



**Electrolux Professional AB's Nomination Committee's explanatory statement regarding its proposals to the Annual General Meeting 2026, including an account of how the Nomination Committee has conducted its work.**

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Electrolux Professional's Nomination Committee for the Annual General Meeting (AGM) 2026 was composed on the basis of the ownership status of the company as of August 31, 2025.

The Nomination Committee is composed by Petra Hedengran, chairman, appointed by Investor AB, Jan Dworsky, appointed by Swedbank Robur funds, Jesper Wilgodt appointed by Alecta, Anders Hansson appointed by AMF Pension och Fonder, and Kai Wörn, chairman of the board of Electrolux Professional AB.

Shareholders have been able to submit proposals to the Nomination Committee via e-mail.

**Proposal and explanatory statement regarding election of Board of Directors and proposal on fees**

*Election of Board members*

The Nomination Committee proposes re-election of the directors Kai Wörn, Katharine Clark, Shannon Garcia, Josef Matosevic, Hans Ola Meyer, Daniel Nodhäll and Martine Snels as board members. Carsten Voigtländer has chosen to decline re-election.

The Nomination Committee further proposes that Kai Wörn is re-elected chairman of the board for the coming year.

The Nomination Committee's proposal is thus that the following directors are elected to the Board of Electrolux Professional for a term of office until the next AGM:

- Kai Wörn as board member (re-election).
- Katharine Clark as board member (re-election)
- Shannon Garcia as board member (re-election)
- Josef Matosevic as board member (new election)
- Hans Ola Meyer as board member (re-election)
- Daniel Nodhäll as board member (re-election)
- Martine Snels as board member (re-election)
- Kai Wörn as Chairman of the Board (re-election)

In the nomination work for this year's AGM, the Nomination Committee has made an assessment of the composition and size of the current board as well as Electrolux Professional's strategies and goals and the demands on the board that are expected from the group's positioning for the future.

The Nomination Committee has taken into account the information provided by the chairman regarding the group's position and strategy including the group's further development and which competences and experiences are considered important for Electrolux Professional. As a part of its evaluation, the Nomination Committee has been informed on how the board work functions, held interviews with the CEO and a selection of board members and studied the result of the board and chairman evaluations respectively. The Nomination Committee has noted that the directors have a high board meeting



attendance and that they are well prepared at the meetings. Three out of seven of the proposed directors of the board to be elected at the shareholders' meeting are women.

The Nomination Committee has before the AGM 2026 held two meetings. In between, the committee members have also had ongoing discussions.

After a thorough evaluation, the Nomination Committee has found that the board functions well and that the different fields of competence and experience considered important to Electrolux Professional are well represented in the board. The Nomination Committee considers that the composition and the size of the proposed board is appropriate to meet Electrolux Professional's needs. The Nomination Committee has also assessed that the proposed board members will be able to devote the necessary time required to fulfil their tasks as board members in Electrolux Professional.

The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as diversity policy in its nomination work. The Nomination Committee considers that a breadth and versatility as regards age, nationality, educational background, gender, experience, competences and the term of office is represented among the proposed directors of the board. The Nomination Committee believes that diversity is vital and that it is important that coming Nomination Committees continue to work to achieve a gender balance in the Board.

It is noted that the Nomination Committee has found that the proposed Board is considered to be in compliance with relevant requirements for independence.

#### *Proposal on Board remuneration*

The Nomination Committee has discussed the level and structure of the board compensation and the remuneration for the work in the board committees. A basic principle when assessing board fees is that these shall be competitive and make it possible to recruit and retain individuals with the best possible competence – also internationally. The company's business is global and a board composition with global experience and competence is considered important for a continued successful development of the company both in existing and new markets.

When evaluating the size and scope of the board compensation, a comparison has been made with board compensation in companies of similar size, complexity and international presence. The increase in the board compensation is motivated by the continued need to recruit Board members internationally to achieve the company's short- and long-term goals and strategies.

The board meetings usually take place in Sweden or Italy, which means that for board members resident outside of Europe attendance to board meetings is particularly time consuming. For this reason, the Nomination Committee proposes, as previous year, that an additional compensation will be paid for board members resident outside of Europe when the meetings are held in Sweden or Italy.

In summary, the Nomination Committee has concluded that the proposed increase and additional compensation are reasonable and well justified.

#### *Instructions for the Nomination Committee*

The Nomination Committee has reviewed the current instruction for the Nomination Committee, which was adopted by the Annual General Meeting 2025, and has decided to not propose any changes, as the instructions are considered to work well.

#### **Proposal for election of auditor and fees to the auditor**

The Nomination Committee proposes, in accordance with the recommendation by the Audit



**Electrolux  
Professional  
Group**

Committee, re-election of the audit firm Deloitte AB as the company's auditor for the period until the end of the 2027 Annual General Meeting and that the Auditor's fees be paid as incurred, for the Auditor's term of office, on approved account.

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Stockholm, March 2026  
Electrolux Professional AB's Nomination Committee