	0.0588	0.0699	0.0703
NOK	0.94	0.91	0.98	0.97
CHF	11.81	11.62	12.01	12.17
THB	0.2982	0.2908	0.3006	0.3212
TRY	0.2471	0.2144	0.3222	0.3119
USD	9.80	9.21	10.56	11.03

New or amended accounting standards to be applied in 2025

The following new, amended or improved accounting standards were applicable from January 1, 2025: Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (issued on August 15, 2023). The new, amended or improved standards mentioned above have not had any material impact on Electrolux Professional's consolidated financial statements.

New or amended accounting standards to be applied after 2025

The following new, amended or improved accounting standards have been published but are not mandatory for 2025 and have not been adopted early by Electrolux Professional: Amendments to the Classification and Measurement of Financial Instruments (Amendments to IFRS 9 and IFRS 7) (issued on 30 May 2024); Contracts Referencing Nature-dependent Electricity – Amendments to IFRS 9 and IFRS 7 (issued on 18 December 2024); Annual Improvements Volume 11 (issued on 18 July 2024); and IFRS 19

Note 1 ACCOUNTING PRINCIPLES, CONT.

Subsidiaries without Public Accountability: Disclosures (issued on 9 May 2024). The new, amended or improved standards mentioned above are not expected to have any material impact on Electrolux Professional's consolidated financial statements. For IFRS 18 Presentation and Disclosure in Financial Statements (issued on 9 April 2024) the effects are being analyzed.

Critical accounting policies and key sources of estimation uncertainty

Use of estimates

The Group's management has made a number of estimates and assumptions relating to the reporting of assets and liabilities in preparing the consolidated financial statements in conformity with IFRS. Actual results may differ from these estimates under different assumptions or conditions. In the following section, Electrolux Professional summarizes the accounting policies that require more subjective judgment by management when making assumptions or estimates regarding the effects of matters that are inherently uncertain.

Asset impairment and useful lives

Non-current assets, including goodwill, are evaluated for impairment yearly or whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. An impaired asset is written down to its recoverable amount, being the higher of fair value less costs of disposal and value in use. Impairment charges are recorded when the information shows that the carrying amount of an asset is not recoverable. The value in use is estimated by using the discounted cash flow method based on expected future cash flows. Differences in the estimation of expected future cash flows and the discount rates used may result in different asset valuations.

The yearly impairment testing of goodwill and other intangible assets with indefinite useful lives has not indicated any impairment. See Note 13 for more information.

Property, plant and equipment are depreciated on a straight-line basis over their estimated useful lives. Useful lives for property, plant and equipment are estimated at between 10 and 40 years for buildings and 15 years for land improvements, and between 3 and 15 years for machinery, technical installations, and other equipment. The Group's management regularly reassesses the useful lives of all significant assets. See Note 12 for more information.

See note 31 for assessments related to climate change.

Deferred taxes

In the preparation of the consolidated financial statements, Electrolux Professional estimates the income taxes in each of the tax jurisdictions in which the Group operates, as well as any deferred taxes based on temporary differences. Deferred tax assets relating to tax loss carry-forwards and temporary differences are recognized in those cases when future taxable income is expected

to permit the recovery of those tax assets. Changes in assumptions in the projection of future taxable income as well as changes in tax rates could result in significant differences in the valuation of deferred taxes. See Note 10 for more information.

Current taxes

Electrolux Professional's provisions for uncertain outcomes of tax audits and tax litigations are based on the management's best estimates and are recorded in the balance sheet. The best estimate of the expected tax to be paid is based on a qualitative assessment of all relevant information. In assessing any appropriate provision requirements for uncertain tax items, the Group considers progress made in discussions with tax authorities, expert advice on the likely outcome, and any recent developments in case law.

Estimates might differ from the actual outcome, and the timing of the potential effect on Electrolux Professional's tax cost and cash flow is normally not possible to predict. Any such variations will affect the financial results in the year in which such a determination is made.

In recent years, tax authorities have been focusing on transfer pricing. Transfer-pricing matters are normally very complex, include large amounts, and might take several years to conclude.

Electrolux Professional has analyzed the implications of Pillar Two on the financial year ended December 31, 2025. The analysis shows that there will be no material requirement for extra current tax to be paid in 2027 relating to 2025. Hence no current tax provision has been made in 2025.

Trade receivables and calculation of loss allowance

Receivables are reported net of provision for expected credit losses. The net value reflects the amounts that are expected to be collected, based on circumstances known at the balance sheet date. When measuring expected credit loss the Group uses a model based on historical and forward-looking information. The most important components of the model are historical credit losses and assumptions about various future market effects such as GDP development and ability to pay for individual customers. Changes in circumstances such as higher than expected defaults or changes in the financial situation of a significant customer could lead to significantly different valuations. See Note 17 for more information.

Post-employment benefits

Electrolux Professional sponsors a number of defined contribution and defined benefit pension plans for its employees. The pension calculations referring to defined benefit plans are based on actuarial assumptions regarding, e.g., the discount rate, mortality rates, and future salary and pension increases. Changes in assumptions directly affect the defined benefit obligation, service cost, interest income, and expense. See Note 21 for more information.

Restructuring

The Group's definition of restructuring charges includes estimated costs for personnel reductions and other direct costs related to the termination of an activity, as well as required write-downs of assets and other non-cash items. The charges are calculated based on detailed plans for activities that are expected to improve the Group's cost structure and productivity. In general, the outcomes of similar historical events in previous plans are used as a guideline to minimize these uncertainties. See Note 7 and 22 for more information.

Warranties

As is customary in the industry in which Electrolux Professional operates, some of the products sold are covered by an original warranty, which is included in the price and extends for a predetermined *period of time. Provisions for this original warranty are estimated based on historical data regarding service rates, cost of repairs, etc. An epidemic failure can have a significant effect on the amount reported as warranty provision. See Note 22 for more information.

Disputes

Electrolux Professional is involved in disputes in the ordinary course of business. The disputes may concern matters such as product liability, alleged defects in delivery of goods and services, patent rights and other rights, and other issues on rights and obligations in connection with Electrolux Professional's operations. Such disputes may prove costly and time consuming and may disrupt normal operations. In addition, the outcome of complicated disputes is difficult to foresee. It cannot be ruled out that a disadvantageous outcome of a dispute may prove to have a material adverse effect on the Group's earnings and financial position.

Hyperinflation

Turkey is regarded as a hyperinflation economy and accordingly, Electrolux Professional has analyzed whether hyperinflation accounting should be applied, in accordance with IAS 29. Given that Turkey corresponds to less than 1% of the Group's total assets, the effect has been considered as immaterial.

Climate

For information about climate related matters see Note 31.

Parent Company accounting principles

Electrolux Professional AB is the parent company of the Group, and has offices in Stockholm, Ljungby, Malmö, and Partille, Sweden. Stockholm is the base for the corporate functions whereas the operational part of the business is located in Ljungby including a factory and sales.

The Parent Company prepares the annual report in compliance with the Swedish Annual Accounts Act (1995:1554) and recommendation RFR2, Accounting for legal entities of the Swedish Financial

Note 1 ACCOUNTING PRINCIPLES, CONT.

Reporting Board. RFR2 prescribes the amendments and exceptions from IFRS applicable to the Parent Company. This means that all IFRS standards and statements are applied when possible within the frame of the Annual Accounts Act with consideration given to Swedish legislation in accounting and taxation.

The financial reports of the Parent Company are presented in Swedish krona (SEK), rounded to millions. The accounting principles are applicable for all periods unless otherwise stated. More detailed information on accounting principles can be found in the above text regarding the Group's application of these.

Shares in subsidiaries

Holdings in subsidiaries are recognized according to the cost method of accounting. If there is an indication that the recognized value of shares has declined, they are tested for impairment according to IAS36. In accordance with RFR2, transaction costs are recognized as part of the acquisition value in the Parent Company, unlike the Group where they are considered as costs.

Anticipated dividends

Dividends decided at each of the subsidiaries' annual general meetings are recognized in the income statement. Anticipated dividends are recognized if the Parent Company has exclusive rights to decide on dividends from subsidiaries and has decided on an amount before the Parent Company's annual report or quarterly report has been published.

Taxes

Untaxed reserves including deferred tax liability are recognized in the Parent Company. In the group's income statement untaxed reserves are divided between deferred tax liability and equity. Tax on Group contribution is included in the Parent Company's income statement.

Appropriations and untaxed reserves

Under Swedish tax legislation, the Parent Company has the possibility to make depreciations in excess of those planned. They are recognized as appropriations in the income statement and as untaxed reserves in the balance sheet.

Group and shareholders' contribution

In Sweden, group contributions are deductible and when given by subsidiaries or the Parent Company they are recognized as appropriations in the income statement. Shareholders' contribution is not deductible and if paid by the Parent Company it is recognized as shares in subsidiaries and is subject to impairment if needed. This is described in more detail above in "shares in subsidiaries".

Post-employment benefits

Electrolux Professional AB applies the simplified rule according to RFR2, for recognition of defined benefit plans. For further information see Note 21.

Intangible assets

In accordance with RFR2, the Parent Company amortizes goodwill and trademarks over 5 years.

Reserve for development

Own developed intangible assets are recognized as a reserve for development in the Parent Company. It is amortized, and the closing balance of the reserve is transferred from unrestricted to restricted equity in compliance with the Swedish Annual Accounts Act.

Leases

Lease agreements for the Parent Company are reported as operational, where the cost is linear over the lease period.

Financial guarantees

Financial guarantees for the Parent Company to the benefit of subsidiaries are reported as contingent liabilities.

A provision is booked if there is any indication that any of these may lead to a payment.

Financial instruments

The Parent Company does not apply the simplification rules for IFRS 9 Financial Instruments, allowed under RFR2.

Hedging of shares in subsidiaries (fair value hedge)

The fair value change of the hedging instrument is recognized in profit or loss, whereas changes in fair value related to cost of hedging is recognized in other comprehensive income. The change in fair value with regards to the hedged risk (change in exchange rates) of the shares is also recognized in profit or loss. Cost of hedging represents unrealized changes in fair value and will be zero when the hedging instrument matures.

Expected credit loss

The Parent Company calculates an expected credit loss provision for its trade receivable position (simplified approach) and lending to each of its subsidiaries (the general approach). The default probability of each subsidiary is based on a credit rating model per country.

Note 2 FINANCIAL RISK MANAGEMENT

Financial risk management

The Group is exposed to a number of risks from liquid funds, trade receivables, trade payables, borrowings, commodities, and foreign exchange. The risks include:

- Financing risk in relation to the Group's capital requirements;
- Foreign-exchange risk on commercial flows and net investments in foreign subsidiaries;
- Commodity-price risk affecting the expenditure on raw materials and components;
- Credit risk related to financial and commercial activities; and
- Interest-rate risk on liquid funds and borrowings.

The Board of Directors of Electrolux Professional AB has established several policies (hereinafter all policies are referred to as the Financial Policy) to monitor and manage the financial risks related to the operations of the Group. The primary responsibility for ensuring that these risks are managed in an efficient and professional manner lies within Group Treasury with the support of the management of each operational unit. Moreover, the commercial credit risk is managed at an operating level by the controlling department, and is guided by the Group Credit Policy.

The policies are adopted through a delegation of authority matrix, which defines roles and responsibilities within the Group management structure. Application of the policies is monitored through internal controls and breaches are managed according to pre-agreed procedures. The Board of Directors meets on a regular basis (at least quarterly) to discuss business, policy compliance, and governance matters.

Group Treasury in Stockholm provides services to the business, co-ordinates access to financial markets, and monitors and manages the financial risks through internal risk reports, which analyze exposures by degree and magnitude of the risk.

The Group's Financial Policy governs the use of financial derivatives. The internal auditors review compliance with policies and exposure limits on a continuous basis.

Capital structure

The Group defines its capital as equity stated in the balance sheet. The Group's objective is to have a capital structure resulting in an efficient weighted cost of capital and sufficient credit worthiness, with consideration given to operating needs, and the needs for potential acquisitions.

Financing risk

Financing risk refers to the risk that financing of the Group's capital requirements and refinancing of existing borrowings could become more difficult or more costly. This risk can be decreased by ensuring that maturity dates are evenly distributed over time, and that total short-term borrowings do not exceed liquidity levels. According to the Financial Policy, Group Treasury must ensure that the remaining

Note 2 FINANCIAL RISK MANAGEMENT, CONT.

average credit duration of the total debt portfolio exceeds two years and at any given point in time, liquidity reserves are monitored and kept in line with the Policy.

Liquidity risk

Liquid funds as defined by the Group consist of cash, cash equivalents, and short-term investments. Electrolux Professional's target is that the level of liquid reserves, including cash and bank balances, short-term investments, and unutilized committed credit facilities do not fall below SEK 500m. If that level is not maintained, the Board of Directors is to be immediately informed, and appropriate actions taken to restore that preferred level.

Supplier finance arrangements

Electrolux Professional uses supplier finance programs to extend payment terms and make it possible for suppliers to receive earlier payments. The payment terms for suppliers not in the programs are between 0 and 195 days and for suppliers in the programs between 99 and 180 days. The programs are administrated by Deutsche Bank and Intesa SanPaolo. Trade payables in supplier financing programs are reported under the line trade payables in the consolidated balance sheet and at year-end 2025 the amount was SEK 224m (259), whereof SEK 165m (191) was already received by the suppliers.

For the Parent Company at year-end 2025 the amount was SEK 68m (84), whereof SEK 65m (81) was already received by the suppliers.

The liquidity risk from the use of supplier finance programs is handled as described and mandated in the Liquidity Risk section above.

Foreign exchange risk

Foreign exchange risk is defined as the risk that fluctuations in currency exchange rates have a negative impact on the company's financial position, profitability or cash flow. In order to manage such effects, the Group covers these risks within the framework of the Financial Policy, and the Group's overall currency exposure is managed centrally by Group Treasury.

As a general rule, financing is to be made in each company's local currency, and net foreign exchange exposures on financial assets and liabilities are to be hedged by Group Treasury. After hedging, the foreign exchange exposure on financial items is immaterial.

Transaction exposure from commercial flows

Transaction exposure is defined as the confirmed future net of operational and financial inflows and outflows of currencies. The Financial Policy stipulates the extent to which commercial flows are to be hedged.

The Group's geographically widespread production reduces the effects of changes in exchange rates. The remaining transaction exposure is either related to internal sales from producing entities to sales companies or external exposures from purchasing of components and input material for the production paid in foreign currency.

If the currency exposure is significant based on long-term contracts in foreign currencies, Group Treasury is contacted for decisions on potential hedges. Group Treasury is the sole party authorized to execute financial hedge transactions and derivative contracts with external parties.

Translation exposure from consolidation of entities outside Sweden

Translation exposure is defined as the risk that fluctuations in currency exchange rates have a negative impact on the balance sheet or consolidated equity. This occurs when a portion of consolidated equity, net assets, or a financial asset or liability are denominated in a foreign currency. Electrolux Professional can in certain cases decide to hedge the translation exposure, with Group CFO approval. The translation exposures arising from income statements of foreign subsidiaries are included in the sensitivity analysis below. For more information, see Note 18.

Foreign-exchange sensitivity from transaction and translation exposure

The major net export currencies that Electrolux Professional is exposed to are the EUR, THB, and SEK. The major import currencies that Electrolux Professional is exposed to are the USD, GBP, DKK, NOK, JPY, CNY, CZK and NZD. These currencies represent the majority of the exposures of the Group.

The currency exposure from foreign investments should, when possible, be mitigated by loans in local currency. The remaining foreign net investment should not generally be hedged by financial derivatives. In exceptional cases the Group CFO may decide to use financial derivatives to hedge net investments in foreign subsidiaries.

The table below shows the effect from a change in exchange rates for the Group's major currencies. The analysis takes into consideration the net transaction flow as disclosed in Note 18 and operating income (EBIT, i.e. before tax) by functional currency as per the end of each year. The table does not cover the equity effect of changes in FX rates. The model assumes the distribution of earnings and costs effective at year-end and does not include any dynamic effects, such as changes in competitiveness or consumer behavior arising from such changes in exchange rates.

Currency	Change	12m net flows (in and out)	Hedge	Exposures		12m net flows and EBIT	Profit or Loss Impact			
				12m net flows including Hedges	EBIT		Transaction exposure	EBIT Translation exposure	Profit or loss impact 2025	Profit or loss impact 2024
USD/SEK	-10%	771	-129	642	212	853	-64	-21	-85	-95
EUR/SEK	-10%	-38	74	35	473	509	-4	-47	-51	-47
GBP/SEK	-10%	192	-5	187	31	218	-19	-3	-22	-25
DKK/SEK	-10%	122	0	121	22	144	-12	-2	-14	-11
NOK/SEK	-10%	119	-1	118	12	129	-12	-1	-13	-11
JPY/SEK	-10%	60	-6	54	31	85	-5	-3	-9	-17
CZK/SEK	-10%	48	0	48	1	48	-5	0	-5	-3
CHF/SEK	-10%	-52	-10	-62	19	-43	6	-2	4	-3
SGD/SEK	-10%	-82	1	-82	7	-75	8	-1	8	-1
THB/SEK	-10%	-403	51	-352	94	-259	35	-9	26	38

Note 2 FINANCIAL RISK MANAGEMENT, CONT.

Commodity-price risks

Commodity risk exposure is defined as the risk that fluctuations in the price of commodities result in an unexpected impact on the consolidated statement of comprehensive income or the consolidated balance sheet of the Group. The Purchasing department is responsible for the overall commodity risk management and follow-up on commodity exposures. The Purchasing department strives to reach a commercial hedge via matching of terms in sales contracts with terms in contracts with existing raw material suppliers. If a significant exposure occurs without the possibility to fix prices with suppliers or pass on potential profit and loss effects to the customer, a financial hedge should be considered. In this case Group Treasury is to be contacted for discussion on the hedge strategy and hedge counterparty. The Purchasing department is not permitted to enter into any financial hedges or financial contracts. There are no outstanding financial hedges related to commodities at the balance date.

Credit risk

Credit risk in financial activities

Credit risk in financial transactions is the risk that the counterparty is not able to fulfill its contractual obligations related to the Group's investments of liquid funds and derivatives. In order to limit exposure to credit risk, the Group has adopted a policy stating that excess liquidity must be deposited at bank accounts in the Group's core banks, invested in securities issued by the core banks, or invested in government securities. The Financial Policy states that:

- Short-term investments in the form of deposits should be done with the Revolving Credit Facility Banks (RCF Banks) or with Banks with a minimum rating of BBB- (investment grade) according to Standard & Poor.
- Short-term investments in the form of securities should have a minimum rating of A.

The Group aims to have master netting agreements (ISDA) with all counterparties for derivative transactions. Assets and liabilities will only be netted from a credit risk perspective for counterparties with valid ISDA agreements. Further, derivatives should be spread between counterparties to reduce the credit risk. No financial assets or liabilities are offset in the balance sheet.

Outstanding net position for derivative instruments

SEKm	Gross	Net in BS	Master netting agreement	Net position
Assets				
Derivatives	269	269	-9	260
Liabilities				
Derivatives	-10	-10	9	-1

Credit risk in trade receivables

Electrolux Professional's client base contains a mix of repeat customers such as distributors, and one-time customers, as well as multi-operator stores or spare-parts customers.

The Financial Policy defines how credit management is to be performed in the Group to achieve competitive and professionally performed credit assessment, limited bad debts, improved cash flow, and optimized profit.

Electrolux Professional has adopted a Rating Model (EPRM), which is managed by the Group Credit Manager. The purpose of the EPRM is to have a common, objective approach to credit risk assessment that enables more standardized and systematic credit evaluations to minimize inconsistencies in decisions. The EPRM is based on a risk/reward approach and is the basis for the customer assessment. The risk of a customer is determined by the EPRM Risk Score in which customers are classified. EPRM calculates a Risk score that is translated to a Risk class: Low Risk (1), Moderate Risk (2), Medium Risk (3), Marked Risk (4), High Risk (5) and Default (6). The amount of information required for the assessment varies with the size of the credit limit and the risk. EPRM is the mandatory tool for credit assessment within the Group. External sources of information are used for basic and credit information on customers, such as unique identifiers (DUNS number) and legal hierarchy. The required type and source of information is determined by Group Credit Management. EPRM must be used for customers with a credit limit of a minimum of SEK 750k unless a higher minimum amount is approved by the Group Credit Manager or the Group CFO. EPRM is also used for customers with full credit protection since the credit decision is taken on the gross credit limit.

As far as possible customer receivables are insured and are covered by a global insurance program. Under the existing arrangements the trade credit insurance covers not only the risk of customer insolvency but also the risk of protracted default. The use of credit insurance also supports the mitigation of concentration risks, in that a portion of the balance relates to a small number of large customers.

Interest-rate risk on liquid funds and borrowings

Interest-rate risk refers to the adverse effects of changes in interest rates on the Group's income. The main factor determining this risk is the interest-fixing period.

Interest-rate risk in liquid funds

All liquidity is invested in interest bearing instruments, normally with maturities of between 0 and 3 months. For more information, see Note 18, liquidity profile.

The Financial Policy states that:

- Surplus cash holdings are to be avoided. Excess liquidity must be offset against external debts.

- Short-term investments must have a time to maturity that matches large disbursements, planned investments or dividend, and must not exceed 12 months.

Borrowings

According to the Financial Policy, the debt financing of the Group is to be managed by Group Treasury in order to ensure efficiency and risk control. Debt is primarily raised at the Parent Company level and transferred to subsidiaries through internal loans or capital injections. In this process, swap instruments might be used to convert the funds to the required currency. Short-term financing might also be undertaken locally in subsidiaries where there are capital restrictions. At year-end 2025, the Electrolux Professional Group primarily held two bilateral term loans with the Swedish Export Credit Corporation (AB Svensk Exportkredit) and the Nordic Investment Bank, and issued bonds the Swedish capital markets. For more information, see Note 18.

Interest-rate risk in borrowings

The Financial Policy states that the average interest duration in the debt portfolio (including overdrafts, RCF, term loans, and interest rate derivatives) is to be between 0 and 3 years. Group Treasury is responsible for managing the long-term debt portfolio and seeks a balance between floating and fixed interest rates in order to limit the negative impact that a rise in market rates may have. Any binding of interest rates for a longer time period than 5 years is not permitted without the approval of the Board of Directors. Derivatives such as interest-rate swap agreements might be used to manage the interest-rate risk by changing the interest from fixed to floating or vice versa. For those derivatives Electrolux Professional practices hedge accounting, which has affected other comprehensive income by SEK 167m (39) during 2025.

On the basis of 2025 borrowings with an average interest fixing period of 1.2 years, and considering that the amount of loans outstanding as at December 31, 2025 was approximately SEK 2.3bn, a 1%-point shift in interest rates would impact the Group's interest expenses by approximately SEK 13m. This calculation is based on a parallel shift of all relevant yield curves (EUR and SEK) simultaneously by one percentage point. In this assessment Electrolux Professional acknowledges that the calculation does not take into consideration the fact that the interest rates on different maturities and different currencies might change differently.

Note 3 SEGMENT INFORMATION

Electrolux Professional Group has five business areas which are aggregated into two reportable segments:

- Food & Beverage, and
- Laundry.

The business areas are aggregated into reportable segments based on the following aggregation criteria: similar economic characteristics and long-term financial performance, similar nature of products and production processes, purchasing and logistic activities, and customers.

The Food & Beverage segment consists of three geographical business areas, Food Europe, Food Americas, Food APAC & MEA and a global business area, Beverage and Food Preparation. Food & Beverage offers equipment for professional users within the hospitality industry. Products within Food & Beverage comprise mainly modular cooking, ovens, dishwashing and refrigeration, dispensers for hot beverages (e.g., coffee grinders, brewers and coffee urns), cold beverages (beverage and juice dispensers), and frozen beverages (frozen drinks and ice cream dispensers), vacuum packing and equipment for soft serve as well as Customer Care.

The Laundry segment consists of one global business area. Laundry offers equipment designed to meet a diverse array of professional requirements, from self-service and the hospitality industry

to healthcare providers and commercial laundries. Customers include hospital and hotel laundries, apartment-building laundries in Scandinavia, and laundrettes. Products offered within the laundry segment include washing machines, tumble dryers, ironers, and finishing equipment.

The five business areas are regularly reviewed by the President and CEO, the Group's chief operating decision maker.

The business areas are responsible for operating income before interest, tax, and amortization (EBITA), which is the primary measurement, and operating income, whereas net assets, financial items and taxes, as well as net debt and equity, are not reported per business area. The operating income of the business areas is consolidated using the same principles as for the Group. The business areas consist of separate legal units as well as divisions in multi-business area, where some allocations of costs are made. Operating costs not included in the business areas are shown under Group shared costs, which mainly are costs related to the group management activities typically required to run a group.

Sales between business areas are made at market conditions with arm's-length principles, if applicable.

Geographical information, net sales¹

SEKm	2025	2024
United States	2,746	2,946
Italy	1,546	1,591
France	1,008	1,008
Sweden	891	830
Japan	759	920
Germany	683	705
Great Britain	395	434
Finland	388	403
Spain	363	351
Denmark	297	288
Switzerland	283	292
Turkey	206	197
China	189	185
Norway	175	160
Netherlands	173	157
Austria	110	149
Belgium	109	118
India	103	79
Australia	94	111
Thailand	90	81
Singapore	89	93
Greece	87	95
Other	1,385	1,390
Total	12,169	12,583

1) Net sales attributable to countries on the basis of customer location.

Property, plant and equipment and intangible assets located in the Group's country of domicile, Sweden, amounted to SEK 511m (362). Property, plant and equipment and intangible assets located in all other countries amounted to SEK 5,098m (5,963). Individually, material countries in this regard are the US with SEK 2,646m (3,309), Italy with SEK 863m (913), and France with SEK 497m (538).

No single customer of the Group represents 10% or more of the external revenue.

Net sales and operating income per segment

SEKm	2025				2024			
	Food & Beverage	Laundry	Group shared costs	Total	Food & Beverage	Laundry	Group shared costs	Total
Net sales	7,317	4,852	-	12,169	7,585	4,998	-	12,583
Cost of goods sold	-4,929	-3,088	4	-8,013	-5,003	-3,257	-1	-8,261
EBITA	618	777	-159	1,235	808	811	-158	1,461
Amortization intangible assets	-167	-52	-	-219	-170	-59	-1	-230
Operating income	450	725	-159	1,016	637	752	-159	1,231
Financial items, net				-82				-133
Income after financial items				934				1,097
Taxes				-198				-295
Income for the period				736				803

Depreciation of tangible assets including right-of-use assets

SEKm	2025				2024			
	Food & Beverage	Laundry	Group shared costs	Total	Food & Beverage	Laundry	Group shared costs	Total
Depreciation	-197	-116	-2	-315	-197	-134	-2	-333

Note 4 REVENUE RECOGNITION

Revenue recognition

Electrolux Professional manufactures and sells a wide range of products for the hospitality industry, healthcare providers, and commercial laundries.

Sales are recorded net of value-added tax, specific sales taxes, returns, and trade discounts.

Sales of finished products including spare parts and accessories

Revenue from sales of products are recognized at a point in time when control of the products has been transferred to the customer. Depending on the contractual terms, transfer of control, and thus revenue recognition, occurs when Electrolux Professional has a present right to payment for the products, the customer has legal title of the products, the products have been delivered to the customer, and/or the customer has the significant risks and rewards of the ownership of the goods.

Transaction price – Volume discounts

The products are sometimes sold with volume discounts based on aggregate sales over a specific time period, normally 3–12 months. Revenue from these sales is recognized based on the price specified in the contract, net of the estimated volume discounts. Accumulated experience is used to estimate and provide for the discounts using either the expected value method or an assessment of the most likely amount. Revenue is only recognized to the extent that it is highly probable that a significant reversal will not occur. A contract liability is recognized for expected volume discounts payable to customers in relation to sales made until the end of the reporting period. The estimated volume discount is revised at each reporting date.

Receivables, contract assets, and contract liabilities

A receivable is recognized when the control of the products has transferred as this is the point in time that the consideration is unconditional because only the passage of time is required before the payment is due. If the consideration is conditional to additional performance, a contract asset is recorded.

If Electrolux Professional receives prepayment from customers a contract liability is recorded.

Sale of goods and services combined

When contracts include both goods and services the sales value is split into separate performance obligations based on relative stand-alone selling prices, and revenue is recognized when each of the separate performance obligations are satisfied. In general, the types of performance obligations that may occur are products, spare parts, installation, service, and support.

Sale of services in a separate contract

Electrolux Professional recognizes revenue from services related to installation of products, repairs or maintenance service when control is transferred over the time the service is provided. For service contracts revenue is recognized on a linear basis over the contract period.

Payments from customers

Payment terms are based on local market conditions and are always shorter than one year. The Group has no significant financing component included in the payment terms.

Payments to customers

Agreements can, in a limited number of cases, be made with customers to compensate for various services or actions the customer takes. As an example, this may relate to agreements under which Electrolux Professional agrees to compensate the customer for e.g. marketing activities undertaken by the customer. The main rule is that if the payment is related to a distinct service or product it shall be accounted for as a purchase of that service or product. If not, it shall be deducted from the related revenue stream. In practice, if the contract doesn't include any requirement for follow-up from Electrolux Professional and/or reporting back from the customer that the service is being performed, the payment shall be accounted for as a reduction of revenue.

Warranties

The most common warranty for Electrolux Professional is to replace a faulty component under legal and common practice warranty terms. In those cases warranty is recognized as a provision. Electrolux Professional also sells extended warranty where the revenue is recognized during the warranty period, which usually starts after the legal warranty period. Sometimes warranty offered is in-

cluding a service part and if it is not possible to separate the warranty from the service, the two are bundled together and revenue is recognized over the warranty period.

Freight charges

Freight charges can be included in the price of the product sold based on the contractual terms and conditions, and revenue is recognized at the same time as for the product.

Revenue types and flows

The vast majority of the Group's revenues of SEK 12,169m (12,583) during the year consisted of finished products, spare parts, services, and accessories. The Group's net sales in Sweden amounted to SEK 891m (830). Exports from Sweden during the year amounted to SEK 2,323m (2,528), of which SEK 1,324m (1,305) were to Group subsidiaries.

The Group does not disclose information about the aggregate amount of the transaction price allocated to the performance obligations that are unsatisfied (or partially unsatisfied) as of the end of the reporting period since the majority of the Group's performance obligations are related to contracts with an original expected duration of less than one year.

Disaggregation of revenue

Electrolux Professional manufactures and sells a wide range of products for the hospitality industry. Sales of services are not material in relation to Electrolux Professional's total net sales. Geography is an important attribute when disaggregating Electrolux Professional's revenue. The table below therefore presents net sales per geographic region based on the location of the customer. See Note 3 for net sales per country based on customer location.

Note 4 REVENUE RECOGNITION, CONT.

SEKm	2025			2024			2025	2024
	Food & Beverage	Laundry	Total	Food & Beverage	Laundry	Total	Parent Company	
Geographical region								
Europe	4,265	2,968	7,233	4,349	2,897	7,246	2,389	2,236
Asia Pacific, Middle East and Africa	899	1,090	1,989	931	1,239	2,170	333	339
Americas	2,153	794	2,947	2,305	861	3,166	547	771
Total	7,317	4,852	12,169	7,585	4,998	12,583	3,269	3,346

The table below presents the opening and closing balances of contract liabilities as well as movements during the year.
There are no contract assets to report.

Group SEKm	Contract liabilities			
	Advances from customers	Customer bonuses/incentives	Prepaid income – service/warranty	Contract liabilities, total
Opening balance, January 1, 2024	177	101	319	597
Gross increase during the period	112	213	741	1,065
Paid to/settled with customer	-	-225	-	-225
Revenue recognized during the year	-140	-	-783	-923
Acquisition of operations	4	3	2	9
Exchange-rate differences	4	6	12	22
Closing balance, December 31, 2024	157	98	290	545
Opening balance, January 1, 2025	157	98	290	545
Gross increase during the period	303	216	465	984
Paid to/settled with customer	-	-210	-	-210
Revenue recognized during the year	-288	-	-442	-730
Acquisition of operations	-	-	-	-
Exchange-rate differences	-12	-12	-19	-43
Closing balance, December 31, 2025	160	93	294	548

Parent Company SEKm	Contract liabilities			
	Advances from customers	Customer bonuses/incentives	Prepaid income – service/warranty	Contract liabilities, total
Opening balance, January 1, 2024	12	22	41	75
Gross increase during the period	9	52	24	85
Paid to/settled with customer	-	-52	-	-52
Revenue recognized during the year	-8	-	-29	-37
Other	-	-	-	-
Closing balance, December 31, 2024	13	22	36	71
Opening balance, January 1, 2025	13	22	36	71
Gross increase during the period	13	48	27	88
Paid to/settled with customer	-	-45	-	-45
Revenue recognized during the year	-8	-	-28	-36
Other	-	-	-	-
Closing balance, December 31, 2025	18	25	35	78

Note 5 OPERATING EXPENSES

Cost of goods sold and additional information on costs by nature

Cost of goods sold includes expenses for the following items:

- Finished goods i.e. cost for production and sourced products
- Warranties
- Environmental fees
- Warehousing and transportation
- Exchange-rate changes on payables and receivables and the effects from currency hedging

SEKm	2025	2024
Operating expenses		
Direct material and components	-3,478	-4,103
Sourced products	-1,489	-1,122
Depreciation and amortization	-534	-563
Salaries, other remuneration, and employer contribution	-3,115	-3,054
Transportation	-455	-472
Other	-2,081	-2,039
Total	-11,153	-11,353

Cost of goods sold includes direct material and components amounting to SEK 3,478m (4,103) and sourced products amounting to SEK 1,489m (1,122). The depreciation and amortization charge for the year amounted to SEK 534m (563). Costs for research and development amounted to SEK 556m (552). The Group's operating income includes net exchange rate differences in the amount of SEK -12m (-8).

Selling and administration expenses

Selling expenses include expenses for brand communication, communication to drive sales, and costs for sales and marketing staff. Selling expenses also include the cost for impairment of trade receivables.

Administration expenses include expenses for general management, finance, human resources, and IT expenses related to those functions. Administration costs related to manufacturing are included in cost of goods sold.

Note 6 OTHER OPERATING INCOME AND EXPENSES

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Other operating income				
Gain on sale of property, plant and equipment	1	0	-	-
Government grant/subsidy	-	0	-	-
Other	10	2	-	2
Total	11	2	-	2
Other operating expenses				
Loss on sale of property, plant and equipment	-3	-0	-	-
Transaction costs, acquired operations	-	-4	-	-
Other	-0	-1	-5	-
Total	-3	-5	-5	-
Other operating income and expenses	8	-3	-5	2

Note 7 MATERIAL PROFIT AND LOSS ITEMS

This note summarizes events and transactions that have a significant effect and are therefore relevant for understanding financial performance when comparing income for the current period with previous periods, including items such as:

- Capital gains and losses from divestments of product groups or major units
- Close-down or significant down-sizing of major units or activities
- Larger cost-saving programs
- Significant impairment
- Other major cost or income items

Note 7 MATERIAL PROFIT AND LOSS ITEMS, CONT.

Material profit and loss items		
SEKm	2025	2024
Provision for severance	-236	-
Write down of machinery, leases and inventory	-7	-
Curtailment effect of pension plan	8	-
Total	-235	-
Material profit and loss items per function		
SEKm	2025	2024
Cost of goods sold	-133	-
Selling expenses	-68	-
Administrative expenses	-34	-
Total	-235	-

Note 8 LEASES

The majority of the Group's lease arrangements are those under which the Group is a lessee. This applies to a number of assets such as warehouses, office premises, vehicles, and certain office equipment. The normal rental period ranges between 3-10 years for office and warehouse premises and 3-5 years for vehicles. A few lease contracts include an option for extension.

A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. Such an assessment is performed at the inception of a contract. An identified lease agreement is further categorized by the Group as either a short-term lease, a lease of a low-value asset, or a standard lease. Short-term leases are defined as leases with a lease term of 12 months or less. The Group's definition of low-value assets comprises all personal computers and laptops, phones, office equipment and furniture, and all other assets of a value less than SEK 100,000 when new, and are applied on a lease-by-lease basis. Lease payments related to short-term leases and leases of low-value assets are recognized as operating expenses on a straight-line basis over the term of the lease. The Group applies the term 'standard lease' to all identified leases which are categorized as neither short-term leases nor leases of a low-value

Note 8 LEASES, CONT.

asset. Thus, a standard lease is a lease agreement for which a right-of-use asset and a corresponding lease liability are recognized at commencement of the lease, i.e. when the asset is available for use. The Group's right-of-use assets and its long-term and short-term lease liabilities are presented as separate line items in the consolidated balance sheet.

Assets and liabilities arising from a lease are initially measured on a present value basis. The lease liability is determined as the present value of all future lease payments at the commencement date, discounted using the Group's calculated incremental borrowing rate determined by country and contract duration (>12–36 months, >37–72 months, and >72 months).

A remeasurement of the lease liability, and a corresponding applicable adjustment to the related right-of-use asset, is performed when:

- The lease term has changed or there is a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.
- The lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using the initial discount rate (unless the lease payments change is due to a change in a floating interest rate, in which case a revised discount rate is used).
- A lease contract is modified and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.

A right-of-use asset is normally depreciated on a straight-line basis over the shorter of the asset's useful life and the lease term. However, if it is reasonably certain that ownership of the asset will be transferred at the end of the lease, the right-of-use asset is depreciated over its useful life. Depreciation of a right-of-use asset starts at the commencement date of the lease.

Lease payments related to standard leases are accounted for partly as amortization of the lease liability and partly as interest expense in the statement of comprehensive income.

When a lease contract for buildings includes non-lease components they are separated, if possible, from lease components and are not part of the lease liability. For lease contracts regarding other asset classes (machinery, vehicles etc.) the lease components and any associated non-lease components are accounted for as a single arrangement.

Extension options are only included if it is determined that the lease term is reasonably certain to be extended. Periods after termination options are only included in the lease term if it is reasonably certain that the lease will not be terminated.

Property, plant and equipment, right-of-use

SEKm	Buildings	Machinery	Vehicles	Other equipment	Total
Carrying amount					
Opening balance, January 1, 2024	222	1	83	3	309
Acquisitions	68	5	3	0	76
Additions	15	–	69	0	84
Cancellations	–1	–1	–0	–	–3
Depreciation	–85	–3	–48	–1	–136
Exchange rate differences	14	0	4	0	18
Closing balance, December 31, 2024	234	1	111	3	348

SEKm	Buildings	Machinery	Vehicles	Other equipment	Total
Opening balance, January 1, 2025	234	1	111	3	348
Acquisitions	–	–	–	–	–
Additions	44	0	51	1	96
Cancellations	–0	–	–0	–	–1
Depreciation	–67	–1	–54	–1	–123
Exchange rate differences	–27	–0	–6	–0	–34
Closing balance, December 31, 2025	182	1	101	3	287

Lease expenses

SEKm	2025	2024
Lease expenses		
Short-term leases	–0	–1
Leases of low-value assets	–0	–0
Depreciation	–123	–136
Variable lease payments	–11	–9
Total	–134	–146
Lease liability, interest expense	–15	–16

Total cash outflow from lease contracts for 2025 amounts to SEK 149m (162). There were no committed lease contracts for which the commencement date has not yet occurred neither at year-end 2025 nor 2024.

For information on maturity profile, see note 18.

Note 8 LEASES, CONT.

The Group as a lessor

The Group leases washing machines and dryers to customers in the facility management and healthcare industry.

The Group is acting as a manufacturer lessor. Hence, a finance lease asset is treated as a sale of a product which is recognized in operating income as net sales and cost of goods sold. Interest income is recognized as financial income.

Finance lease contracts are recognized as non-current and current receivables. The asset is measured at an amount equal to the net investment in the finance lease contract, corresponding to the gross investment reduced by unearned finance income and allowance for expected credit losses. The discount rate used is the one in respective the lease contract. Assessment of allowance for expected credit losses is reflected in the valuation of the receivables and recorded at initial recognition and reassessed during the contract period.

Variable lease payments not dependent on an index or rate are recognized as income as they occur. Payments received from finance lease contracts are distributed between interest income and amortization of the receivable.

Maturity analysis of future payments

SEKm	2025	2024
Future payments, undiscounted, to be received falls due as follows:		
Year 1	37	31
Year 2	35	28
Year 3	30	25
Year 4	21	20
Year 5	14	14
And thereafter	24	29
Total undiscounted lease payments	161	147
Less unearned finance income	-59	-59
Provision for expected credit loss	-1	-
Net investment	102	88

Profit from sale of machines subject to finance leases amounted to SEK 19m (15) and was recognized in the segment Laundry. Interest income recognized as financial income amounted to SEK 4m (3). Variable lease payment amounted to SEK 7m (8).

Note 9 FINANCIAL INCOME AND FINANCIAL EXPENSES

	Group		Parent Company	
SEKm	2025	2024	2025	2024
Financial income				
Interest income				
from subsidiaries	-	-	142	201
from others	89	109	19	50
Exchange rate differences, gains	473	391	471	510
Dividends from subsidiaries	-	-	889	225
Pension interest income	11	14	-	-
Other financial income	0	1	-	-
Total financial income	572	515	1,521	986

	Group		Parent Company	
SEKm	2025	2024	2025	2024
Financial expenses				
Interest expenses				
to subsidiaries	-	-	-45	-55
to others	-158	-213	-90	-155
Exchange rate differences, losses	-446	-387	-655	-391
Pension interest expenses	-13	-18	-	-
Lease liability interest expense	-15	-16	-	-
Other financial expenses	-22	-14	-8	-15
Total financial expenses	-654	-649	-798	-617
Financial items, net	-82	-133	723	369

Note 10 TAXES

	Group		Parent Company	
SEKm	2025	2024	2025	2024
Current taxes	-288	-247	-47	-123
Deferred taxes	90	47	3	0
Taxes included in income for the period	-198	-200	-44	-123
Taxes related to OCI	3	-45	-1	-8
Taxes included in total comprehensive income	-195	-245	-45	-131

Current taxes in 2025 include adjustments related to prior years of SEK 48m (-24). The consolidated accounts contain SEK 15m (16) in deferred tax liabilities attributable to untaxed reserves in the Parent Company. Deferred tax is only recognized in subsidiaries when the group expects sufficient taxable income to utilize the tax benefit.

Theoretical and actual tax rates

	Group		Parent Company	
SEKm	2025	2024	2025	2024
Theoretical tax rate	24.9	25.2	20.6	20.6
Non-taxable/non-deductible income statement items, net	0.9	0.8	-17.3	-5.5
Non-recognized tax losses carried forward	-	-	-	+
Utilized non-recognized tax losses carried forward	-0.3	0	-	-
Other changes in estimates relating to deferred tax	-7.4	7.4	-	-
Withholding tax	1.1	-0.2	1.0	0.4
Other	2.1	-6.3	-1.2	0.4
Actual tax rate	21.2	26.8	3.2	15.9

Note 10 TAXES, CONT.

The theoretical tax rate for the Group is calculated on the basis of the weighted income after financial items multiplied by the statutory tax rates. The effective tax rate in the Parent Company is affected by tax exempt dividends from subsidiaries, which is reflected in the non-taxable items in the table.

Non-recognized deductible temporary differences

As of December 31, 2025, the Group had tax loss carry-forwards and other deductible temporary differences of SEK 59m (343), which have not been included in the computation of deferred tax assets. The decision not to recognize certain deferred tax assets on temporary differences is based on an assessment in which the likelihood of future utilization is evaluated for each of the temporary items. The Group typically does not recognize deferred tax assets on temporary differences in situations where the ability to utilize these is considered to be limited. The non-recognized temporary differences will expire as follows:

Non-recognized deductible temporary differences

SEKm	December 31, 2025
2026	-
2027	-
2028	-
2029	-
2030	-
And thereafter	8
Without time limit	51
Totalt	59

Deferred tax assets in the Parent Company relate to other provisions of SEK 16m (13) and expected credit losses of SEK 4m (4). Deferred tax liabilities relates to property, plant and equipment of SEK 2m (2) and from Other comprehensive income 5m (0).

The following table shows deferred tax assets and liabilities for the Group, at the end of each reporting period and the change in net deferred tax assets and liabilities. Deferred tax assets and liabilities are netted in the balance sheet in case the Group has a right to them.

Deferred tax assets and deferred tax liabilities

SEKm	2025	2024
Deferred tax assets		
Property, plant and equipment	17	11
Provision for pension obligations	10	11
Provision for restructuring	10	0
Other provisions	39	34
Inventories	41	49
Accrued expenses and prepaid income	77	77
Unused tax losses carried forward	180	149
Lease liability	43	77
Other deferred tax assets	204	114
Deferred tax assets before netting of deferred tax assets and liabilities	621	523
Netting of deferred tax assets and liabilities	-198	-119
Deferred tax assets, net	423	404
Deferred tax liabilities		
Property, plant and equipment, owned	11	12
Property, plant and equipment, right-of-use	41	71
Other provisions	30	33
Inventories	2	6
Intangible assets	164	218
Other taxable temporary differences	236	86
Deferred tax liabilities before netting of deferred tax assets and liabilities	485	427
Netting of deferred tax assets and liabilities	-198	-119
Deferred tax liabilities net	286	308

The group falls within the scope of the OECD Pillar II model rules and applies the exception to recognizing and disclosing information about deferred tax assets and liabilities related to Pillar II income taxes, as per the amendments to IAS12 from May 2023. Sweden, where the ultimate parent company is resident, introduced Pillar Two legislation effective per 1 January 2024. The jurisdictions where the group has taxable business are with a few exceptions covered by the transitional safe harbour rules. No top up tax expense has been recognized for 2025.

Note 11 OTHER COMPREHENSIVE INCOME

SEKm	2025	2024
Items that will not be reclassified to income for the period:		
Remeasurement of provisions for post-employment benefits		
Opening balance, January 1	119	26
Gain/loss to other comprehensive income	8	106
Income tax relating to items that will not be reclassified	-2	-13
Closing balance, December 31	126	119
Items that may be reclassified subsequently to income for the period:		
Cash flow hedges		
Opening balance, January 1	-11	-12
Gain/loss to other comprehensive income	2	2
Income tax cash flow hedges	-0	-0
Closing balance, December 31	-9	-11
Exchange differences on translation of foreign operations		
Opening balance, January 1	696	390
Translation differences	-656	211
Extended net investment	-189	119
Net investment hedge	162	2
Income tax net investment hedge and extended net investment	6	-25
Closing balance, December 31	18	696
Cost of hedging		
Opening balance, January 1	28	-
Cost of hedging	3	35
Income tax cost of hedging	-1	-7
Closing balance, December 31	30	28
Other comprehensive income, net of tax	-668	429

Note 12 PROPERTY, PLANT AND EQUIPMENT

Group SEKm	Land and land improvements	Buildings	Machinery and technical installations	Other equipment	Plants under construction and advances	Total
Acquisition costs						
Opening balance, January 1, 2024	178	1,312	2,225	388	73	4,175
Acquired during the year	-0	10	72	20	174	275
Acquisition of operations	18	51	29	5	1	104
Transfer of work in progress and advances	1	5	75	3	-84	-0
Sales, scrapping, etc.	-	-1	-42	-3	-0	-46
Exchange rate differences	7	56	70	12	3	148
Closing balance, December 31, 2024	204	1,433	2,429	425	167	4,657
Acquired during the year	-0	9	67	15	216	306
Acquisition of operations	-	-	-	-	-	-
Transfer of work in progress and advances	1	23	77	-16	-86	0
Sales, scrapping, etc.	-	-11	-25	-18	-0	-54
Exchange rate differences	-14	-105	-130	-23	-7	-279
Closing balance, December 31, 2025	190	1,348	2,418	382	290	4,629
Accumulated depreciation						
Opening balance, January 1, 2024	20	496	1,785	315	1	2,616
Depreciation for the year	1	51	122	24	-	197
Transfer of work in progress and advances	-	-	-	-	-	-
Sales, scrapping, etc.	-	-0	-41	-4	0	-45
Impairment	-	-	-	-	-	-
Exchange rate differences	1	17	52	8	0	79
Closing balance, December 31, 2024	21	564	1,918	343	1	2,847
Depreciation for the year	1	49	121	21	-	192
Transfer of work in progress and advances	1	-0	11	-12	-	0
Sales, scrapping, etc.	-	-10	-23	-17	-	-50
Impairment	-	-	4	0	-	4
Exchange rate differences	-1	-37	-97	-17	-0	-152
Closing balance, December 31, 2025	22	567	1,934	318	1	2,842
Net carrying amount, December 31, 2024	183	869	511	81	166	1,810
Net carrying amount, December 31, 2025	168	781	485	64	289	1,787

Note 12 PROPERTY, PLANT AND EQUIPMENT, CONT.

Property, plant, and equipment are stated at historical cost less straight-line accumulated depreciation, adjusted for any impairment charges. Elements of property, plant and equipment that have a cost that is significant in relation to the total cost of the item are depreciated separately. Land is not depreciated as it is considered to have an unlimited useful life. All other depreciation is calculated using the straight-line method and is based on the following estimated useful lives:

Land improvements	15 years
Buildings	10–40 years
Machinery and technical installations	3–15 years
Other equipment	3–10 years

No borrowing costs were capitalized during 2025 or 2024.

Parent company SEKm	Land and land improvements	Buildings	Machinery and technical installations	Other equipment	Plants under construction and advances	Total
Acquisition costs						
Opening balance, January 1, 2024	10	95	493	105	47	750
Acquired during the year	-	-	-	-	120	120
Transfer of work in progress and advances	-	1	54	1	-56	-
Sales, scrapping, etc.	-	-	-17	-	-	-17
Closing balance, December 31, 2024	10	96	530	106	111	853
Acquired during the year	-	-	-	-	173	173
Transfer of work in progress and advances	-	1	24	3	-28	-
Sales, scrapping, etc.	-	-	-5	-	-	-5
Closing balance, December 31, 2025	10	97	549	109	256	1,021
Accumulated depreciation						
Opening balance, January 1, 2024	5	29	390	93	0	517
Depreciation for the year	-	3	23	5	-	30
Sales, scrapping, etc.	-	-	-17	-	-	-17
Closing balance, December 31, 2024	5	32	396	98	0	531
Depreciation for the year	1	3	28	4	-	36
Sales, scrapping, etc.	-	-	-5	-	-	-5
Closing balance, December 31, 2025	6	35	419	102	0	562
Net carrying amount, December 31, 2024	5	64	134	8	111	322
Net carrying amount, December 31, 2025	4	62	130	7	256	459

Note 13 GOODWILL AND OTHER INTANGIBLE

Goodwill

Goodwill is recognized as an indefinite life intangible asset at cost less accumulated impairment losses.

Product development

Electrolux Professional capitalizes expenses for certain of its own development of new products provided that the level of their future economic benefit is high. The intangible asset is only recognized if the product is sellable on existing markets and if resources exist to complete the development. Only expenditures which are directly attributable to the new product's development are recognized. Capitalized development costs are amortized over their useful lives, between 3 and 5 years, using the straight-line method.

Software

Acquired software licenses and development expenses are capitalized on the basis of the costs incurred to acquire and bring to use the specific software. These costs are amortized over their useful lives, between 3 and 5 years, using the straight-line method.

Trademarks

Trademarks are reported at historical cost less amortization and impairment. Trademarks are amortized over their useful lives, estimated at 5 to 10 years, using the straight-line method.

Customer relationships

Customer relationships are recognized at fair value in connection with acquisitions. The values of these relationships are amortized over the estimated useful lives, between 5 and 15 years, using the straight-line method.

Intangible assets with indefinite useful lives

Goodwill as of December 31, 2025, had a total carrying value of SEK 3,939m (4,552). The allocation, for impairment-testing purposes, on cash-generating units is shown in the table.

All intangible assets with indefinite useful lives are tested for impairment once a year, as well as if there are indications of impairment, to ensure that the value does not deviate negatively from the carrying value. The recoverable amounts of the cash-generating units have been determined based on value-in-use calculations. The cash-generating units are the operating segments (business

areas). Costs related to Group services are carried by the business areas units and therefore included in the impairment testing of each business area. Common group costs that cannot be allocated on a reasonable and consistent basis to any of the individual business areas are included in impairment testing of the total carrying amount of all business areas combined.

Value-in-use is calculated using the discounted cash flow model based on forecasts approved by Group management for the upcoming four years.

The forecasts are built up from the estimates of the units within each business area. The preparation of the forecast requires a number of key assumptions such as volumes, prices, product mix, prices for raw material, and components, which creates a basis for future growth and gross margin. These figures are set in relation to historic figures and external reports on market growth.

The cash flow due to the restructuring provision set in Q3 2025 are considered in the cash flow forecasts. The majority of the outgoing cash flow from the restructuring is happening in 2026 and positive effects are seen in all future periods. The situation with tariffs are taken into consideration and reducing the positive cash flow in the forecasts, mainly affecting the Laundry segment. Furthermore the possibility to raise prices, cost reduction via simplified production, new more attractive products combined with phasing out products with low profitability and capital efficiency through reducing working capital levels, have been taken into consideration. The trends driving the growth of the Group's business are still valid, people continue to travel and spend money on eating out and on take-away.

The pre-tax discount rate used in 2025 was between 11.5% and 13.5% (10.5 - 13.0) depending on business area and is calculated based on market information as at December 2025.

The cash flow for the last year of the four-year period is used as the base for the perpetuity calculation. Gordon's growth model is used to calculate the in-perpetuity value. In accordance with this model, the terminal value of a growing cash flow is calculated as the starting cash flow divided by cost of capital, less the growth rate. Cost of capital less growth of 2.9% (2.0) is between 8.6% and 10.6% depending on business area (8.5 - 11.0). The impairment testing for 2025 did not lead to any impairment.

Sensitivity analysis has been performed in the form of increasing the discount rate by two percentage points, and has not led to a

need for impairment. A reduction of the cash flow forecast to a zero 'headroom' (calculated recoverable amounts being equal to their carrying amounts) has been performed and the conclusion is that such a deviation from the forecast is not probable for any of the business areas.

Goodwill and discount rates

2025 SEKm	Goodwill	Discount rate, %
Food Europe	167	13.5
Food Americas	1,234	11.5
Food APAC & MEA	333	13.0
Beverage and Food Preparation	1,367	12.5
Laundry	838	11.5
Total	3,939	

2024 SEKm	Goodwill	Discount rate, %
Food Europe	176	13.0
Food Americas	1,478	10.5
Food APAC & MEA	393	12.5
Beverage and Food Preparation	1,545	12.0
Laundry	960	11.0
Total	4,552	

Note 13 GOODWILL AND OTHER INTANGIBLE ASSETS, CONT.

SEKm						Group Other intangible assets	Parent Company
	Goodwill	Product development	Customer relations	Trademarks	Other	Total other intangible assets	Total intangible assets
Acquisition costs							
Opening balance, January 1, 2024	3,290	127	753	227	397	1,503	115
Acquired during the year	-	-	-	0	31	31	3
Acquisition of operations	1,016	-	618	34	94	746	-
Internally developed	-	9	-	-	-	9	-
Sales, scrapping etc.	-	-12	-	-	-	-12	-12
Exchange rate differences	246	3	58	18	35	115	-
Closing balance, December 31, 2024	4,552	127	1,429	279	557	2,392	106
Acquired during the year	-	-	-	0	29	29	20
Acquisition of operations	-	-	-	-	-	-	-
Internally developed	-	28	-	-	-	28	-
Sales, scrapping etc.	-	-7	-	-	-1	-7	-7
Exchange rate differences	-613	-6	-203	-38	-83	-329	-
Closing balance, December 31, 2025	3,939	142	1,226	242	502	2,113	119

Note 13 GOODWILL AND OTHER INTANGIBLE ASSETS, CONT.

SEKm						Group Other intangible assets	Parent Company
	Goodwill	Product development	Customer relations	Trademarks	Other	Total other intangible assets	Total intangible assets
Accumulated amortization							
Opening balance, January 1, 2024	-	115	253	88	211	667	100
Amortization for the year	-	6	103	24	97	230	14
Reclassification	-	-	-	-	-	-	-
Sales, scrapping etc.	-	-12	-	-	-	-12	-12
Impairment	-	-	-	-	-	-	-
Exchange rate differences	-	3	20	8	21	51	-
Closing balance, December 31, 2024	-	111	376	120	329	936	102
Amortization for the year	-	4	100	23	91	218	1
Reclassification	-	-	-	-	-	-	-
Sales, scrapping etc.	-	-7	-	-	-1	-8	-7
Impairment	-	-	-	1	0	2	-
Exchange rate differences	-	-6	-53	-17	-55	-130	-
Closing balance, December 31, 2025	-	103	423	127	364	1,017	96
Carrying amount, December 31, 2024	4,552	16	1,053	159	228	1,457	4
Carrying amount, December 31, 2025	3,939	40	803	115	138	1,096	23

Amortization of intangible assets has been included in Cost of goods sold in the amount of SEK 86m (93). Administrative expenses of SEK 8m (9) and Selling expenses of SEK 125m (128) are included in the consolidated statement of comprehensive income. No borrowing costs were capitalized during 2025 or 2024.

Note 14 OTHER NON-CURRENT ASSETS

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Shares in subsidiaries	-	-	9,187	7,127
Long-term financial receivables from subsidiaries	20	14	813	2,285
Long-term operational receivables	92	90	-	-
Total	112	104	10,000	9,412

Long-term operational receivables include deposits and other operating customer receivables mainly related to leases. For the Parent Company, long-term financial receivables from subsidiaries include loans and expected credit loss of SEK 4m (8).

Shares in subsidiaries

SEKm	Parent Company	
	2025	2024
Accumulated cost		
Opening balance, January 1	9,712	8,451
Investments	-	1,261
Divestments	-	-
Shareholders' contribution	2,223	-
Closing balance, December 31	11,935	9,712
Accumulated impairment		
Opening balance, January 1	2,585	2,584
Revaluation fair value hedge*	163	-
Impairment	-	1
Closing balance, December 31	2,748	2,585
Total	9,187	7,127

* Related to revaluation of shares in subsidiary in connection with the fair value hedge in the Parent Company.

The main reason for the impairment is lower future statutory expected profit generation.

Note 15 INVENTORIES

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Raw materials	627	694	64	77
Work in progress	81	107	13	15
Finished products	1,010	1,097	230	214
Advances to suppliers	2	2	-	-
Total	1,720	1,899	307	306

Inventories and work in progress are valued at the lower of cost at normal capacity utilization, and net realizable value. Net realizable value is defined as the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale at market value. The cost of finished goods and work in progress comprises development costs, direct materials, direct labor, tooling costs, other direct costs, and related production overheads. The cost of inventories is assigned by using the weighted average cost formula. Provisions for obsolescence are included in the value for inventory.

The cost of inventories recognized as expense and included in Cost of goods sold, amounted to SEK 6,669m (6,969) for the Group.

Write-downs due to obsolescence amounted to SEK 67m (62) and reversals, due to scrapping or sale of previous write-downs amounted to SEK 76m (95) for the Group. The amounts have been included in the item Cost of goods sold in the Statement of comprehensive income.

Note 16 OTHER CURRENT ASSETS

SEKm	2025	2024
VAT receivable	140	184
Prepaid expenses and accrued income	92	105
Prepaid interest expenses and accrued interest income	3	2
Derivatives	273	85
Miscellaneous short-term receivables	20	25
Total	528	401

Miscellaneous short-term receivables include advances to employees and receivables from tax agencies.

Note 17 TRADE RECEIVABLES

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Trade receivables	2,111	2,185	223	354
Provisions for expected credit loss	-61	-67	-12	-12
Trade receivables, net	2,050	2,117	211	342
Provisions in relation to trade receivables, %	2.9	3.1	5.4	3.4

Trade receivables are recognized initially at fair value and subsequently measured at amortized cost using the effective interest method, less provision for expected losses. The change in amount of the provision is recognized in the consolidated statement of comprehensive income within selling expenses. The fair value of trade receivables equals their carrying amount, as the impact of discounting is not significant.

The Group applies the simplified approach for trade receivables and measures the provision at an amount equal to lifetime expected credit loss. The internal policy uses an aging matrix as a base for the provision and the calculation is based on historical loss rate adjusted for specific factors such as customer credit rating, signs of bankruptcy, publicly known insolvency etc., and forward-looking country level GDP information. The Group uses credit insurance as a means of protection against credit risks. There is no significant effect from changes in forward-looking factors.

For trade receivables 12 months over-due, the provision is reversed and the trade receivables are written off unless there are strong indications that the trade receivables will be paid within the next 12 months.

Provisions for expected credit loss

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Provisions, January 1	-67	-76	-12	-13
Acquisition of operations	-	-1	-	-
Charged/released to PL, net	-6	-1	-	1
Actual credit losses	9	13	-	-
Exchange rate differences and other changes	4	-2	-	-
Provisions, December 31	-61	-67	-12	-12

Aging analysis of trade receivables past due

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Trade receivables not overdue	1,860	1,923	223	348
Past due date 1-15 days	112	99	-	5
Past due date 16-60 days	61	79	-	1
2-6 months overdue	45	43	-	-
6-12 months overdue	11	13	-	-
More than 1 year	22	29	-	-
Provision for expected credit loss	-61	-67	-12	-12
Total trade receivables	2,050	2,118	211	342

For accounts receivable that are not yet due and those past their due date by up to 60 days, 0% of the amount is reserved. For accounts receivable that are past their due date by between 2 and 6 months, 54% is reserved. Accounts receivable that are past their due date by between 6 and 12 months, and accounts receivable that are more than 12 months past their due date are reserved at 100%. The percentages refer to the 2025 year end. Based on historical experience, default is not considered until after 6 months past due.

Note 18 FINANCIAL INSTRUMENTS

Additional and complementary information is presented in the following notes: Note 2, Financial risk management, describes the Group's risk policies in general and the principal financial instruments of Electrolux Professional in more detail. Note 17, Trade receivables, describes the trade receivables and related credit risks.

The information in this note highlights and describes the principal financial instruments of the Group regarding specific major terms and conditions when applicable, and the exposure to risk and the fair values at year end.

Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognized when the entity becomes party to the contractual provisions of the instrument. The regular way that purchases and sales of financial assets are recognized is on trade-date, the date on which the Group commits to purchase or sell the asset.

At initial recognition, the Group measures a financial asset or financial liability at its fair value plus or minus, in the case of a financial asset or financial liability not carried at fair value through profit or loss, transaction costs that are incremental and directly attributable to the acquisition or issue of the financial asset or financial liability, such as fees and commissions. Transaction costs of financial assets and financial liabilities carried at fair value through profit or loss are expensed in profit or loss.

Financial assets

Classification and subsequent measurement

The Group classifies its financial assets as follows:

- Fair value through profit or loss (FVTPL);
- Fair value through other comprehensive income (FVTOCI); or
- Amortized cost

The classification requirements for debt and equity instruments are described below.

Debt instruments are those instruments that meet the definition of a financial liability from the issuer's perspective, such as trade receivables, loan receivables, and government bonds.

The Group classifies its debt instruments into one of the following two measurement categories depending on the business model for managing the instruments and the cash flow characteristics of the instruments:

Amortized cost: Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest (SPPI), and are not designated as FVTPL, are measured at amortized cost. The carrying amount of these assets is adjusted by any expected credit loss allowance recognized (see "Impairment and expected losses" below). Interest income from these financial assets is included in the financial net using the effective interest rate method.

Note 18 FINANCIAL INSTRUMENTS, CONT.

Fair value through profit or loss (FVTPL): Assets that do not meet the criteria for amortized cost are measured at fair value through profit and loss. A gain or loss on a financial debt investment that is subsequently measured at fair value through profit or loss and is not part of a hedging relationship, is recognized in the financial net in the period in which it arises. Interest income from these financial assets is included in the financial net using the effective interest rate method.

The Group reclassifies debt investments when, and only, when its business model for managing those assets changes.

Equity instruments are instruments that meet the definition of equity from the issuer's perspective; that is, instruments that do not contain a contractual obligation to pay and that evidence a residual interest in the issuer's net assets. Gains and losses on equity investments at FVTPL are included in the financial net. The Group does not have any investments in equity instruments.

Expected credit losses and impairment

The Group assesses expected credit losses (ECL) associated with its financial assets not carried at fair value on a forward-looking basis. Based on this, the Group recognizes a provision for such expected losses at each reporting date. The measurement of ECL reflects an unbiased and probability-weighted amount based on reasonable and supportable information available such as past events, current conditions, and forecasts of future economic conditions. For financial obligations, Electrolux Professional Group follows the Standard & Poor's Global Ratings approach, which generally record a default on the first occurrence of a payment default on any financial obligation, other than a financial obligation subject to a bona fide commercial dispute. Payment default for financial assets (excluding trade receivables) is defined by the earliest of above and a relevant obligation being overdue for more than 90 days.

For receivables other than trade receivables a rating model is used to assign a probability of default to calculate the provision. For cash, a rating-based approach is used to estimate a probability of default for each counterparty. Due to the high ratings of the counterparties and the short maturity, the impairment amounts are insignificant. For trade receivables, the Group applies the 'simplified approach'.

Derecognition

Financial assets, or a portion thereof, are derecognized when the contractual rights to receive the cash flows from the assets have expired, or when they have been transferred and either (i) the Group transfers substantially all the risks and rewards of ownership, or (ii) the Group neither transfers nor retains substantially all the risks and rewards of ownership and the Group has not retained control.

Financial liabilities

Classification and subsequent measurement

All of the Group's financial liabilities, excluding derivatives, are classified as subsequently measured at amortized cost.

Derecognition

A financial liability is derecognized when it is extinguished, i.e. when the obligation specified in the contract is discharged, canceled or expires.

Derivatives

Derivatives are initially recognized at fair value on the date a derivative contract is entered into and are subsequently measured at fair value. All derivatives are carried as assets when fair value is positive and as liabilities when fair value is negative. The method of recognizing the resulting gain or loss depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item hedged. Changes in fair value for derivatives that do not fulfill the criteria for hedge accounting are recognized as operating or financial transactions based on the purpose of the use of the derivative. Interest payments for interest rate swaps are recognized as interest income or expense, whereas changes in fair value of future payments are presented as gains or losses from financial instruments.

IFRS 9 Hedge accounting is applied. To qualify for hedge accounting the hedging relationship must be:

- formally identified and designated,
- expected to fulfil the effectiveness requirements, and
- documented.

Cash flow hedge

The effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow hedges is recognized in equity via other comprehensive income. The gain or loss relating to the ineffective portion is recognized immediately in the statement of comprehensive income. Amounts accumulated in equity are recycled to the statement of profit or loss in the periods when the hedged item affects profit or loss. They are recorded in the income or expense lines in which the revenue or expense associated with the related hedged item is reported. The impact on equity was SEK 2m (2) at the year end 2025.

Net investment hedge

Changes, due to exchange rates, in the value of the hedge instrument relating to the effective portion of the hedge are recognized in other comprehensive income and accumulated in equity. Other fair value changes are recognized in other comprehensive income as cost of hedging. Gains or losses relating to the ineffective portion are recognized immediately in profit or loss. On divestment of foreign operations, the gain or loss accumulated in equity is recycled through profit or loss, increasing or decreasing the profit or loss on

the divestment. The impact on equity was SEK 162m (2) at the year end 2025. Cost of hedging represents unrealized changes and will be zero when the hedging instrument matures. The impact on equity was SEK 3m (35) at the year end 2025.

Net debt

At year-end 2025, the Group's net debt amounted to SEK 1,538m (2,481). The following table presents how the Group calculates net debt and what it consists of.

SEKm	December 31, 2025	December 31, 2024
Short-term loans	6	383
Short-term part of long-term loans	544	153
Short-term borrowings	550	535
Financial derivative liabilities	10	51
Accrued interest expenses and prepaid interest income	16	23
Short-term borrowings and other	576	610
Debentures and bond loans	900	1,300
Long-term loans	889	1,058
Long-term borrowings	1,789	2,358
Total borrowings	2,364	2,968
Cash and cash equivalents	854	794
Liquid funds	854	794
Financial derivative assets	269	82
Prepaid interest expenses and accrued interest income	3	2
Liquid funds and other	1,126	878
Financial net debt (total borrowings less liquid funds and other)	1,238	2,090
Lease liabilities	297	362
Net provisions for post-employment benefits	3	29
Net debt	1,538	2,481

1) Of which interest-bearing borrowings amounts to SEK 2,338m (2,894).

Note 18 FINANCIAL INSTRUMENTS, CONT.

Liquid funds

Liquid funds consist of cash and cash equivalents and short-term investments. Cash and cash equivalents consist of cash on hand, bank deposits, and other short-term highly liquid investments with a maturity of 3 months or less at acquisition.

Interest-bearing liabilities

Borrowings are initially recognized at fair value of the funds received net of transaction costs incurred. After initial recognition, borrowings are measured at amortized cost using the effective interest rate method. Term extension options are viewed as loan commitments.

At year-end 2025, the Group's total interest-bearing borrowings amounted to SEK 2,338m, of which SEK 2,333m was for long-term borrowings including short-term portions of long-term loans. The

outstanding long-term borrowings have mainly been made under the Medium Term Note (MTN) Programme and via bilateral loans. Short-term borrowings consisted of SEK 6m. The majority of total borrowings is raised at the Parent Company level.

In 2020, Electrolux Professional AB entered into a bilateral term loan of SEK 600m with AB Svensk Exportkredit. In October 2021 a bilateral sustainability-related loan of EUR 60m was agreed with the Nordic Investment Bank. Electrolux Professional AB elected to reduce the RCF capacity from EUR 250m to EUR 200m in 2021. During 2025 the revolving credit facility was replaced with a new 240m EUR syndicated revolving credit facility (RCF). The new five year RCF matures in 2030 and has two one-year extension options. The full 240m EUR was available at December 31, 2025. During 2024 Electrolux Professional launched a Medium Term Note (MTN) Programme and issued three bonds amounting to SEK 1,300M with different tenors.

The term loan with AB Svensk Exportkredit has a tenure of seven years and the sustainability-related loan with the Nordic Investment Bank has a tenure of 7 years, with a grace period of 3 years, and a semi-annual repayment schedule that started in October 2024, as of December 31, 2025 EUR 40m was outstanding.

At year-end 2025, the average interest-fixing period for long and short-term borrowings was 1.2 years. The calculation of the average interest-fixing period includes the effect of interest-rate swaps used to manage the interest-rate risk of the debt portfolio. The fair value of the interest-bearing borrowings was SEK 2,365m. The fair value including swap transactions used to manage the interest fixing was approximately SEK 2,398m.

The Group uses interest rate swaps for cash flow hedges, hedging borrowings with variable interest.

Changes in liabilities arising from financing

Group		Cash flow			Non-cash flow				
2025 SEKm		Opening balance	Amortization	New debt	Acquisitions	Additions/ cancellations	Exchange rate differences	Closing balance	
Long-term borrowings (including short-term part of long-term)		2,511	-131	-	-	-	-48	2,332	
Short-term borrowings (excluding short-term part of long-term)		383	-1,110	734	-	-	-1	6	
Lease liabilities		362	-124	96	-	-1	-35	298	
Total		3,256	-1,365	830	-	-1	-84	2,636	
Group		Cash flow			Non-cash flow				
2024 SEKm		Opening balance	Amortization	New debt	Acquisitions	Additions/ cancellations	Exchange rate differences	Closing balance	
Long-term borrowings (including short-term part of long-term)		1,266	-2,185	2,900	585	-	-55	2,511	
Short-term borrowings (excluding short-term part of long-term)		642	-1,834	1,527	48	-	-	383	
Lease liabilities		319	-134	86	76	-3	17	362	
Total		2,227	-4,153	4,513	709	-3	-38	3,256	
Parent Company		Cash flow			Non-cash flow				
2025 SEKm		Opening balance	Amortization	New debt	Change in financial liabilities, subsidiaries	Acquisitions	Additions/ cancellations	Exchange rate differences	Closing balance
Long-term borrowings (including short-term part of long-term)		2,511	-131	-	-	-	-	-47	2,333
Short-term borrowings (excluding short-term part of long-term)		488	-366	-	-26	-	-	-	96
Total		2,999	-497	-	-26	-	-	-47	2,429

1) Of the SEK 96m, SEK 0m is presented as short-term borrowings in the balance sheet and SEK 96m is disclosed as part of payables to subsidiaries.

Note 18 FINANCIAL INSTRUMENTS, CONT.

Parent Company	Cash flow				Non-cash flow			
	Opening balance	Amortization	New debt	Change in financial liabilities, subsidiaries	Acquisitions	Additions/ cancellations	Exchange rate differences	Closing balance
2024 SEKm								
Long-term borrowings (including short-term part of long-term)	1,266	-1,600	2,900	-	-	-	-55	2,511
Short-term borrowings (excluding short-term part of long-term)	656	-276	-	108	-	-	-	488
Total	1,922	-1,876	2,900	108	-	-	-55	2,999

1) Of the SEK 488m, SEK 366m is presented as short-term borrowings in the balance sheet and SEK 122m is disclosed as part of payables to subsidiaries.

Group					Carrying amount	
SEKm, borrowings						
Description of loan	Duration	Interest rate	Currency	Nominal amount	2025	2024
AB Svensk Exportkredit	2020-2027	Floating, 3 months	SEK	600	600	600
Nordic Investment Bank	2021-2028	Floating, 6 months	EUR	40	289	458
Long-term loans					889	1,058
SEK MTN Programme	2024-2026	Floating, 3 months	SEK	400	0	400
SEK MTN Programme	2024-2027	Floating, 3 months	SEK	650	650	650
SEK MTN Programme	2024-2029	Fixed rate	SEK	250	250	250
Bond Loans					900	1,300
Long-term borrowings					1,789	2,358
Commercial paper	3 months	3,25% - 3,53%	SEK	370	-	366
Loan in France		Floating	EUR	0.55	6	11
Loan in China		Floating	CNY	3.6	-	5
Short-term part of long-term loans, NIB					144	153
Short-term part of long-term loans, MTN					400	-
Short-term borrowings					550	535
Total borrowings					2,338	2,894
Lease liabilities						
Long-term lease liabilities					186	227
Short-term lease liabilities					112	135
Total lease liabilities					298	362

Parent Company					Carrying amount	
SEKm, borrowings						
Description of loan	Duration	Interest rate	Currency	Nominal amount	2025	2024
AB Svensk Exportkredit	2020-2027	Floating, 3 months	SEK	600	600	600
Nordic Investment Bank	2021-2028	Floating, 6 months	EUR	40	289	458
Long-term loans					889	1,058
SEK MTN Programme	2024-2026	Floating, 3 months	SEK	400	0	400
SEK MTN Programme	2024-2027	Floating, 3 months	SEK	650	650	650
SEK MTN Programme	2024-2029	Fixed rate	SEK	250	250	250
Bond Loans					900	1,300
Long-term borrowings					1,789	2,358
Commercial paper	2024	Floating, 3 months	SEK	370	-	366
Loan from subsidiaries	2025	Fixed rate	SGD	0.5	-	4
Loan from subsidiaries	2026	Fixed rate	EUR	6.8	73	78
Loan from subsidiaries	2026	Fixed rate	EUR	2.1	23	40
Short-term part of long-term loans, NIB					144	153
Short-term part of long-term loans, MTN					400	-
Short-term borrowings					640	641
Total borrowings					2,429	2,999

Note 18 FINANCIAL INSTRUMENTS, CONT.

Repayment schedule for long-term borrowings, December 31, 2025

SEKm	2026	2027	2028	2029	2030	2031–	Total
Bond loans	400	650	–	250	–	–	1,300
Bank and other loans	144	744	144	–	–	–	1,032
Total	544	1,394	144	250	–	–	2,332

Commercial flows

The Electrolux Professional Financial Policy states that:

- Group Treasury, in alignment with The Group Management Team, can activate hedging for currency exposures from invoiced flows at Group level. Forecasted flows should normally not be hedged, as these exposures should be mitigated commercially, with natural hedges and price adjustments.

- The Head of Group Treasury is authorized to approve hedging of known flows, such as internal dividends or M&A related payments, that due to timing reasons cause a temporary exposure to the Group.

The table below shows the expected transaction flows, imports and exports netted at subsidiary level, for the 12-month period of 2026, based on actual figures from the previous year.

Forecasted transaction flows and hedges

SEKm	SEK	THB	SGD	CHF	EUR	JPY	NOK	DKK	GBP	USD	Other	Total
Inflow of currency, long position	899	107	4	10	714	64	119	130	201	867	176	3,289
Outflow of currency, short position	-1,738	-509	-86	-61	-752	-4	0	-8	-9	-96	-25	-3,289
Gross transaction flow	-839	-403	-82	-52	-38	60	119	122	192	771	151	0
Hedges	33	51	1	-10	74	-6	-1	0	-5	-129	-6	0
Net transaction flow	-806	-352	-82	-62	35	54	118	121	187	642	145	0

Note 18 FINANCIAL INSTRUMENTS, CONT.

Maturity profile of financial liabilities and derivatives

The table below presents the undiscounted cash flows of the Group's contractual liabilities related to financial instruments based on the remaining period to the contractual maturity date at the balance sheet date. Floating interest cash flows with future fixing dates are estimated using the forward-forward interest rates at year-end. Any cash flow in foreign currency is converted to Swedish krona using the FX spot rates at year-end. The short-term liabilities from

accounts payable are matched by positive cash flow from trade receivables. The loan maturities can be offset by the available liquidity and/or a combination of existing credit facilities, new issued bonds, commercial papers, or bank and bilateral loans. On top of the other sources, Electrolux Professional entered into a committed revolving credit facility and two bilateral loans as stated above (interest-bearing liabilities).

Maturity profile of financial liabilities and derivatives – undiscounted cash flows

Group SEKm	<= 0.5 year	> 0.5 year < 1 year	> 1 years < 2 years	> 2 years < 5 years	> 5 years	Total
Loans	-72	-72	-1,144	-1,044	-	-2,332
Lease liabilities	-60	-60	-84	-100	-32	-336
Net settled derivatives	-1	-1	-	-	-	-2
Gross settled derivatives	68	-107	106	103	0	170
of which outflow	-1,846	-129	-160	-562	0	-2,698
of which inflow	1,914	23	266	666	0	2,868
Trade payables	-1,975					-1,975
Total	-2,040	-240	-1,122	-1,041	-32	-4,475

Trade receivables amounted to SEK 2,050m and liquid funds to SEK 854m as per December 31, 2025. Furthermore, the group has an unutilized revolving credit facility in EUR equivalent to SEK 2,597m. That combination supports the Group's commitment of a minimum liquidity reserve of SEK 500m.

Maturity profile of financial liabilities and derivatives – undiscounted cash flows

Parent Company SEKm	<= 0.5 year	> 0.5 year < 1 year	> 1 years < 2 years	> 2 years < 5 years	> 5 years	Total
Loans	-13	-501	-1,423	-420	-	-2,357
Loans from subsidiaries	-96	-	-	-	-	-96
Net settled derivatives	-1	-1	-	-	-	-2
Gross settled derivatives	68	-107	106	103	-	170
of which outflow	-1,846	-130	-160	-563	-	-2,699
of which inflow	1,914	23	266	666	-	2,869
Trade payables	-629	-	-	-	-	-629
Other financial liabilities, subsidiaries	-1,238	-	-	-	-	-1,238
Total	-1,909	-609	-1,317	-317	-	-4,152

Note 18 FINANCIAL INSTRUMENTS, CONT.

Net gain/loss, fair value, and carrying amount of financial instruments

The tables below present net gain/loss of financial instruments, the effect in profit or loss and other comprehensive income, and the fair value and carrying amount of financial assets and liabilities. Net gain/loss can include both exchange rate differences and gain/loss due to changes in interest rate levels.

Net gain/loss, income and expense of financial instruments

Group SEKm	2025				2024			
	Gain/loss in profit or loss	Gain/loss in OCI	Interest income	Interest expense	Gain/loss in profit or loss	Gain/loss in OCI	Interest income	Interest expense
Recognized in operating income								
Financial assets and liabilities at amortized cost	-8	-	-	-	-17	-	-	-
Total net gain/loss, income and expense	-8	-	-	-	-17	-	-	-
Recognized in financial items								
Financial assets and liabilities at fair value through profit or loss	200	167	67	-58	-74	39	89	-55
Financial assets at amortized cost	-258	-	13	-	121	-	20	-
Other financial liabilities at amortized cost	85	-189	-	-92	-44	119	-	-158
Total net gain/loss, income and expense	27	-22	80	-150	3	158	109	-213

Net gain/loss, income and expense of financial instruments

Parent Company SEKm	2025				2024			
	Gain/loss in profit or loss	Gain/loss in OCI	Interest income	Interest expense	Gain/loss in profit or loss	Gain/loss in OCI	Interest income	Interest expense
Recognized in operating income								
Financial assets and liabilities at amortized cost	-5	-	-	-	2	-	-	-
Total net gain/loss, income and expense	-5	-	-	-	2	-	-	-
Recognized in financial items								
Financial assets and liabilities at fair value through profit or loss	362	5	67	-58	-72	24	88	-55
Financial assets at amortized cost	-471	-	152	-	234	-	217	-
Other financial liabilities at amortized cost	86	-	-	-135	-43	-	-	-213
Total net gain/loss, income and expense	-23	5	219	-193	119	24	305	-268

Note 18 FINANCIAL INSTRUMENTS, CONT.

Fair value and carrying amount of financial assets and liabilities

Group SEKm	Hierarchy level	2025 ¹	Hierarchy level	2024 ¹
		Carrying amount		Carrying amount
Financial assets		20		14
Financial assets at fair value through profit or loss	3	15	3	-
Financial assets at fair value through profit and loss	1	5	1	14
Trade receivables		2,050		2,117
Financial assets at amortized cost		2,050		2,117
Derivatives		273		85
Financial assets at fair value through profit or loss	2	77	2	47
Financial assets in hedge relations	2	196	2	38
Cash and cash equivalents		854		794
Financial assets at amortized cost		854		794
Total financial assets		3,196		3,010
Long-term borrowings		1,789		2,358
Financial liabilities at amortized cost		1,789		2,358
Trade payables		1,975		2,172
Financial liabilities at amortized cost		1,975		2,172
Short-term borrowings		550		535
Financial liabilities at amortized cost		550		535
Derivatives		12		53
Financial liabilities at fair value through profit or loss	2	9	2	46
Financial liabilities in hedge relations	2	4	2	8
Total financial liabilities		4,326		5,118

1) Carrying amount equals fair value except for long-term and short-term borrowings with a combined fair value of SEK 2,365m (2,934). The calculation of fair value of the Group's borrowings is level 2 in the fair value hierarchy.

Parent Company SEKm	Hierarchy level	2025 ¹	Hierarchy level	2024 ¹
		Carrying amount		Carrying amount
Trade receivables		401		506
Financial assets at amortized cost		211		342
Financial assets at amortized cost, subsidiaries		190		164
Derivatives		276		89
Financial assets at fair value through profit or loss		80	2	51
Financial assets in hedge relations		196	2	38
Long-term financial assets		813		2,285
Financial assets at amortized cost, subsidiaries		813		2,285
Short-term financial assets		818		1,384
Financial assets at amortized cost, subsidiaries		818		1,384
Cash and cash equivalents		714		616
Financial assets at amortized cost		714		616
Total financial assets		3,022		4,880
Financial liabilities				
Long-term borrowings		1,789		2,358
Financial liabilities at amortized cost		1,789		2,358
Trade payables		629		688
Financial liabilities at amortized cost		428		397
Financial liabilities at amortized cost, subsidiaries		201		291
Short-term borrowings²		1,878		1,971
Financial liabilities at amortized cost		544		519
Financial liabilities at amortized cost, subsidiaries		1,334		1,452
Derivatives		18		57
Financial liabilities at fair value through profit or loss		14	2	49
Financial liabilities in hedge relations		4	2	8
Total financial liabilities		4,314		5,074

1) Carrying amount equals fair value except for long-term and short-term borrowings with a combined fair value of SEK 2,359m (2,917). The calculation of fair value of the Group's borrowings is level 2 in the fair value hierarchy.

2) Of the SEK 1,878m (1,971), SEK 544m (519) is presented in the balance sheet as short-term borrowings and SEK 1,536m (1,744) is disclosed as part of payables to subsidiaries.

Note 18 FINANCIAL INSTRUMENTS, CONT.

Fair value estimation

Valuation of financial instruments at fair value is done at quoted market prices. Level 1 instruments quoted on the market, e.g., the major bond and interest-rate future markets, are all marked-to-market with the current price. The foreign-exchange spot rate is used to convert the value into SEK. For level 2 instruments where no observable price is available on the market, cash flows are discounted using the deposit/swap curve of the cash flow currency. If no proper cash flow schedule is available, e.g., as is the case with forward-rate agreements, the underlying schedule is used for valuation purposes. To the extent option instruments are used, the valuation is based on the Black & Scholes formula. For Level 3 instruments, where no market prices or observable inputs exist, fair value is determined using internal valuation models based on unobservable assumptions. These models, such as discounted cash flow techniques, incorporate the best information available reflecting how market participants would price the instrument in the absence of market activity.

The carrying values, less impairment, of trade receivables and payables are assumed to approximate their fair values. The fair value of financial liabilities is estimated by discounting the future contractual cash flows at the current market-interest rate that is available to the Group for similar financial instruments. The Group's financial assets and liabilities are measured at fair value according to the following hierarchy:

- Level 1:** Quoted prices in active markets for identical assets or liabilities.
- Level 2:** Inputs other than quoted prices included in level 1 that are observable for assets or liabilities either directly or indirectly.
- Level 3:** Inputs for the assets or liabilities that are not entirely based on observable market data.

Note 19 Assets pledged for liabilities to credit institutions

There are no pledged assets to be disclosed for 2025 nor for 2024.

Note 20 SHARE CAPITAL, NUMBER OF SHARES, AND EARNINGS PER SHARE

The equity attributable to equity holders of the Parent Company consists of the following items.

Share capital

As per December 31, 2025, the share capital of Electrolux Professional AB consisted of 8,027,292 Class A shares with a quota value of SEK 0.1 per share and 279,370,158 Class B shares with a quota value of SEK 0.1. All shares are fully paid. All shares entitle the holder to the same proportion of assets and earnings, and carry equal rights in terms of dividends.

Share capital

SEKm	Share capital
Share capital, December 31, 2024	
8,029,337 A shares, with a quota value of SEK 0.1	1
279,368,113 B shares, with a quota value of SEK 0.1	28
Total	29
Share capital, December 31, 2025	
8,027,292 A shares, with a quota value of SEK 0.1	1
279,370,158 B shares, with a quota value of SEK 0.1	28
Total	29

Number of shares	Owned by other shareholders
Shares, December 31, 2024	
Class A shares	8,029,337
Class B shares	279,368,113
Total	287,397,450
Conversion of Class A shares into Class B shares	
Class A shares	-2,045
Class B shares	2,045
Shares, December 31, 2025	
Class A shares	8,027,292
Class B shares	279,370,158
Total	287,397,450

Other paid-in capital

Other paid-in capital relates to statutory reserves in the Parent Company.

Other reserves

Other reserves includes exchange-rate differences on translation of foreign operations, which refer to changes in exchange rates when net investments in foreign subsidiaries are translated to SEK.

Retained earnings

Retained earnings, including income for the period, include the income of the Parent Company and its share of income in subsidiaries. Retained earnings also include transactions with shareholders, remeasurement of provision for post-employment benefits, and the amount recognized for the common dividend. It also includes the payment for equity swaps used for hedging the shares included in the share-based incentive programs and reversal of the cost for share-based incentive programs recognized in the income statement

Earnings per share

SEKm	2025	2024
Income for the period		
	736	803
Earnings per share		
Basic, SEK	2.56	2.79
Diluted, SEK	2.56	2.79
Average number of shares, million		
Basic	287.4	287.4
Diluted	287.4	287.4

Basic and diluted earnings per share is calculated by dividing the income for the period attributable to the equity holders of the Parent Company with the average number of shares.

The average number of shares is the weighted average number of shares outstanding during the year. When applicable, diluted earnings per share is calculated by adjusting the weighted average number of ordinary shares outstanding with the estimated number of shares from the share programs.

The average number of shares during 2025 was 287,397,450 (287,397,450) and the average number of diluted shares was 287,397,450 (287,397,450).

Note 21 POST-EMPLOYMENT BENEFITS

Post-employment benefits

The Group sponsors pension plans in many of the countries in which it has activities. Pension plans can be defined contribution or defined benefit plans or a combination of both. Under defined contribution plans, the company's commitment is to make periodic payments to independent authorities or investment plans, and the level of benefits depends on the actual return on those investments. Under defined benefit pension plans, the company enters into a commitment to provide post-employment benefits based upon one or several parameters for which the outcome is not known at present. For example, benefits can be based on final salary, on career average salary, or on a fixed amount of money per year of employment.

The cost for pension is disaggregated into three components; service cost, financing cost, or income and remeasurement effects. Service cost is reported within Operating income and classified as Cost of goods sold, Selling expenses, or Administrative expenses depending on the function of the employee. Financing cost or income is recognized in the Financial items and the remeasurement effects in Other comprehensive income.

Net provisions for post-employment benefits in the balance sheet represent the present value of the Group's obligations less market value of plan assets. Remeasurement due to actuarial assumptions is recorded in Other comprehensive income. Past-service costs are recognized immediately in income for the period.

The majority of the funded pension obligation is attributable to the Swiss pension plan, where benefits are career average in nature. Contributions are paid to a pension foundation and a recovery plan has to be set up if the plan is underfunded on a local funding basis. Swiss laws do not state any specific way of calculating an employer's additional contribution and because of that there is normally no minimum funding requirement. Benefits are paid from the plan assets.

In France and Italy, provisions are made for compulsory severance payments, these provisions cover the Group's commitment to pay employees a lump sum upon reaching retirement age, or upon the employees' dismissal or resignation, these plans are unfunded. Unfunded pension plans also exist in other countries within the Group, such as Austria, Thailand, and Japan.

Commitments for retirement pension for salaried employees in Sweden related to ITP2 are guaranteed through insurance with Alecta. In accordance with a statement from the Swedish Financial Reporting Board, UFR10, this is a defined benefit multi-employer plan. For the 2024 financial year, the company did not have access to information that would enable it to report its proportional share of the plan's obligation, plan assets and costs, which means that the plan could not be reported as a defined benefit plan, therefore reported as a defined contribution plan. On December 31, 2025, Alecta's surplus, which can be distributed between the policy holder and/or the persons insured in the form of the collective consolidation rate, preliminary amounted to 167% (162). The collective con-

solidation rate comprises the market value of Alecta's assets as a percentage of the insurance commitments produced in accordance with Alecta's actuarial calculation assumptions, which are not in agreement with IAS 19. The collective consolidation level is normally allowed to vary between 125 to 170%. If the collective consolidation level falls below 125%, one measure could be raising the contractual premiums for taking up new insurance and expanding existing benefits. If collective consolidation exceeds 150%, one action could be to implement premium reductions. Expected fees for the next reporting period for ITP2 insurance with Alecta amount to SEK 14m (14).

The discount rate used for the calculation of expenses during 2025 was 1.19% on average, which was the same rate used to estimate liabilities at the end of 2024.

An explanation of the amounts in the financial statements relating to defined benefit obligations is presented in the following table.

SEKm	December 31, 2025	December 31, 2024
Amounts included in the balance sheet		
Funded plans		
Present value of funded obligations	829	935
Fair value of plan assets	-1,107	-1,110
Effect of asset ceiling	155	59
Net amount (surplus)/deficit, funded plans	-123	-116
Average duration of the obligation, years	11.1	13.2
Unfunded plans		
Present value of unfunded obligations	126	145
Average duration of the obligation, years	7.5	8.6
Total net amount (surplus)/deficit	3	29
<i>Of which reported as:</i>		
Pension plan assets	123	116
Provisions for post-employment benefit plans	126	145

SEKm	2025	2024
Pension cost		
Service cost	-9	-17
Interest income/expense, net	-2	-4
Pension cost, defined benefit plans	-11	-21
Pension cost, defined contribution plans	-85	-85
Pension cost included in income for the period	-96	-106
Remeasurement gain/loss attributable to defined benefit plans	10	108
Total pension cost included in other comprehensive income	-86	2
Amounts included in the cash flow statement		
Contributions by the employer	-11	-12
Benefits paid by the employer	-13	-14
Major assumptions for the valuation of the liability		
Funded plans		
Longevity, years, ¹		
Male	22.0	21.9
Female	23.8	23.7
Inflation, % ²	1.0	1.0
Discount rate, %	1.2	0.9
Unfunded plans		
Inflation, % ²	1.9	1.9
Discount rate, %	3.6	2.9

1) Expressed as the average life expectancy of a 65-year-old person in number of years.

2) General inflation impacting salary and pensions increases.

Note 21 POST-EMPLOYMENT BENEFITS, CONT.

Reconciliation of change in present value of funded and unfunded obligations

SEKm	2025	2024
Opening balance, January 1	1,080	980
Current service cost	17	17
Special events	-8	-
Interest expense	13	16
Remeasurement arising from changes in financial assumptions	-30	53
Remeasurement from changes in demographic assumptions	-1	-
Remeasurement from experience	-2	30
Contributions by plan participants	11	12
Benefits paid	-73	-86
Exchange differences	-53	18
Settlements and other	1	40
Closing balance, December 31	955	1,080

Reconciliation of change in the fair value of plan assets

SEKm	2025	2024
Opening balance, January 1	1,110	1,057
Interest income ¹	11	14
Return on plan assets, excluding amounts included in interest ¹	75	69
Net contribution by employer	11	12
Contribution by plan participants	11	12
Benefits paid	-60	-72
Exchange differences	-51	18
Closing balance, December 31	1,107	1,110

1) The actual return on plan assets amounts to SEK 86m (83).

Risks

There are three main categories of risks related to defined benefit obligations and pension plans. Increased longevity and inflation of salary and pensions may increase the future pension payments and, hence, increase the pension obligation. Pension plan assets are invested in a variety of financial instruments and are exposed to market fluctuations. The discount rate used for measuring the present value of the obligation may fluctuate, which impacts the valuation of the Defined Benefit Obligation (DBO). The discount rate also impacts the size of the interest income and expense that is reported in the Financial items and the service cost. Expected salary increase and mortality assumptions are based on local conditions in each country and changes in those assumptions affect the measured obligation.

Below is the sensitivity analysis for the main financial assumptions and the potential impact on the present value of the defined pension obligation. Note that the sensitivities are not meant to express any view by Electrolux Professional Group on the probability of a change.

Sensitivity analysis on defined benefit obligation

SEKm	2025	2024
Longevity +1 year	24	29
Inflation +0.5% ¹	8	13
Discount rate +1%	-93	-125
Discount rate -1%	115	159

1) The inflation change feeds through to other inflation-dependent assumptions, i.e., pension increases and salary growth.

In 2026, the Group expects to pay a total of SEK 19m (19) in contributions to the pension funds and as payments of benefits directly to the employees.

Market value of plan assets by category

SEKm	2025	2024
Fixed income	263	284
Equity	339	327
Other alternative assets	139	136
Real estate	351	353
Cash	15	10
Total value of plan assets	1,107	1,110

Investment strategy and risk management

The assets held in funds are managed professionally by asset managers who propose portfolio allocations based on a framework decided by the fund boards. Risks related to pension obligations, e.g., mortality and inflation, are monitored on an ongoing basis by the Group Finance Governance Board.

Governance

Defined-benefit pensions and pension plan assets are governed by the Group Finance Governance Board, which meets 3 to 4 times per year and has the following responsibilities:

- Approve the financial and actuarial assumptions to be used in the calculations of the Pension Funds' assets and liabilities.
- Initiate processes for new plans, changes to plans, or termination of plans if such actions are found necessary.
- Approve the election of company representatives in the local Board of Trustees (or equivalent).

Parent Company

Commitments for retirement pensions for salaried employees in Sweden related to ITP2 are guaranteed through insurance with Alecia, hence reported as a defined-contribution plan, equal to ITP1.

Total pension expense for the Parent Company amounted SEK 45m (39). Expected fees for the next reporting period for ITP2 insurance with Alecia amount to SEK 14m.

Note 22 OTHER PROVISIONS

SEKm	Group				Parent Company			
	Provisions for restructuring	Warranty commitments	Other	Total	Provisions for restructuring	Warranty commitments	Other	Total
Opening balance, January 1, 2024	8	282	149	439	0	114	7	121
Reclassification	-	0	-0	0	-	-	-	-
Acquisitions of operations	-	6	-	6	-	-	-	-
Provisions made	0	103	57	160	-	5	-	5
Provisions used	-5	-90	-46	-141	-	-	-	-
Unused amounts reversed	-0	-3	-18	-21	-	-1	-	-1
Exchange rate differences	0	5	8	13	-	-	-	-
Closing balance, December 31, 2024	4	303	149	456	0	118	7	125
Of which current provisions	4	111	10	125	-	2	7	9
Of which non-current provisions	-	192	138	331	-	116	-	116
Opening balance, January 1, 2025	4	303	149	456	0	118	7	125
Reclassification	-	-	-	-	-	-	-	-
Acquisitions of operations	-	-	-	-	-	-	-	-
Provisions made	215	65	55	335	28	4	-	32
Provisions used	-5	-60	-74	-139	-1	-1	-4	-6
Unused amounts reversed	-3	-12	-15	-30	-	-7	-	-7
Transfer to other group company	-	-	-	-	-	-7	-	-7
Exchange rate differences	-4	-21	-13	-38	-	-	-	-
Closing balance, December 31, 2025	206	276	102	585	27	107	3	137
Of which current provisions	206	108	11	325	27	1	3	31
Of which non-current provisions	-	168	92	259	-	106	-	106

Provisions are recognized when the Group has a present obligation as a result of a past event, and it is probable that an outflow of resources will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognized as a provision is the best estimate of the expenditure required to settle the present obligation at the balance sheet date. Where the effect of time value of money is material, the amount recognized is the present value of the estimated expenditures.

Provisions for warranty are recognized at the date of sale of the products covered by the warranty and are calculated based on historical data for similar products. Provisions for warranty commitments are recognized as a consequence of the Group's policy to cover the cost of repair of defective products. The warranty period is based on local market conditions.

Restructuring provisions are recognized when the Group has both adopted a detailed formal plan for the restructuring and either started the plan implementation or communicated its main features to those affected by the restructuring. Provisions for restructuring represent the expected costs to be incurred as a consequence of the Group's decision to reduce personnel, both for newly acquired and already owned companies. The amounts are based on management's best estimates and are adjusted when changes to these estimates are known.

Other provisions mainly include provisions for environmental liabilities, litigations other than warranty related claims, and employee related provisions. The timing of any resulting outflows for other provisions are uncertain.

Note 23 OTHER LIABILITIES

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Accrued holiday pay	178	178	48	46
Other accrued payroll costs	237	314	53	64
Accrued interest expenses	16	23	14	20
Other prepaid income	20	4	-	-
Government grants	14	19	-	-
Other accrued expenses	223	244	13	18
Contract liabilities ¹	548	545	79	71
VAT liabilities	179	190	4	-
Personnel-related liabilities	121	112	32	32
Other current operating liabilities	101	82	6	14
Other non-current operating liabilities	1	-	-	-
Derivatives	12	53	18	57
Total	1,649	1,764	267	322

1) Movement in contract liabilities in 2025 and 2024 is presented in Note 4.

Note 24 CONTINGENT LIABILITIES

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Contingent liabilities	10	11	14	16
Total	10	11	14	16

Parent Company

A large part of the contingent liabilities on behalf of subsidiaries, is related to credit facilities attributed centrally to the Parent Company. The nominal amount is SEK 14m (16) of which the majority is related to credit cards for employees. There was no indication at year-end that payment will be required from the Parent Company in connection with these credit facilities.

Note 25 ACQUIRED AND DIVESTED OPERATIONS

Acquisitions in 2025

No acquisitions were made in 2025.

Acquisitions in 2024

TOSEI Corporation

On January 10, 2024, Electrolux Professional acquired 100% of the shares in TOSEI Corporation in a cash deal. The enterprise value amounted to JPY 23,006m corresponding to SEK 1,620m.

TOSEI, founded in 1950, had sales of approximately SEK 940m during 2023. After synergies, the EBITA margin is expected to be well in line with Electrolux Professional's EBITA target of 15%. The company has approximately 340 employees and is based in Tokyo. TOSEI operates one manufacturing facility in Izunokuni, Shizuoka and has six regional sales offices in Japan. The company supplies washers, dryers, combined washers and dryers, tabletop vacuum packing machines, and stationary vacuum packing machines under the main brands TOSEI and TOSPACK.

The acquisition of TOSEI makes Electrolux Professional a larger player in Japan, which is the second largest laundry market and third largest food-service market globally. In addition, Electrolux Professional will be able to expand the vacuum packing products that are already used globally in the fast-growing segment of sous-vide cooking.

Goodwill mainly represents the value of increasing Electrolux Professional's presence in Japan. Goodwill will not be deductible for income tax.

TOSEI's net sales and operating income from January 1, 2024, to the completion of the deal are immaterial and have been included fully in the consolidated financial statements of Electrolux Professional. TOSEI has for the period January until the end of the reporting period contributed to net sales and operating income (including amortization of surplus values) by JPY 11,518m and JPY 28m respectively, approximately SEK 805m and SEK 2m respectively.

Approximately 70% of the business is included in the Laundry segment and 30% in Food & Beverage.

Transaction costs

Transaction costs during 2023 related to the acquisition amounted to SEK 7m and were expensed as incurred during the acquisition process in operating income within Group Common Costs.

Transaction costs incurred during 2024 amount to SEK 4m and have been included in operating income in Food & Beverage with SEK 1.3m and in Laundry with SEK 2.7m.

Adventys

On April 26, 2024, Electrolux Professional acquired 100% of the shares in Adventys in a cash deal. The enterprise value amounted to EUR 22.1m corresponding to SEK 259m.

Adventys, founded in 1999, designs and produces induction cooking equipment, and has approximately 40 employees, whereof several in R&D, and is based with one factory in Seurre, France. The company had global sales of approximately SEK 70m in 2023, and an EBITA margin higher than Electrolux Professional's EBITA-target of 15%.

The acquisition of Adventys gives Electrolux Professional access to the development of our own induction technology while at the same time maintaining and strengthening Electrolux Professional's leadership in horizontal cooking. Goodwill mainly represents the value of increasing Electrolux Professional's know-how in induction technology. Goodwill will not be deductible for income tax.

Adventys net sales and operating income from January 1, 2024, to the completion of the deal amounted to EUR 2.2m and EUR 0.03m respectively, approximately SEK 25.4m and SEK 0.3m respectively. Adventys is included in Electrolux Professional's consolidated accounts from the acquisition date. For the period from the acquisition date until the end of the reporting period Adventys has contributed to net sales and operating income (including amortization of surplus values) by EUR 3.8m and EUR -0.13m respectively, approximately SEK 43.2m and SEK -1.5m respectively. The business is included in the segment Food & Beverage.

Transaction costs

Transaction costs during 2024 related to the acquisition amount to SEK 4.7m. The costs have been expensed in operating income in segment Food & Beverage with SEK 4.2m and SEK 0.5m in Group common costs.

Purchase price allocation

SEKm	2024	
	Adventys	TOSEI Corporation
Consideration		
Enterprise value	259	1,620
Less financial debt	-	-628
Cash paid for the acquisition	259	992
Recognized amounts of assets acquired and liabilities assumed		
Property plant and equipment, owned	16	88
Property plant and equipment, right-of-use	8	69

SEKm	2024	
	Adventys	TOSEI Corporation
Intangible assets	136	610
Inventories	25	177
Trade receivables ¹	13	201
Other current and non-current assets	2	108
Trade payables	-3	-208
Government grants	-2	-
Other operating liabilities	-51	-337
Total identifiable net assets acquired	142	708
Cash and cash equivalents	19	89
Lease liabilities	-8	-69
Borrowings	-13	-624
Assumed net debt	-2	-603
Goodwill	118	887
Total	259	992
1) Trade receivables		
Trade receivables, gross	14	201
Provision for expected credit losses	-1	-0
Total	13	201

Payments for acquisitions

SEKm	2024	
Cash paid for acquisitions made during the year	259	992
Cash and cash equivalents in acquired operations	-19	-89
Total paid	240	903

Note 26 EMPLOYEES AND REMUNERATION

Employees and employee benefits

As of December 31, 2025, the number of employees was 4,257 (4,317).

Average number of employees, per country

	2025			2024		
	Women	Men	Total	Women	Men	Total
Parent company						
Sweden	155	420	575	148	420	568
Subsidiaries						
Australia	2	9	11	3	13	16
Austria	7	22	29	8	24	31
Belgium	1	4	6	1	4	5
China	38	113	151	39	117	156
Croatia	1	5	6	1	4	5
Czech Republic	2	5	7	2	5	7
Denmark	12	36	48	10	36	46
Finland	14	27	41	12	26	38
France	130	297	427	119	304	423
Germany	81	132	213	64	156	221
Greece	2	4	6	1	4	5
Hungary	2	6	8	3	7	10
India	2	19	21	2	18	20
Italy	475	638	1,113	476	640	1,116
Japan	81	274	355	67	236	303
Malaysia	11	12	23	11	10	21
Netherlands	5	10	15	4	12	16
New Zealand	2	2	4	2	2	4
Norway	13	5	18	5	15	20
Poland	2	4	6	1	3	4
Singapore	13	15	28	15	16	31
Slovak Republic	10	10	20	9	9	17
South Korea	2	0	2	2	0	2
Spain	16	25	41	14	20	34
Switzerland	34	102	136	35	105	140
Thailand	80	188	268	86	182	268

	2025			2024		
	Women	Men	Total	Women	Men	Total
Turkey	11	15	26	10	14	24
United Arab Emirates	3	9	12	3	8	11
United Kingdom	23	42	65	25	39	65
USA	177	455	632	177	469	646
Total	1,407	2,905	4,313	1,353	2,918	4,272

Salaries, other remuneration, and employer contributions

SEKm	2025			2024		
	Salaries and remuneration ¹	Social costs ²	Total	Salaries and remuneration ¹	Social costs ²	Total
Parent Company	417	130	547	411	131	542
of which pension costs		47	47		42	42
Subsidiaries	2,088	480	2,568	2,017	494	2,512
of which pension costs		46	46		59	59
Total Group	2,505	610	3,115	2,428	625	3,054
of which pension costs		93	93		101	101

- 1) For the Parent Company, salaries and remuneration of SEK 55m (66) were paid by another legal entity in the Group.
2) For the Parent Company, social costs of SEK 11m (15) (of which pension costs amounted to SEK 2m (2)) were paid by another legal entity in the Group.

Salaries and remuneration for Board members, senior managers, and other employees

SEKm	2025			2024		
	Board members and senior managers	Other employees	Total	Board members and senior managers	Other employees	Total
Parent Company	79	338	417	92	319	411
Others	43	2,045	2,088	30	1,987	2,017
Total Group			2,505	122	2,306	2,428

Of the Board members in Group companies, 28 were men and 5 women, of whom 5 men and 3 women were in the Parent Company, excluding union representatives. According to the definition of Senior managers in the Swedish Annual Accounts Act, the number of Senior managers in the Group consisted of 9 men and 3 women, of whom 9 men and 3 women in the Parent Company. The total pension costs for Board members and Senior managers in the Group amounted to SEK 10m.

Note 26 EMPLOYEES AND REMUNERATION, CONT.

Compensation to Board members

SEK thousand	2025			2024		
	Ordinary compensation	Compensation for committee work	Total compensation	Ordinary compensation	Compensation for committee work	Total compensation
Kai Wärn, Chairman	1,884	109	1,993	1,740	100	1,840
Lorna Donatone* 1	192	36	228	663	138	801
Hans Ola Meyer	626	231	857	579	213	792
Daniel Nodhäll	626	258	884	579	238	817
Martine Snels	626	149	775	579	138	717
Carsten Voigtländer	626	-	626	579	-	579
Katharine Clark	626	-	626	579	-	579
Josef Matosevic*	710	149	859	622	109	731
Shannon Garcia*	518	-	518	-	-	-
Joachim Nord	-	-	-	-	-	-
Jens Pierard	-	-	-	-	-	-
Per Magnusson	-	-	-	-	-	-
Helen Åkerman	-	-	-	-	-	-
Total compensation	6,434	932	7,366	5,920	936	6,856

* The members resident in the United states have received additional USD 4,000 per ordinary meeting they attended in Sweden or Italy according to the decision at the Annual General Meetings 2024 and 2025, included in above table as part of ordinary compensation.

1) Left the Board May 7, 2025.

Compensation for the Board of Directors

The Annual General Meeting (AGM) determines the compensation for the Board of Directors for a period of one year until the next AGM, including the compensation for committee work. The compensation is distributed between the Chairman and other Board members and is paid quarterly in advance. The compensation paid in 2025 encompasses one quarter of the compensation authorized by the AGM in 2024 and three quarters of the compensation authorized by the AGM in 2025. Total compensation paid in cash in 2025 amounted to SEK 7.4m, of which SEK 6.4m included ordinary compensation and SEK 0.9m was for committee work.

Remuneration guidelines for the Group Management Team

The current guidelines were approved by the AGM in 2024. The guidelines apply until the AGM 2028.

The remuneration terms emphasize 'pay for performance' and vary with the performance of the individual and the Group. The total remuneration for the Group Management Team is to be strongly tied to the position held, consistent with market practice, and may comprise the following components: annual fixed compensation, variable compensation, and other benefits such as pension and insurance.

The following describes the guidelines for determining the amount of remuneration, for detailed guidelines see pages 57-58.

- Fixed compensation must be competitive relative to the relevant country market and reflect the scope of the job responsibilities. Fixed compensation consists of annual base salary and may, if locally stipulated by mandatory collective agreement provisions, also include a fixed non-compete component. Base salary levels are to be reviewed periodically (usually annually) to ensure continued competitiveness and to recognize individual performance.
- Variable compensation may consist of short-term and long-term incentives. Following the 'pay for performance' principle, variable compensation must represent a significant portion of the total potential compensation for the Group Management Team. Variable compensation must always be measured against pre-defined targets and have a maximum above which no payout is to be made. Both short-term incentives' and long-term incentives' entitlement must be dependent on job level and the variable compensation, for each STI and LTI respectively, must not amount to more than 100% of the annual base salary.
- Pension and Benefits such as old-age and survivor's pension, disability benefits, and healthcare benefits must be designed to

reflect home-country practices and requirements. When possible, pension plans are to be based on defined contribution. In individual cases, depending on provisions in collective bargaining agreements, tax and/or social security legislation to which the individual is subject, other schemes, and mechanisms for pension benefits may be approved. Other benefits may consist of a company car, housing, and private health insurance.

- The notice period for the President and CEO must be 12 months if Electrolux Professional Group initiates termination of the employment and 6 months if the President and CEO initiates termination of the employment. For other members of the Group Management Team the notice period is between 6 to 12 months if Electrolux Professional Group initiates termination of the employment and 3 to 6 months if the Group Management Team member initiates termination of the employment. In individual cases, contractual severance pay may be approved in addition to the notice periods.

The Board of Directors may temporarily resolve to deviate from the guidelines, in whole or in part, if in a specific case there is special cause for the deviation and a deviation is necessary to serve the Company's long-term interests, including its sustainability, or to ensure the Company's financial viability.

President and CEO

The remuneration package for the President and CEO comprises fixed cash compensation, variable compensation, and other benefits such as pension and insurance. For the President and CEO, the annualized base salary for 2025 was set at EUR 686,946 (approximately SEK 7,600,000).

The variable compensation for the President and CEO consists of both short-term cash-based incentive (STI) and long-term share-based incentive (LTI). STI is based on fixed financial targets at Group level and LTI is based on fixed financial and ESG targets at Group level. STI can give a maximum of 100% of annual base salary and LTI can give a maximum of 100% of annual base salary.

The notice period for the Company is 12 months and for the President and CEO it is 6 months. The President and CEO is entitled to 12 months' severance pay.

The President and CEO accrues pension entitlements in accordance with Italian social security legislation for pensions. A voluntary defined contribution pension scheme is offered (Previndai) through which the Company matches contributions of up to EUR 12,000 per year. In addition, the company also contributes to the Italian statutory TFR.

Healthcare benefits are provided in accordance with the collectively agreed plan rules of FASI and Assidai designed for Executives (Dirigenti).

Other Members of the Group Management Team

Like the President and CEO, other members of the Group Management Team receive a remuneration package that comprises

Note 26 EMPLOYEES AND REMUNERATION, CONT.

fixed cash compensation, variable compensation, and other benefits such as pension and insurance. Base salary is reviewed annually per January 1.

The variable compensation for other members of the Group Management consists of both short-term cash-based incentive (STI) and long-term share-based incentive (LTI). STI is based on financial targets at Group level, and for Business Area Heads it is based on Business Area and Group level. LTI is based on fixed financial and ESG targets at Group level. STI and LTI can each give a maximum of 60-100% of annual base salary depending on job level.

The notice period for other members of the Group Management Team is between 6 to 12 months if Electrolux Professional initiates termination of the employment and 3 to 6 months if the Group Management Team member initiates termination of the employment.

The Group Management Team members employed in Italy, similar to the President and CEO, also accrue pension entitlements in accordance with Italian social security legislation for pensions, and are eligible to participate in the voluntary defined contribution pension scheme offered (Previdai) through which the Company matches contributions of up to EUR 12,000 per year. In addition, the company also contributes to the Italian statutory TFR.

Healthcare benefits are provided in accordance with the collectively agreed plan rules of FASI and Assidai designed for managers (Dirigenti).

The Group Management Team members employed in Sweden up until 2025 are covered by the collectively agreed ITP1 (a defined contribution plan), and a top-up plan providing 30% of fixed salary and STI, or by the ITP2 and the Alternative ITP rule. New members of Group Management employed in Sweden as of 2025 instead receive a pension entitlement where the aggregated contribution is 30% of annual base salary, including contributions to ITP1.

The Alternative ITP plan is a defined contribution plan in which the contribution increases with age. The contribution is between 20% and 40% of pensionable salary, between 7.5 and 30 income base amounts and 20% of pensionable salary above 30 income base amounts. The pensionable salary under the alternative ITP plan is calculated as the current fixed salary including vacation pay, plus the average short-term variable salary for the last three years.

For Group Management Team members employed outside of Italy and Sweden, varying terms of employment, pensions and other benefits, such as a company car, may apply depending on the country of employment.

Share-based compensation

Variable long-term share programs 2023, 2024, and 2025

The Annual General Meeting on May 7, 2025, approved a long-term incentive program for 2025. The General Meeting of Electrolux Professional Group has also approved a long-term incentive program for 2023 and 2024.

All programs run over a three-year period, with a one-year performance period followed by a two-year vesting period.

The allocation of shares in the 2023 program is determined by the participant's position level and the outcome of three objectives: (i) earnings per share, (ii) operating cash flow after investments and (iii) CO₂ emission reduction. The performance targets adopted by the Board stipulate a minimum level and a maximum level, with the relative weight of the performance targets (i), (ii) and (iii) being 50%, 30%, and 20% respectively. Performance outcome of the three objectives was determined by the Board after the expiry of the one-year performance period.

The allocation of shares in the 2024 and 2025 programs is determined by the participant's position level and the outcome of three objectives: (i) earnings per share, (ii) return on net assets and (iii) CO₂ emission reduction. The performance targets adopted by the Board stipulate a minimum level and a maximum level, with the relative weight of the performance targets (i), (ii) and (iii) being 50%, 30%, and 20% respectively. Performance outcome of the three objectives was determined by the Board after the expiry of the one-year performance period.

For the 2023, 2024, and 2025 programs allocation of shares is based on performance, and performance objectives are linear from minimum to maximum. If the maximum is reached or exceeded,

100% of maximum granted shares will be allocated to each participant. If performance is below the maximum level but exceeds the minimum level, a proportionate allocation of shares will be made. No allocation will be made if performance does not reach the minimum level. The shares will be allocated after the three-year vesting period, free of charge except for tax liabilities.

All programs cover up to 30-35 senior managers and key employees. Participants are divided into four groups; President and CEO (Group 1); other members of Group Management and Senior Managers (Groups 2 & 3); and certain other key employees (Group 4). The total sum of the maximum values of the Performance Shares defined for all participants in LTI 2025 will not exceed SEK 53m, excluding social costs.

The performance outcome for LTI 2025 was 46%, which means that 46% of the maximum number of shares granted under the LTI 2025 will be paid out after the end of the vesting period 2028.

Allocation of shares for the 2022 program

The 2022 LTI program achieved 47% of its maximum performance. Performance shares granted to participants under the 2022 program had its final allocation in 2025 based on the performance outcome.

Remuneration to Group Management

2025 SEK thousand	Annual fixed salary ¹	Short-term variable salary ²	Long-term variable salary ³	Pension contribution	Other benefits ⁴	Social security contribution	Total
President & CEO	8,080	1,395	2,658	682	401	2,652	15,868
Other members of Group Management ⁵	34,301	5,165	11,864	5,139	7,577	10,444	74,491
Total	42,381	6,560	14,522	5,821	7,978	13,096	90,359

1) The annual fixed salary includes annual base salary, vacation salary, paid vacation days, and fixed non-compete components.

2) Variable salary earned in 2025, to be paid in 2026.

3) Cost incurred in 2025 for the long-term share-based incentive programs. At the closing of the books the actual outcome wasn't known and the cost for 2025 is based on an outcome of 30%. The adjustment to 46% will be made during 2026.

4) Includes allowances and other benefits such as housing, company car, medical insurance, and retention bonus.

5) Other members comprised of 11 people at the end of 2025. Remuneration for other members of Group Management includes General Counsel, Carolina Tendorf, who served until October 2025, and General Counsel, Cecilia Swolin, who assumed the role in November 2025.

2024 SEK thousand	Annual fixed salary ¹	Short-term variable salary ²	Long-term variable salary ³	Pension contribution	Other benefits ⁴	Social security contribution	Total
President & CEO	7,865	3,488	4,925	614	427	3,555	20,874
Other members of Group Management ⁵	35,238	11,593	15,997	4,200	5,154	13,998	86,180
Total	43,104	15,081	20,922	4,814	5,581	17,553	107,055

1) The annual fixed salary includes annual base salary, vacation salary, paid vacation days, and fixed non-compete components.

2) Variable salary earned in 2024, paid in 2025.

3) Cost incurred in 2024 for the long-term share-based incentive programs.

4) Includes allowances and other benefits such as housing, company car, medical insurance, and retention bonus.

5) Other members comprised 11 people at the end of 2024.

Note 26 EMPLOYEES AND REMUNERATION, CONT.

The share-based compensation program is classified as equity settled transactions, and the cost of the granted instrument's fair value at grant date is recognized over the vesting period which is 2.6 years. At each balance sheet date, the Group revises the estimates to the number of shares that are expected to vest. The impact of the revision to original estimates, if any, is recognized in

the income statement, with a corresponding adjustment to equity. In addition, the Group provides for social costs expected to be paid in connection with the share-based compensation programs. The costs are charged to the income statement over the vesting period. The provision is periodically revalued based on the fair value of the instruments at each closing date.

Outstanding share awards

Share awards	2025			2024		
	LTI 2025	LTI 2024	LTI 2023	LTI 2024	LTI 2023	LTI 2022
At January ¹⁾	-	324,640	461,670	-	507,894	311,993
Granted ²⁾	739,323	-	-	719,337	-	-
Forfeited ³⁾	-434,610	-18,324	-4,920	-394,697	-46,224	-
Exercised ⁴⁾	-	-	-456,750	-	-	-311,993
At December 31⁵⁾	304,713	306,316	-	324,640	461,670	-

1) Outstanding share awards at the beginning of the year.

2) Shares awarded during the year.

3) Forfeited awards during the year based on performance outcome and/or employees leaving the company.

4) Vested awards, LTI 2022 vested end of 2024, LTI 2023 vested end of 2025, LTI 2024 will vest in 2026 and LTI 2025 will vest in 2027.

5) Number of share awards at the end of the year.

Note 27 FEES TO AUDITORS

At the 2025 Annual General Meeting Deloitte was appointed as auditor for the period until the end of the 2026 Annual General Meeting.

SEKm	Group		Parent Company	
	2025	2024	2025	2024
Deloitte				
Audit fees ¹⁾	20	18	7	6
Audit-related fees ²⁾	1	0	-	-
Tax fees ³⁾	0	0	-	-
All other fees	0	0	-	-
Total fees to Deloitte	21	19	7	6
Audit fees to other audit firms	0	1	-	-
Total fees to auditors	21	20	7	6

1) Audit fees consist of fees for the annual audit-services engagement and other audit services, which are those services that only the external auditors reasonably can provide, and includes the Group audit, statutory audits, comfort letters and consents, and attest services.

2) Audit-related fees consist of fees for assurance and related services that are reasonably related to the performance of the audit of the accounts and annual reports of the Group and group companies traditionally performed by the external auditors, and include consultations concerning financial accounting and reporting standards, internal control reviews, and reviews of interim reports.

3) Tax fees include tax compliance and tax consultation services.

Note 28 TRANSACTIONS WITH RELATED PARTIES

Transactions between Electrolux Professional AB and its subsidiaries have been eliminated in the Group and are not disclosed in this note. Remuneration to members of the Board of Directors and Group Management is disclosed in Note 26. Transactions related to post-employment plans are disclosed in Note 21. Equity transactions with shareholders are disclosed in Note 20.

The Parent Company's largest shareholder, Investor AB, controls approximately 32.5% of the voting rights in Electrolux Professional AB. The Group has not had any transactions with Investor AB during the year, and there are no outstanding balances with Investor AB. Investor AB has controlling or significant influence over companies with which Electrolux Professional may have transactions within the normal course of business. Commercial terms and market prices apply to any such transactions.

Note 29 UNTAXED RESERVES AND APPROPRIATIONS, PARENT COMPANY

SEKm	December 31, 2025	December 31, 2024
Accumulated depreciation in excess of plan		
Brands	-	-
Licenses	-	-
Machinery and equipment	71	76
Buildings	-	-
Other	-	-
Total	71	76
Group contributions	-52	
Total appropriations	-57	

Note 30 SHARES AND PARTICIPATIONS

Group companies

The following table lists the companies included in the Electrolux Professional Group, split into direct and indirect shareholdings by the Parent Company.

Subsidiaries, direct shareholdings	Corp. ID no.	Country	City of registered office	Holding, %	Legal form	Carrying amount Parent Company	
						2025	2024
Electrolux Professional Australia Pty Ltd	634 149 250	Australia	Scoresby, Victoria	100%	Limited Liability Company	22	22
Electrolux Professional Austria GmbH	FN516160 i	Austria	Brunn Am Gebirge	100%	Limited Liability Company	0	0
Electrolux Professional Belgium B.V.	0729.704.769	Belgium	Brussels	100%	Limited Liability Company	5	5
Electrolux Profissional do Brasil	3563041087-8	Brazil	São Paulo	100%	Limited Liability Company	0	0
Electrolux (Shanghai) Professional Appliances Co., Ltd.	91310120332328256Q	China	Shanghai	100%	Limited Liability Company	114	114
Electrolux Professional d.o.o	081259831	Croatia	Zagreb	100%	Limited Liability Company	0	0
Electrolux Professional Czech Republic s.r.o.	08340226	Czech Republic	Prague	100%	Limited Liability Company	1	1
Electrolux Professionals A/S	24622428	Denmark	Hvidovre	100%	Limited Liability Company	7	7
Electrolux Professional Oy	0816444-8	Finland	Helsinki	100%	Limited Liability Company	0	0
Adventys SAS	483 445 011 R.C.S. Dijon	France	Seurre	100%	Limited Liability Company	264	264
Electrolux Professionnel SAS	996750030	France	Saint-Denis	100%	Limited Liability Company	294	294
Electrolux Professional GmbH	HRB20581	Germany	Nürnberg	100%	Limited Liability Company	252	252
Electrolux Professional Hellas SA	AME 322157	Greece	Athens	100%	Limited Liability Company	0	0
Electrolux Professional Hungary Kft	Cg.16-09-018699	Hungary	Jászberény	100%	Limited Liability Company	0	0
Electrolux Professional India Private Limited	U31909HR2019-FTC082077	India	Gurgaon	100%	Limited Liability Company	2	2
Electrolux Professional S.p.A.	00072220932	Italy	Pordenone	99% ¹	Limited Liability Company	3,105	3,105
S.P.M Drink Systems S.p.A.	03195610369	Italy	Spilamberto	100%	Limited Liability Company	179	179
Electrolux Professional Japan Limited ²	01040103326	Japan	Tokyo	100%	Limited Liability Company	0	32
TOSEI Corporation	0100-01-196927	Japan	Tokyo	100%	Limited Liability Company	867	997
Electrolux Professional Korea Co., Ltd.	110111-7179248	Korea	Seoul	100%	Limited Liability Company	0	0
Electrolux Professional Sdn Bhd	147661P	Malaysia	Petaling Jaya	100%	Limited Liability Company	3	3
Electrolux Professional B.V.	33269220	The Netherlands	Rotterdam	100%	Limited Liability Company	53	53
Electrolux Professional New Zealand Limited	7497977	New Zealand	Wellington	100%	Limited Liability Company	3	3
Electrolux Professional AS	923830197	Norway	Oslo	100%	Limited Liability Company	66	66
Electrolux Professional Poland Sp. z o.o.	0000786645	Poland	Warsaw	100%	Limited Liability Company	0	0
Electrolux Professional Singapore Pte. Ltd.	201919595D	Singapore	Singapore	100%	Limited Liability Company	0	0
Electrolux Professional s.r.o.	31 358 446	Slovakia	Bratislava	99% ¹	Limited Liability Company	6	6
Electrolux Professional S.A.	ESA28238947	Spain	Madrid	100%	Limited Liability Company	80	80
Electrolux Professional Sweden AB	556025-2081	Sweden	Stockholm	100%	Limited Liability Company	61	61

Note 30 SHARES AND PARTICIPATIONS, CONT.

Subsidiaries, direct shareholdings	Corp. ID no.	Country	City of registered office	Holding, %	Legal form	Carrying amount Parent Company	
						2025	2024
Electrolux Professional Holding AB	559006-2278	Sweden	Stockholm	100%	Limited Liability Company	0	0
Electrolux Professional AG	CHE-105.957.638	Switzerland	Sursee	100%	Limited Liability Company	197	197
Electrolux Professional (Thailand) Co., Ltd.	0105562090821	Thailand	Bangkok	100%	Limited Liability Company	340	340
Electrolux Professional Durable Consumer Goods Industry and Trade Joint Stock Company	223730/5	Turkey	Istanbul	100%	Limited Liability Company	10	10
Electrolux Professional Middle East DMCC	DMCC176056	United Arab Emirates	Dubai	100%	Limited Liability Company	0	0
Electrolux Professional Ltd.	00637383	United Kingdom	Luton	100%	Limited Liability Company	495	495
Electrolux Professional US Holdings, Inc.	EIN 84-3103055	USA	Wilmington, Delaware	100%	Limited Liability Company	2,761	539
Carrying amount, December 31						9,187	7,127

1) Electrolux Professional Sweden AB holds 1%

2) Merged into TOSEI Corporation in 2025

Subsidiaries, indirect shareholdings	Country	City of residence	Holding, %
Electrolux Professional Laundry Systems France SNC	France	Rosères-Près-Troyes	100%
Schneidereit GmbH	Germany	Solingen	100%
UNIC Japan KK	Japan	Tokyo	100%
GCS Mexico SA de CV	Mexico	Ciudad Juárez	100%
Electrolux Professional Inc	USA	Delaware	100%

Note 31 CLIMATE

In preparing the financial statements the management has considered the potential impact of climate change. Our target was to reduce CO₂ emissions of Scope 1 & 2 by at least 50% by 2025 compared to 2015, but already in 2023 we achieved our 2025 Scope 1 and 2 emissions targets.

Our climate ambition for 2030 is to become climate neutral within all our industrial operations by 2030. During 2023 our scope 1, 2, and scope 3 product use emission targets were validated by the Science Based Targets initiative (SBTi). The new targets reduce Scope 1 and 2 emissions by 70% by 2030 from a 2019 base year and reduce indirect use phase emissions of sold products by 27.5% by 2030 from a 2019 base year. Read more in the Sustainability Report on pages 96–104.

Climate-related risks

Climate-related risks may impact the below areas and the financial statements, but are not considered to be key areas of judgments or sources of estimation uncertainty in the current financial year.

The purpose of a scenario analysis is to analyze future events by considering possible alternative outcomes. It is meant as a tool for companies to make strategic risk management decisions, providing insights and clarifying predictable and uncertain elements in different futures. It is meant to help frame and evaluate climate change's strategic and financial consequences. We have carried out a climate scenario risk and opportunity analysis in accordance with the TCFD recommendations for 2022.

The two scenarios help to identify transition risks and physical risks:

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

Note 31 CLIMATE, CONT.

Transition risks identified:

- Increased prices due to carbon prices.
- Increased transport prices due to low carbon emission transport.
- Energy price volatility due to energy decarbonization.
- Increased steel prices due to leftover carbon.
- Energy labeling and circular economy legislation impacting the increase in prices.

Physical risks identified:

- Asian sites are more prone to climate risks.
- Suppliers located in Asia are more prone to climate risks.

Read more in the Sustainability Report on pages 80–82, 96–104 and Risk Management on pages 59–63.

Products

Our main environmental impact occurs during the product-use phase (energy, water, detergents), we therefore have a clear strategy to develop and offer energy-efficient and low-resource-consuming products. Over the years, Electrolux Professional Group has invested in new product ranges which are energy efficient and lower in running costs, and also have less of an impact on the environment in the form of lower water, energy, and detergent consumption. We have a clear strategy for developing low-carbon and water/energy-efficient solutions given the EU's potential regulations on Eco-design and/or energy labeling, and we continue to be the market leader in sustainability. By offering integrated products and services, including logistics and transportation, compared to our competitors we can reduce complexity for our customers, thereby reducing greenhouse gas emissions. This has been taken into consideration when assessing the need for impairment of existing products and product development.

For the development of new products we currently invest above historical levels to reach our sustainability targets and this is considered in our forecasts underpinning the 2025 financial statements.

Production

The Group's factories are modern and efficient and in the short-term, energy efficiency is the main focus area. This includes using less energy and converting to renewable energy sources, reviewing the replacement of heating systems, ventilation, lighting, insulation, compressed air, windows, doors etc. and streamlining production processes. The climate targets for 2025 were already achieved during 2023 within normal running costs and investments. To reach our climate ambition for 2030, we initiated a plant decarbonization study project in five of our plants worldwide. The project resulted in several initiatives and required investments to achieve the Scope 1 and 2 reduction targets. The necessary investments are covered as part of normal investment levels. The initiatives also resulted in operational cost-saving opportunities.

Note 32 EVENTS AFTER THE BALANCE SHEET DATE

Acquisition during 2026

Royal Range

On January 9, 2026, Electrolux Professional acquired the assets of Royal Range, a US based commercial cooking company, for a preliminary purchase price of USD 20m, approximately SEK 184m. The final purchase price will be determined when the financials for 2025 are completed.

The acquisition includes a potential additional earnout of up to USD 13m, approximately SEK 120m, to be paid depending on future financial performance, in 2026 and 2027.

Royal Range, founded in 1995, designs and produces cooking equipment that includes ranges, ovens, fryers and countertop cooking appliances. The company has approximately 40 employees, and has one factory based in Eastvale, California, US.

The business from Royal Range provides a strategically important addition to Electrolux Professionals existing cooking platform in the US. It combines and expands our product offering with new product categories in a positive and synergistic way. By utilizing the strong sales force of Electrolux Professional, we will be able to significantly expand sales of the products from Royal Range.

Goodwill represents mainly the value of increasing the cooking offer by new products and product categories. Goodwill will be deductible for income tax.

100% of the assets will be included in the segment Food & Beverage.

Transaction costs

Transaction costs related to the acquisition of the assets in 2025 amounted to SEK 8m and in 2026 SEK 6m and have been expensed as incurred.

The costs in 2025 have been reported in operating income within Group Common Costs and the costs in 2026 in the segment Food & Beverage.

Purchase price allocation

SEKm	2026
Consideration	
Preliminary purchase price	184,196
Cash paid for the acquisition	184,196
Recognized amounts of assets acquired and liabilities assumed	
Property plant and equipment, owned	6,613
Property plant and equipment, right-of-use	12,111
Intangible assets	121,569
Inventories	22,325
Trade receivables ¹	6,594
Other current and non-current assets	2,938
Trade payables	-1,483
Other operating liabilities	-2,201
Total identifiable net assets acquired	168,466
Lease liabilities	-12,111
Assumed net debt	-12,111
Goodwill	27,841
Total	184,196
1) Trade receivables	
Trade receivables, gross	6,649
Provision for expected credit losses	-55
Total	6,594

The purchase price allocation is preliminary and can be subject to changes.

Note 33 PROPOSED DISTRIBUTION OF EARNINGS

The Board of Directors proposes that income for the year and retained earnings be distributed as follows.

	'000 SEK
Dividend to the shareholders	273,028
To be carried forward	7,647,132
Total	7,920,160

The Board of Directors and the President and CEO give their assurance that the consolidated financial statements and annual report have been prepared in accordance with Regulation (EC) No. 1606/2002 of the European Parliament and of the Council of 19 July 2002, on the Application of International Accounting Standards and Generally Accepted Accounting Standards, and give a true and fair view of the financial position and results of operations of the Group.

The Board of Directors and the President and CEO certify that the Sustainability Report has been prepared in accordance with the European Standards for Sustainability Reporting (ESRS) and the EU Taxonomy Regulation.

The financial statements of the Parent Company have been prepared in accordance with generally accepted accounting principles in Sweden and give a true and fair view of the Parent Company's financial position and results of operations.

The administration report for the Group and the Parent Company gives a true and fair view of the business activities, financial position and results of operations of the Group and the Parent Company, and describes the significant risks and uncertainties to which the Parent Company and the Group companies are exposed.

The annual report is approved and signed

Stockholm March 31, 2026

Electrolux Professional AB (publ)
556003-0354

Kai Wärn
Chairman of the Board

Katharine Clark
Board member

Shannon Garcia
Board member

Josef Matosevic
Board member

Hans Ola Meyer
Board member

Daniel Nodhäll
Board member

Martine Snels
Board member

Carsten Voigtländer
Board member

Joachim Nord
Employee representative

Jens Pierard
Employee representative

Alberto Zanata
President and CEO

Our audit report on the Annual report and consolidated accounts, and our limited assurance report on the Sustainability statement have been submitted on March 31, 2026

Deloitte AB

Jonas Ståhlberg
Authorized Public Accountant

Auditor's report

To the general meeting of the shareholders of Electrolux Professional AB (publ) (publ)
corporate identity number 556003-0354

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Electrolux Professional AB (publ) (publ) for the financial year 2025-01-01 – 2025-12-31 except for the corporate governance report, the remuneration report or the sustainability report on pages 47-58 and 70-138. The annual accounts and consolidated accounts of the company are included on pages 47-58 and 65-188 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2025 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2025 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance report, the remuneration report or the sustainability report on pages 47-58 and 70-138. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance

with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

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

Key Audit Matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Key Audit Matter

Revenue Recognition

Revenues in the Group amounts to SEK 12,169 million and consists of a large number of transactions that mainly comprises sales of appliances and spare parts. Revenue recognition in accordance with IFRS constitutes a key audit matter in our audit.

The Group's accounting principles and disclosures related to revenue recognition can be found in note 4.

Our audit procedures

Our audit procedures included, but were not limited to:

- > evaluation of the Group's accounting principles for revenue recognition and its compliance with IFRS,
- > test of identified key controls, within the revenue process, including relevant IT controls
- > analytical procedures,
- > detailed testing of sales transactions on a sample basis to confirm proper revenue recognition, and
- > evaluation of the appropriateness of disclosures in the financial statement

Valuation of inventory

Inventory in the Group amounts to SEK 1,720 million and is held by several production and sales units in different countries. Valuation of inventory requires clear policies among other things related to standard cost model used and provisions for obsolescence which is subject to management's estimates. Processes for valuation of inventory constitutes a key audit matter in our audit.

The Group's accounting principles and disclosures related to inventory can be found in note 15.

Our audit procedures

Our audit procedures included, but were not limited to:

- > evaluation of the Group's accounting principles for inventory to verify compliance with IFRS,
- > evaluation of the internal control environment regarding valuation of inventory and test of design and implementation of identified key controls including relevant IT controls,
- > attending physical inventory counts,
- > evaluation of the standard cost model used to verify compliance with IFRS,
- > evaluation of management's estimates related to provisions for obsolescence, and
- > evaluation of the appropriateness of disclosures in the financial statement

Other information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1-46, 57-64, 70-138 and 192-200. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise

obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, the Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of my (our) responsibilities for the audit of the management's administration is located at the Swedish Inspectorate of Auditors website:

www.revisorsinspektionen.se/revisornsansvar

This description forms part of the auditor's report.

Report on other legal and regulatory requirements

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Electrolux Professional AB (publ) for the financial year 2025-01-01 - 2025-12-31 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit to be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

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

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- > has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- > in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of my (our) responsibilities for the audit of the management's administration is located at the Swedish Inspectorate of Auditors website: www.revisorsinspektionen.se/revisornsansvar

This description forms part of the auditor's report.

The auditor's examination of the Esef report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528) for Electrolux Professional AB (publ) for the financial year 2025-01-01 - 2025-12-31.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the Esef report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Electrolux Professional AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

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

Responsibilities of The Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with the Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

The auditor's examination of the corporate governance statement

The Board of Directors is responsible for that the corporate governance report on pages 47-56 has been prepared in accordance with the Annual Accounts Act

Our examination of the corporate governance report is conducted in accordance with FAR's standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance report 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. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance report has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act

Deloitte AB, was appointed auditor of Electrolux Professional AB (publ) by the general meeting of the shareholders on the 2025-05-07 and has been the company's auditor since 2018-06-01.

Stockholm, March 31, 2026

Deloitte AB

Jonas Ståhlberg

Authorized public accountant

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Nine years in summary

SEKm	2025	2024	2023	2022	2021	2020	2019 ¹	2018 ¹	2017 ¹
Food & Beverage									
Net sales	7,317	7,585	7,616	7,290	4,704	4,198	5,895	5,399	4,922
EBITA*	618	808	766	679	299	87	568	629	607
EBITA, %*	8,4	10.6	10.1	9.3	6.4	2.1	9.6	11.7	12.3
Operating income*	450	637	620	542	244	35	522	599	572
Operating margin, %*	6,2	8.4	8.1	7.4	5.2	0.8	8.9	11.1	11.6
Laundry									
Net sales	4,852	4,998	4,231	3,747	3,159	3,065	3,386	3,267	2,801
EBITA*	777	811	702	608	492	467	507	573	502
EBITA, %*	16,0	16.2	16.6	16.2	15.6	15.2	15.0	17.6	17.9
Operating income*	725	752	686	590	475	452	488	558	499
Operating margin, %*	14,9	15.0	16.2	15.7	15.0	14.7	14.4	17.1	17.8
Group shared cost									
Operating income*	-159	-159	-152	-177	-128	-100	-18	-14	-11
Total Group									
Net sales	12,169	12,583	11,848	11,037	7,862	7,263	9,281	8,666	7,723
EBITA*	1,235	1,461	1,317	1,111	663	456	1,058	1,188	1,098
EBITA, %*	10,2	11.6	11.1	10.1	8.4	6.3	11.4	13.7	14.2
Operating income*	1,016	1,231	1,154	955	592	387	992	1,143	1,060
Operating margin, %*	8,4	9.8	9.7	8.7	7.5	5.3	10.7	13.2	13.7

*) Alternative performance measure.

1) Part of Electrolux Group

SEKm, if not otherwise stated	2025	2024	2023	2022	2021	2020	2019 ⁴	2018 ⁴	2017 ⁴
Net sales	12,169	12,583	11,848	11,037	7,862	7,263	9,281	8,666	7,723
Organic growth, %*	0.5	-0.1	2.6	16.9	10.6	-21.0	-0.3	4.1	5.6
EBITA*	1,235	1,461	1,317	1,111	663	456	1,058	1,188	1,098
EBITA, %*	10.2	11.6	11.1	10.1	8.4	6.3	11.4	13.7	14.2
Operating income*	1,016	1,231	1,154	955	592	387	992	1,143	1,060
Operating margin, %*	8.4	9.8	9.7	8.7	7.5	5.3	10.7	13.2	13.7
Income after financial items	934	1,097	1,033	895	587	363	978	1,134	1,052
Income for the period	736	803	775	686	487	278	663	952	786
Items affecting comparability*	-235	-	-	-35	-	-77	-32	-	-
Capital expenditure*	-363	-316	-191	-139	-159	-273	-257	-169	-167
Operating cash flow after investments*	1,303	1,548	1,453	636	1,116	570	1,138	1,131	1,167
Operating working capital, % of net sales*	16.3	16.4	18.1	16.7	14.9	19.9	17.7	16.3	13.8
Earnings per share, SEK ¹	2.56	2.79	2.70	2.39	1.69	0.97	2.31	3.31	2.74
Dividend per share, SEK ^{1, 2}	0.95	0.85	0.80	0.70	0.50	-	-	-	-
Equity per share, SEK, ^{1, 3}	19.22	19.82	16.37	14.86	12.27	9.74	9.43	31.91	8.43
Net debt*	1,538	2,481	1,390	2,050	1,705	549	1,025	-226	-481
EBITDA*	1,550	1,794	1,581	1,369	886	684	1,280	1,363	1,253
Net debt/EBITDA ratio*	1.0	1.4	0.9	1.5	1.9	0.8	0.8	-0.2	-0.4
Return on net assets, %*	13.4	15.1	17.6	15.6	16.7	10.1	-	-	-
End of period operating working capital, % of annualized net sales*	14.8	13.8	15.9	16.1	-	-	-	-	-
Average number of shares, million ¹	287	287.4	287.4	287	287	287.4	287.4	287.4	287.4
Number of employees, end of period	4,268	4,317	3,978	4,022	3,973	3,515	3,624	3,555	3,183

*) Alternative performance measure.

1) Basic number of outstanding shares.

2) 2025, proposed by the Board.

3) Year 2020 has been restated.

4) Part of Electrolux Group

Definitions and reconciliation of alternative performance measures

Electrolux Professional Group presents certain measures that are not defined under IFRS (alternative performance measures – “APMs”). These are used by management to assess the financial and operational performance of the Group. Management believes that these APMs provide useful information regarding the Group’s

financial and operating performance. Such measures may not be comparable to similar measures presented by other companies. Consequently, APMs have limitations as analytical tools and should not be considered in isolation or as a substitute for related financial measures prepared in accordance with IFRS. The APMs have been

derived from the Group’s internal reporting and are not audited. The APM reconciliations can be found on the Group’s website www.electroluxprofessionalgroup.com/reports-and-presentations/

APM	Definition	Reason for use
Organic growth %	Change in sales growth excluding net FX impact and acquisitions.	The Group’s presentation currency is SEK while net sales are mainly in other currencies. Organic growth is dependent on fluctuations in SEK versus other currencies, and acquired or divested businesses can have a further impact on reported net sales. Organic growth adjusted for acquisitions, divestments and currency shows the underlying sales development without these parameters.
Acquisitions %	Change in net sales during the current period attributable to acquired operations in relation to prior year sales, following a period of 12 months commencing on the acquisition date.	See "Organic growth" above.
Divestments %	Change in net sales during the current period attributable to divested operations in relation to the prior period’s sales, following a period of 12 months commencing on the divestment date.	See "Organic growth" above.
Operating income (EBIT)	Earnings before interest and tax.	Used as an indicator that shows the Group’s ability to make a profit, regardless of the method of financing (determines the optimal use of debt versus equity).
Operating margin (EBIT margin)	Operating income expressed as a percentage of net sales.	Operating margin shows the operating income as a percentage of net sales. Operating margin is a key internal measure as the Group believes it provides users of the financial statements with a better understanding of the Group’s financial performance both short and long term.
Items affecting comparability	Material profit or loss items such as capital gains and losses from divestments of product groups or major units, close-downs or significant down-sizing of major units or activities, significant impairment, and other major costs or income items.	Summarizes events and transactions with significant effects, which are relevant for understanding the financial performance when comparing income for the current period with previous periods.
Operating margin excluding items affecting comparability	Operating income less items affecting comparability as a percentage of net sales.	Operating margin excluding items affecting comparability shows the operating income as a percentage of net sales adjusted for the items affecting comparability defined above. This is a key internal measure as the Group believes that it provides users of the financial statements with a better understanding of the Group’s financial performance both short and long term.
Capital expenditure	Investments in property, plant and equipment, product development, and other intangible assets.	Used to ensure that cash spending is in line with the Group’s overall strategy for the use of cash.

APM	Definition	Reason for use
EBITA	Operating income less amortization and write-down related to intangible assets (excluding right-of-use assets).	EBITA gives an indication of the operating income less amortization and write-down related to intangible assets (excluding right-of-use assets), mainly used to follow up operating income without the impact of amortization of surplus values related to acquisitions.
EBITA margin	EBITA expressed as a percentage of net sales.	Used to evaluate business performance in relation to net sales in order to measure the efficiency of the Group.
EBITA excluding items affecting comparability	Operating income less amortization and write-down related to intangible assets (excluding right-of-use assets) and less items affecting comparability.	Items affecting comparability vary between years and periods and are excluded from EBITA in order to analyze trends.
EBITA margin excluding items affecting comparability	EBITA excluding items affecting comparability, expressed as a percentage of net sales.	Items affecting comparability vary between years and periods and are excluded from EBITA margin in order to analyze trends.
EBITDA	EBITA less depreciation.	This is an indicator of the cash-generating capacity of the business in relation to sales.
Operating cash flow after investments	Cash flow from operations and investments adjusted for financial items paid net, taxes paid, and acquisitions/divestments of operations.	To monetarize the cash from core operations.
Net debt	Shows short-term borrowings (short-term loans and trade receivables with recourse), accrued interest expenses and prepaid interest income and long-term borrowings, lease liabilities, net provisions for post-employment benefits less liquid funds (cash and cash equivalents, prepaid interest expenses, and accrued interest income).	Net debt describes the Group's total debt financing and is monitored by management.
Net debt/EBITDA	Net debt in relation to EBITDA (Net debt is based on the end-of-period balance. EBITDA is calculated based on last four rolling quarters).	A measurement of financial risk, showing net debt in relation to cash generation.
Operating working capital, % of net sales	Sum of currency-adjusted last twelve months' average of inventories, trade receivables, and trade payables (Operating working capital) as a percentage of the currency-adjusted last twelve months' average net sales. All months of the period are currency adjusted by applying the end-of-period average currency rate.	Used to evaluate how efficient the Group is in generating cash in relation to net sales.
Net assets	Total assets less liquid funds and pension assets minus non-interest-bearing liabilities. (non-interest-bearing = total liabilities less equity, total borrowings, pension liabilities and lease liabilities)	Net assets describes the operating assets less operating liabilities used to run the business.
Return on net assets, %	Twelve months rolling operating income expressed as a percentage of average twelve months operating net assets.	Used to evaluate how efficiently the Group is generating profit from the net assets employed.
End of period operating working capital, % of annualized net sales	Sum of currency adjusted end of period trade receivables, trade payables and inventories (Operating working capital) as a percentage of the annualized currency adjusted last three months' average net sales. All months of the period are currency adjusted by applying the end of period average currency rate.	Snapshot of how end of period operating working capital is evolving compared with average historical trend.

Share and shareholders

Share price and trading

Between January 1, 2025 and December 31, 2025 a total of 132 million Electrolux Professional shares were traded, corresponding to a daily average volume of 531,125 shares, on all markets where the EPRO B share is traded. Trading on Nasdaq Stockholm accounted for 47% and Cboe Europe accounted for 44%.

The highest bid price (last price paid) during 2025 was SEK 77.40 on February 20, 2025. The lowest last price paid was registered on April 9, 2025 at SEK 51.80.

During the period, the Electrolux Professional B share price decreased by 4.8% while Nasdaq Stockholm PI increased by 9.5%.

Share ownership structure

At December 31, 2025 Electrolux Professional AB had 40,236 registered shareholders.

At December 31, 2025, Investor AB was the largest shareholder with a holding representing 32.5% of the votes and 20.5% of the capital in the company. The second largest shareholder was Swedbank Robur with 8.7% of the votes and 10.9% of the capital. AMF Pension was the third largest shareholder with 7.8% of the votes and 6.7% of the share capital.

Share information

According to Electrolux Professional's Articles of Association, the share capital shall not be less than SEK 20,000,000 and not be more than SEK 80,000,000, divided into not less than 200,000,000 Class A shares and not more than 800,000,000 Class B shares. There are two classes of shares issued in the company, Class A and Class B shares.

As of December 31, 2025, the company's registered share capital amounted to SEK 28,739,745, represented by 287,397,450 shares, of which 8,027,292 were Class A shares and 279,370,158 were Class B shares, each with a quota value of SEK 0.1. The total number of votes amounted to 35,964,307.8.

The shares in Electrolux Professional were issued in accordance with Swedish law, are fully paid and denominated in SEK. The shares are not subject to any restrictions on transferability. The rights of the shareholders may only be changed pursuant to the procedures set out in the Swedish Companies Act or the Articles of Association.

Dividend policy and history

Electrolux Professional's target is for the dividend to correspond to approximately 30% of the income for the year. Any dividend is normally resolved upon by the Annual General Meeting. The Annual General Meeting of Electrolux Professional will be held on May 5, 2026.

The Board of Directors proposes to distribute a dividend to the shareholders of SEK 0.95 (0.85) per share for the 2025 financial year corresponding to 30% of net income for the year, excluding items affecting comparability. This is in line with the policy. The proposed date for the record is May 7, 2026 and payment is expected to be made on May 12, 2026.

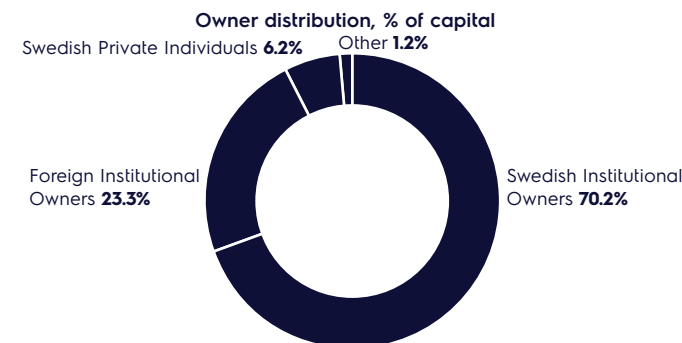
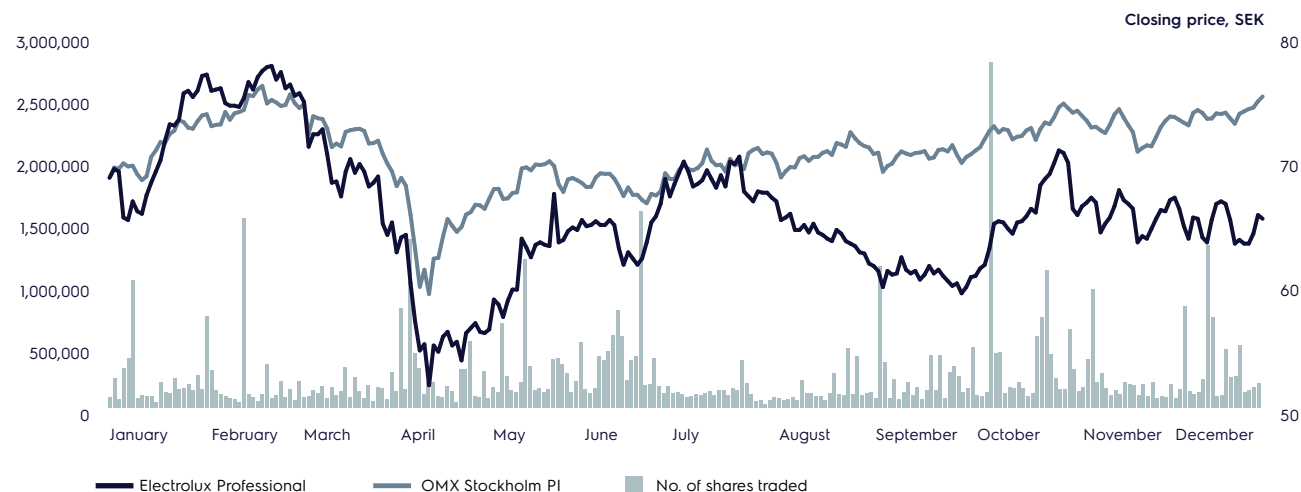
Delisting of Class A shares

In September 2020, the Company's series A shares were delisted from Nasdaq Stockholm.

Conversion of Class A shares

Shareholders who hold Class A shares are entitled to convert their shares to Class B shares. In 2025, 2,045 Class A shares were converted to Class B shares.

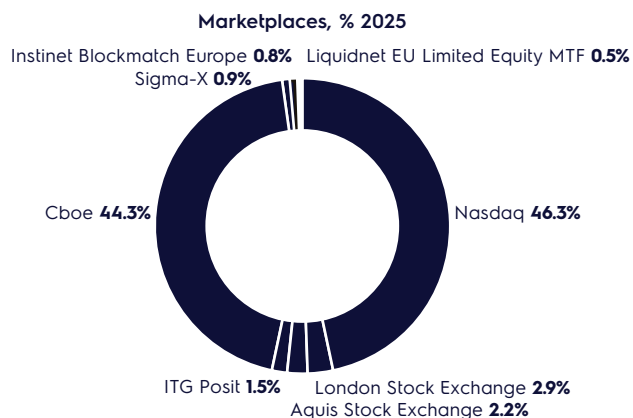
Share price performance, 2025



Source all graphs on the page: Modular Finance AB.

Central securities depository

The company's shares are book-entry registered in a securities register in accordance with the Swedish Central Securities Depository and Financial Instruments Accounts Act (Sw. lagen (1998:1479) om värdepapperscentraler och kontoföring av finansiella instrument). The register is operated by Euroclear Sweden (Euroclear Sweden AB, P.O. Box 191, SE-101 23 Stockholm, Sweden). The shares are registered by person.



Trading 2025 primary market: Nasdaq Stockholm

	EPRO B (SEK)	Large Cap Stockholm (SEK)
Average daily turnover (SEK)	16,172,046	127,080,365
Average daily turnover rel. mcap	0.09%	0.14%
Average daily shares traded	248,661	888,560
Number of shares traded	61,916,698	33,350,320,084
Average trades per day	593	2,234
Number of trades	147,616	83,841,767
Average value per trade (SEK)	27,279	-
High	79.70	-
Low	51.30	-
Volume-Weighted Average Price (VWAP)	65.04	-

Source: Modular Finance AB, all tables and graphs on page.

Ownership structure

On December 31, 2025, Electrolux Professional Group had 40,236 registered shareholders.

The table below shows Electrolux Professional Group's ownership structure on December 31, 2025.

Owner	EPRO A	EPRO B	Capital	Votes	Δ Capital
Investor	6,420,771	52,520,883	20.51%	32.46%	
Swedbank Robur Fonder		31,320,733	10.90%	8.71%	-0.19%
AMF Pension & Fonder	1,000,000	18,329,912	6.73%	7.88%	2.76%
Nordea Funds		17,563,372	6.11%	4.88%	0.26%
Handelsbanken Fonder		16,789,004	5.84%	4.67%	1.53%
Alecta Tjänstepension	453,900	15,400,000	5.52%	5.54%	-0.94%
First Swedish National Pension Fund		14,150,000	4.92%	3.93%	
Carnegie Fonder		10,920,193	3.80%	3.04%	1.51%
Second Swedish National Pension Fund		9,483,932	3.30%	2.64%	-0.84%
Vanguard		9,115,947	3.17%	2.53%	0.13%
Investering & Tryghed A/S		5,617,998	1.95%	1.56%	0.12%
C WorldWide Asset Management		4,900,000	1.70%	1.36%	
BlackRock		4,627,180	1.61%	1.29%	0.14%
Norges Bank Investment Management		4,612,161	1.60%	1.28%	-0.16%
AFA Försäkring		4,543,690	1.58%	1.26%	0.26%
Owner list top 15	7,874,671	219,895,005	79.25%	83.04%	4.58%
Other	152,621	59,475,153	20.75%	16.96%	-4.58%
Total	8,027,292	279,370,158	100.00%	100.00%	

Owner distribution by country

December 31, 2025

Country	EPRO A	EPRO B	Capital	Votes	Number of known owners	Share of known owners
Sweden	8,016,467	213,552,127	77.09%	81.67%	38,611	95.96%
United States	62	25,238,313	8.78%	7.02%	189	0.47%
Finland	649	18,169,637	6.32%	5.05%	155	0.39%
Denmark	857	10,812,430	3.76%	3.01%	343	0.85%
Norway	2	7,428,041	2.58%	2.07%	246	0.61%
Other	2,885	6,678,655	2.32%	1.86%	687	1.71%
Total	8,027,292	279,370,158	100.00%	100.00%	40,236	100.00%

Owner distribution by holdings, December 31, 2025

Holding size	Shares	Capital	Votes	Number of known owners	Share of known owners
1-1,000	7,648,183	2.66%	2.28%	36,647	91.08%
1,001-10,000	8,425,566	2.93%	2.39%	3,332	8.28%
10,001-100,000	5,141,123	1.79%	1.43%	171	0.42%
100,000-1,000,000	20,868,973	7.26%	5.81%	61	0.15%
1,000,000-10,000,000	62,952,774	21.90%	17.66%	17	0.04%
10,000,000-	184,868,768	64.33%	71.11%	8	0.02%
Unknown holding size	-2,507,937	-0.87%	-0.68%	0	0.00%
Total	287,397,450	100.00%	100.00%	40,236	100.00%

Share capital development

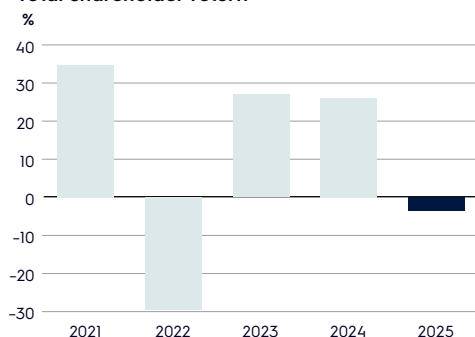
The table below shows the development of the company's share capital since January 1, 2017.

Year	Event	Class A shares	Class B shares	Change in share capital, SEK	Class A shares	Class B shares	Total number of shares	Total share capital, SEK	Quota value, SEK
Input value		-	-	-	25,000	-	25,000	25,000,000	1,000
2020	Bonus issue ¹	8,167,539	279,204,911	3,739,745	8,192,539	279,204,911	287,397,450	28,739,745	0.1
Sep 30-Dec 31 2020	Conversion	-70,012	+70,012		8,120,527	279,276,923	287,397,450		
Jan 1-Dec 31 2021	Conversion	-72,545	+72,545		8,047,982	279,349,468	287,397,450		
Jan 1-Dec 31 2022	Conversion	-2,668	+2,668		8,045,314	279,352,136	287,397,450		
Jan 1-Dec 31 2023	Conversion	-13,853	+13,853		8,031,461	279,365,989	287,397,450		
Jan 1-Dec 31 2024	Conversion	-2,124	+2,124		8,029,337	279,368,113	287,397,450		
Jan 1-Dec 31 2025	Conversion	-2,045	+2,045		8,027,292	279,370,158	287,397,450		

1) On February 18, 2020, the Annual General Meeting resolved on a bonus issue. The purpose of the bonus issue was to increase the share capital as well as the number of shares to reflect the share capital structure of Electrolux ahead of the separation of Electrolux Professional from Electrolux.

Source: Modular Finance AB, all tables on the page.

Total shareholder return



Annual General Meeting 2026

The Annual General Meeting of Electrolux Professional will be held on May 5, 2026, at 3pm, at hotel Courtyard by Marriott, Rålambshovsleden 50, Stockholm.

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To order a printed version, please send an email to: ir@electroluxprofessional.com and provide your full name and address details, together with the preferred language version, Swedish or English.

Other information

Ticker Class B share: EPRO B
ISIN code Class A share: SE0013720018
ISIN code Class B share: SE0013747870
LEI code: 254900KI62Q46ZWD8084

Analyst coverage

At the end of 2025 the following analysts had active coverage of Electrolux Professional Group:

Sell-side analysts:

Handelsbanken Capital Markets, Stefan Stjernholm
DNB Carnegie, Henrik Christiansson
SEB, Gustav Hagéus

Credit analysts:

Danske Bank, Christian Svanfeldt
SEB, Nicklas Koller

Contact

IR contact Jacob Broberg
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 and Investor Relations Officer
 Telephone: +46 70 190 00 33
jacob.broberg@electroluxprofessional.com

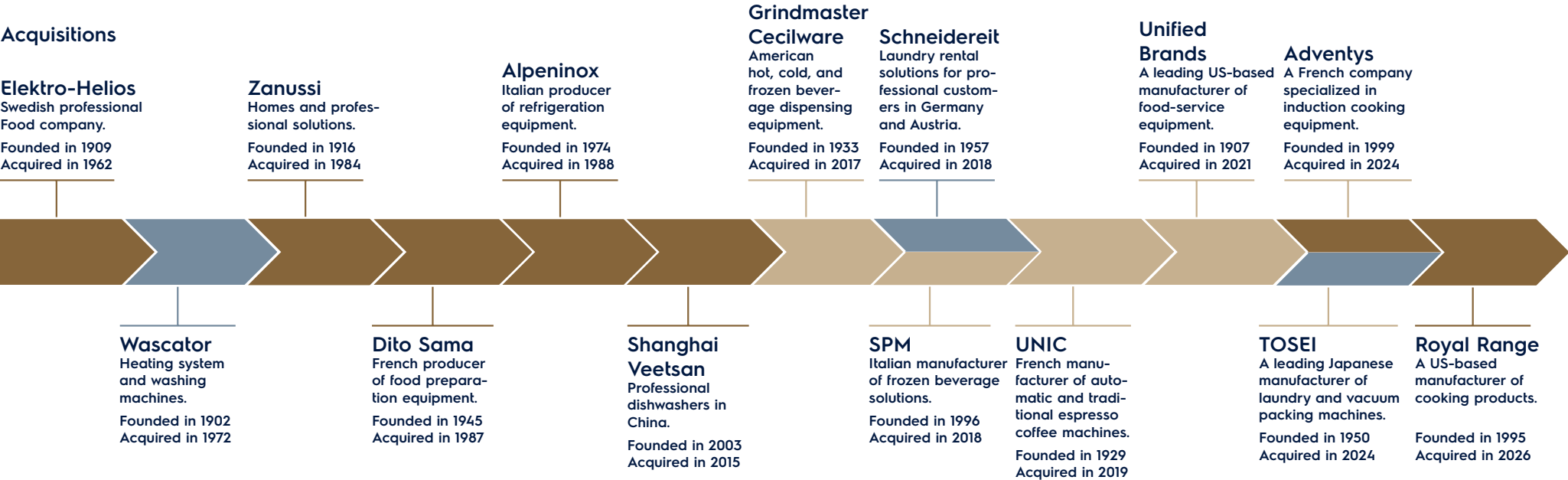
Financial calendar 2026

	Date
Interim report Q1, January – March 2026	April 29, 2026
Annual General Meeting 2026	May 5, 2026
Proposed dividend record date	May 7, 2026
Proposed dividend payment	May 12, 2026
Interim report Q2, April – June 2026	July 22, 2026
Interim report Q3, July – September 2026	October 28, 2026

Our history

Electrolux Professional’s heritage dates back more than 100 years to the period when companies such as Wascator, Zanussi, and Cecilware were formed (subsequently acquired by Electrolux). Until March 23, 2020, Electrolux Professional was part of the Electrolux Group.

Acquisitions



Company history





**Electrolux
Professional
Group**

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