

Code of Conduct

2025



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A message from our Chair and our CEO



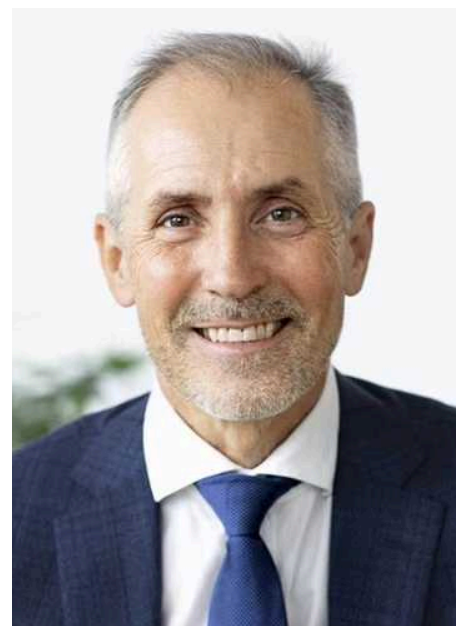
Words from Torbjörn and Yannick

The Electrolux Group Code of Conduct communicates our values as Electrolux Group and what we stand for. It also defines the expectations of the Board of Directors and instructs us at Electrolux Group on how to act responsibly and maintain the highest levels of business integrity and legal conduct. These expectations not only reflect our shareholders' expectations but also those of our business partners, investors, colleagues and the communities in which we do business. They are also the minimum standards we should hold ourselves to.

The Code is created to help us make the right business decisions and protect the brand and reputation of Electrolux Group. In conducting ourselves correctly across all our operations, markets and business areas, we should remember that ethical conduct has no boundaries and that there is no right way to do the wrong thing.

The Board of Directors has established an effective system of internal control and risk management and a process for monitoring Electrolux Group's compliance with relevant laws and other regulations as well as Group Policies and Directives.

It is of utmost importance that everyone representing Electrolux Group complies with the Code and upholds its values. Read it carefully and make sure that the Code is your business compass.



Torbjörn Lööf,
Chair of the Board of Directors

At Electrolux Group, our strategy gives us direction – helping us work, communicate and grow in a way that strengthens our business. Speed, agility and accountability are central to achieving this, as we take ownership, act responsibly and focus on what truly matters: delivering value to our customers and consumers, while positively impacting our communities and driving sustainable growth.

The Code is a cornerstone of this approach. It outlines the principles and values that define how we do business – with integrity, transparency and respect. This is not about ticking boxes; it's about making responsible decisions that strengthen our culture, our company and our reputation.

Acting ethically is not just a corporate responsibility – it's a personal one. It starts with leadership and extends to every one of us at Electrolux Group. Trust is our foundation, and we all play a role in upholding it by making the right choices, every day. There is no room for unethical or illegal behavior from any of us or anyone representing Electrolux Group.

We all contribute to shaping a workplace that reflects our values – one where every decision is grounded in ethics, transparency and respect for people and the environment. This is how we continue to earn trust from our customers, consumers, partners and colleagues around the world.

Use the Code as a guide. It won't cover every possible situation, but it outlines the minimum standards we should follow and provides a framework for making sound decisions. If something isn't clear, or you're ever unsure, ask. Seeking guidance and taking ownership are signs of strength, qualities that define our culture and drive our success moving forward.

We have what it takes to succeed. Let's move forward with integrity, together.



Yannick Fierling,
President and CEO

What we stand for



Shape living for the better

At Electrolux Group, our purpose is to shape living for the better. It is the greater “why” that gives us direction. It defines what we’re working for and provides the key ingredient for a strong, sustainable and scalable organizational culture.

It guides the solutions we create, the people we employ, the behaviors we encourage and the decisions we take.



Driving sustainable growth through compliance

At Electrolux Group, we see legal compliance as a minimum requirement. In addition to operating in full compliance with laws and regulations applicable to our operations, we have established a comprehensive Compliance Program and strictly adhere to the Code and our Group Policies and Directives.

The Code defines our values, and compliance involves more than just ticking boxes – it is the way we minimize risk, protect our brands, reputation and assets, and create value for our people, business, planet and society at large. Applying the Code enables good governance and long-term sustainable growth.

Through our Compliance Program, we prevent, detect and correct breaches of laws, rules and regulations, including our internal rules, as defined in the Code and Group Policies and Directives.



Human rights statement

At Electrolux Group, we seek to earn the trust of everyone impacted by our operations, demonstrating our commitment to ethics and human rights through our words and actions. We always act ethically and respect human rights, as set forth by the International Bill of Human Rights and the International Labour Organization's (ILO) Core Conventions.

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

Our expectations of ourselves and those we do business with are detailed in the Code, the Group Workplace Policy, the Group People Policy and the Supplier Workplace Standard. Further mandatory requirements are listed in our Group Workplace Directive and Group Directive on Human Rights.

Impact on people

We consider the impact our activities and decisions have on our people and on those around us. We strive to conduct our business in a way that does not lead to any harm to people, whether it is directly caused by us or indirectly through our business partners or suppliers.

An essential part of our human rights effort relates to labor rights and working conditions. The rights of our employees, as well as of those working in our value chains shall always be respected, and we will work to ensure high labor standards.

We do not tolerate child labor, forced labor, discrimination, harassment or abuse, and we are committed to decent working hours and compensation, freedom of association and collective bargaining. The health and safety of our employees is a top priority, and we work to continuously identify, manage and mitigate any risks for accidents and illnesses.

We conduct human rights due diligence to ensure human rights risks and impacts are identified, assessed, prevented, mitigated, remediated and accounted for.

We expect everyone representing Electrolux Group to:

- Uphold human rights and treat others with respect
- Consider and seek to minimize any negative impact on people.
- Report suspected or witnessed human rights violations via Electrolux Group's Speakup Line.

Electrolux Group commits to these ethical guidelines:

- United Nations International Bill of Human Rights, www.un.org.
- United Nations Global Compact, www.unglobalcompact.org.
- United Nations Guiding Principles for Business and Human Rights, www.ohchr.org.
- International Labour Organization Declaration on Fundamental Principles and Rights at Work, www.ilo.org.
- OECD Guidelines for Multinational Enterprises, www.oecd.org.
- Swedish Anti-Corruption Institute, Code to Prevent Corruption in Business, www.institutetmotmutor.se.



The Code we live by



Understanding Electrolux Group Code of Conduct

Who does the Code apply to?

The Code applies to all employees and all other representatives acting on behalf of Electrolux Group, including permanent and temporary employees, employees of joint ventures, consultants, contractors, senior management and board members of all companies within Electrolux Group.

How do we use the Code?

The Code defines what we stand for: our business integrity, our ethics and our respect for laws, regulations, people, planet and society. Use it as a guide to help navigate different situations and make sound decisions in your daily work. The Code empowers you to stand up for what's right and speak up when you see something wrong.

What role do employees have?

As an employee at Electrolux Group, you are obligated to follow the Code and our Group Policies and Directives. The policies and directives contain more detailed instructions related to certain activities and processes and can be found on the company intranet. Read them carefully and discuss them with your colleagues and your People Leader. Ask for additional guidance when in doubt.

When you see something wrong, speak up. We are all responsible for protecting Electrolux Group and doing the right thing. Violations of the Code and our Group Policies and Directives must be reported. You are also required to complete all mandatory compliance trainings assigned to you.

What role do People Leaders have?

If you are a People Leader at Electrolux Group, you are expected to be a role model and set a good example through your own conduct, actions and decisions. This means that you must comply with and be a champion of the Code. You are obligated to ensure that the people on your team are given the necessary training to understand and commit to the Code, as well as the Group Policies and Directives. You are also obligated to act upon and report violations of the Code and Group Policies and Directives. As a People Leader, you may seek guidance from the People function, Group Legal, Group Internal Audit, Social Sustainability or other relevant Group functions.

How does the Code relate to applicable laws?

We shall operate in full compliance with laws and regulations applicable to our operations. We shall also conduct our business in accordance with the Code and Group Policies and Directives, which usually go beyond strict legal requirements. If the Code or Group Policies or Directives contradict local law, then the stricter should apply, provided that such action would not violate the law.



How does the Code impact our business relationships?

Electrolux Group places high expectations on suppliers, customers and other business partners.

We conduct business with integrity, responsibly and in compliance with the legal requirements of the countries in which we operate. We expect our business partners to do the same, including upholding high standards for human rights, labor rights, environmental responsibility and anti-corruption in all business practices. We require our suppliers to comply with the Supplier Workplace Standard and our more detailed Group Workplace Directive.

Related documents:

Group Workplace Policy, Group Purchasing Policy, Group Workplace Directive and Supplier Workplace Standard.

What to do in case of a doubt?

If you are unsure of the right decision or course of action, use the Ethics Checklist provided in the Code or consult the relevant function for your query.

In situations where the Code and Group Policies and Directives do not provide a clear answer, discuss the matter with Group Legal. Timely legal consultation is essential for protecting our interests and ensuring compliance with relevant laws and regulations. There are also several business activities where you are required to consult with Group Legal.

Related documents:

Group Directive on Matters Requiring Legal Consultation.

What happens if you do not follow the Code?

If you violate the Code and Group Policies and Directives, you may be subject to disciplinary action. Depending on the facts and circumstances, this action could include dismissal of employees or termination of contracts for contractors, consultants and other representatives acting on behalf of Electrolux Group.

In many cases, the rules in the Code and in Group Policies and Directives are based upon legal requirements, meaning that a failure by you to follow them could result in both penalties and legal actions being taken against you as well as against Electrolux Group.



Our “Speak up – Listen up” culture

At Electrolux Group, we recognize that there is always a better way, and we are prepared to listen and engage to continuously improve. This means that we are committed to fostering a culture of responsiveness and constructive feedback and expect all People Leaders to welcome and support open communication. When you speak up and show that you trust us to do the right thing, we listen and protect that trust.

If you witness or suspect a violation of a law, a regulation, the Code, or the Group Policies and Directives from anyone representing Electrolux Group or in our supply chain, do not hesitate to speak up. You can:

Raise your concern with your People Leader or the People function.

Escalate to a more senior leader or senior leader in the People function.

If the above options are not suitable, contact a Group function, such as Group Internal Audit, Group Legal, the People function or Social Sustainability or report anonymously via the Electrolux Group Speakup Line.

When you report a concern, either openly or anonymously, we follow the Group Directive on Internal Investigations to ensure confidentiality, neutrality, objectivity and consistency in how we handle similar matters. There is no retaliation for reports done in good faith. This means that there are no adverse work-related consequences for anyone who, in good faith, alerts us of possible unethical or illegal behavior.

Through the Electrolux Group Speakup Line, you can report a concern anytime, from anywhere in the world, either via an online form, an app or your telephone, in multiple languages. The report is received by an independent third-party host and then forwarded to the appropriate person at Electrolux Group for an investigation.

You can choose to remain anonymous.

www.electroluxgroup.com/speakup

Integrity in business

We let our integrity guide us in making ethical business decisions and always act in the best interest of Electrolux Group. In our operations, business matters are not mixed with political and personal matters. Unethical actions damage our brands and reputation and are never a way to sustainable success.



Fair competition

At Electrolux Group, we are committed to conducting business with integrity and in compliance with competition laws, also known as antitrust laws. We believe in fair and open markets where success is driven by quality, innovation and ethical practices. We act in the best interests of our consumers and the markets in which we do business.

OUR way of working

- We compete in a fair manner and on the merits of our products, brands and services.
- We do not participate in anti-competitive agreements or exchange competitively sensitive information with our competitors, and we do not abuse a dominant position in any particular market.
- We do not take actions that are illegal under competition laws and require the same from those who represent us.
- We do not apply any tactics for the purpose of excluding competitors from the market.

YOUR responsibilities

- Do not enter into any kind of agreement or understanding with a competitor on pricing, trading conditions, production, technical development, bids, customers, market sharing, employee-related matters or other market activities.
- Do not discuss topics such as pricing, profits, costs, bids, customers, market development, technical development or other sensitive information with competitors without prior approval from Group Legal.
- Respect customers' independence. Do not attempt to fix or otherwise influence our customers' resale price. Do not attempt to limit customers' rights to freely resell our products without prior approval from Group Legal.

Heavy fines apply for anti-competitive behavior. Violations of competition law harm our brands and reputation, and they may lead to damage claims and in some cases criminal liability and sanctions for both the company and individuals.

For guidance, consult Group Legal.

Related documents:
Group Antitrust Policy.

Trade compliance

Being a global company means that we must comply with international trade rules. Export control and economic sanctions prohibit or restrict the export of specific goods and may also ban conducting business in certain countries or with specific individuals, companies or organizations. Violations not only would damage our reputation but also may lead to criminal liability and fines for Electrolux Group and for the individuals responsible.

OUR way of working

- We correctly classify goods and services and pay the applicable customs duties.
- Before conducting business, we get to know our business partners to understand who we are dealing with. We do not conduct business with companies, individuals or organizations subject to applicable economic sanctions.
- When exporting goods or services, we follow applicable export regulations and apply for permits or licenses, if required.
- We are vigilant and prevent attempts to circumvent sanctions or export restrictions.

YOUR responsibilities

- Identify when a trade activity or a business dealing may lead to a situation where the rules about export control and economic sanctions apply.
- Conduct adequate third-party due diligence in high-risk markets or high-risk business transactions.
- Recognize and act on trade-related red flags that may appear when doing business.

For guidance, consult Group Legal.

Related documents:

Group Export Control and Economic Sanctions Policy and Group Screening Directive.



Anti-corruption

At Electrolux Group, we do not tolerate corruption in any form. This extends to all our business dealings and transactions in all the countries where we operate. Corruption is the abuse or misuse of entrusted power for personal gain. We and anyone representing us (including intermediaries such as brokers, agents, representatives or consultants) must not participate in or endorse any corrupt practices.

Bribery

At Electrolux Group, we do not tolerate any form of bribery, regardless of its nature, including both public and commercial bribery. Bribery can be described as offering/giving or demanding/ receiving something of value to influence a transaction or decision. We do not tolerate business partners that offer bribes or other inappropriate benefits, and we take action if such activities are revealed.

Bribes can take the form of:

- Cash, gift certificates or vouchers
- Gifts of significant value
- Commissions or kickbacks
- Payments to charity
- Travel or entertainment
- Favorable publicity

Gifts and hospitality

At Electrolux Group, business gifts and hospitality should be acts of goodwill and not rewards for doing business with us.

Gifts and hospitality offered to or received from employees of business partners – including prospective business partners – can be considered a bribe and must therefore meet certain criteria such as complying with normally accepted business practices and applicable laws.

In short, any gift or hospitality, whether we give or receive it, must be of moderate value and should never influence decision making. In terms of value, applicable local thresholds should be adhered to.

OUR way of working

- We do not tolerate any form of corruption, in any of our business dealings or transactions.
- We do not tolerate any form of bribery and business partners that offer bribes or other inappropriate benefits.
- We only offer gifts and hospitality of moderate value and never to influence decision making.
- No one will suffer demotion, penalty or other adverse consequences for refusing to pay a bribe or otherwise engage in corrupt practices.

YOUR responsibilities

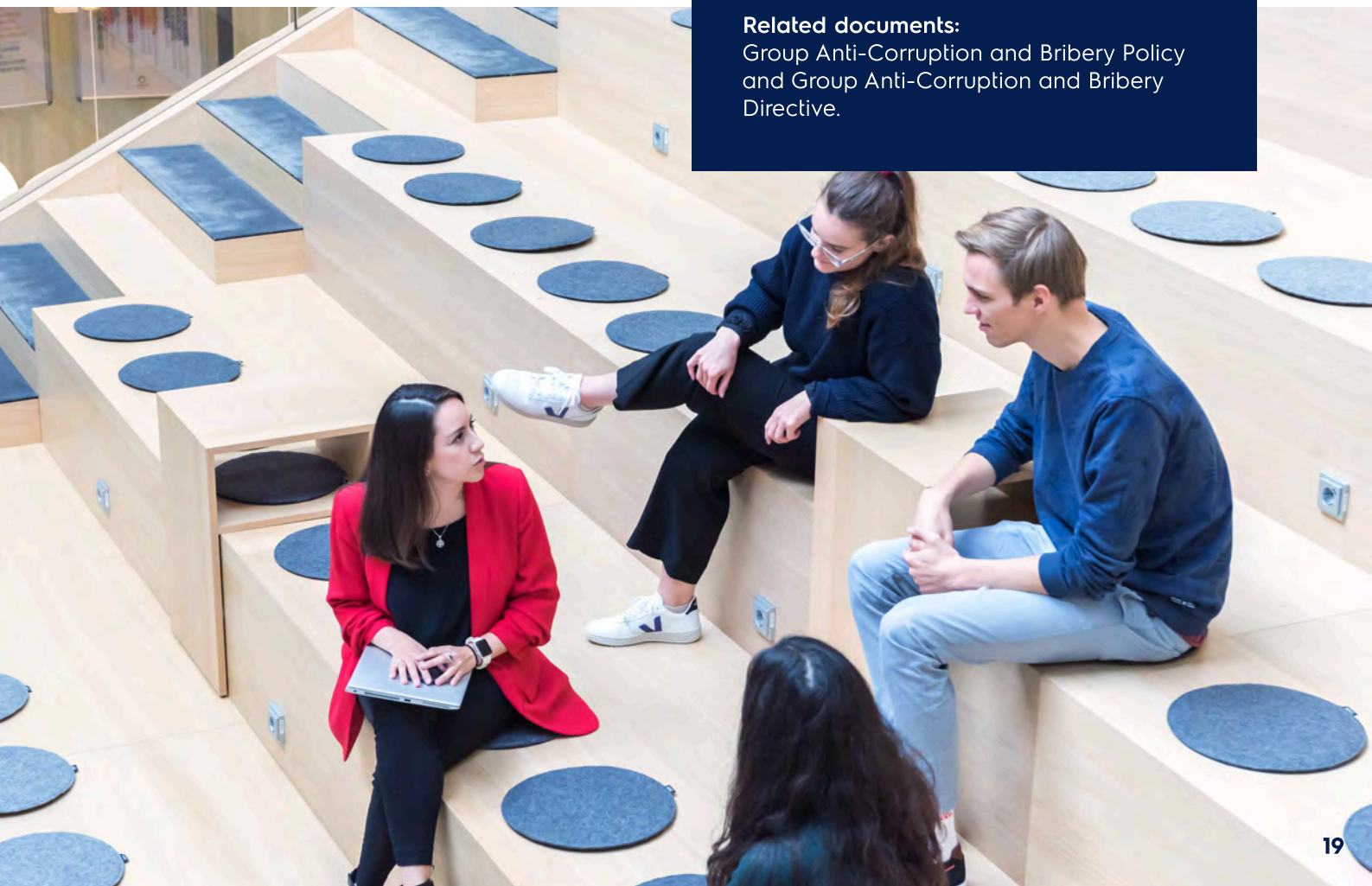
- Do not give or accept bribes in any form or anything that could be considered a bribe.
- Neither you, your family nor your friends may receive any improper benefit through your position as a representative of Electrolux Group.
- If you are offered an inappropriate gift, favor or other questionable benefit, raise this with your People Leader, Group Legal, Group Internal Audit or the People function.

Note that gifts to public officials shall be avoided, since they are normally considered to be in positions where such gestures may unduly influence their decision making.

For guidance, consult Group Legal.

Related documents:

Group Anti-Corruption and Bribery Policy and Group Anti-Corruption and Bribery Directive.





Product quality and safety

We uphold high standards for quality and safety throughout the entire lifecycle of our products – from design and development to manufacturing, marketing and sales. Deliveries of products and services to customers should not occur until quality requirements, safety standards and compliance requirements are fully satisfied.

OUR way of working

- We present our products and services accurately.
- We require substantiation of statements related to our products and services.
- We produce and sell products that are safe and of high quality.

YOUR responsibilities

- Follow applicable rules that relate to the design, manufacture, sale, performance and marketing of our products and services.
- Do not make decisions that may compromise product compliance or manipulate tests or test results.
- Do not construct products so that performance improves for specific areas only during test conditions.
- Do not give inaccurate information about the quality, safety or other aspects of our products or services.

For guidance, consult Group Quality or Group Legal

Related documents:

Group Policy on Product Quality and Group Product Safety Directive.

Artificial intelligence and responsible use of emerging technology

At Electrolux Group, we leverage artificial intelligence (AI) and emerging technology in line with our five principles of responsible AI: transparency, fairness, accountability, privacy and security, and reliability and safety. We recognize the transformative potential of these tools and technologies, and we also understand the importance of using them responsibly to protect privacy, avoid bias and ensure ethical decision-making.

OUR way of working

- We ensure that our principles of responsible AI are respected prior to deciding on the use of AI, and we work to identify and address potential risks.
- Through employee training and effective management of our data, we uphold compliance with data and AI-related regulations.
- We assess and balance new technologies, both for potential and risks.

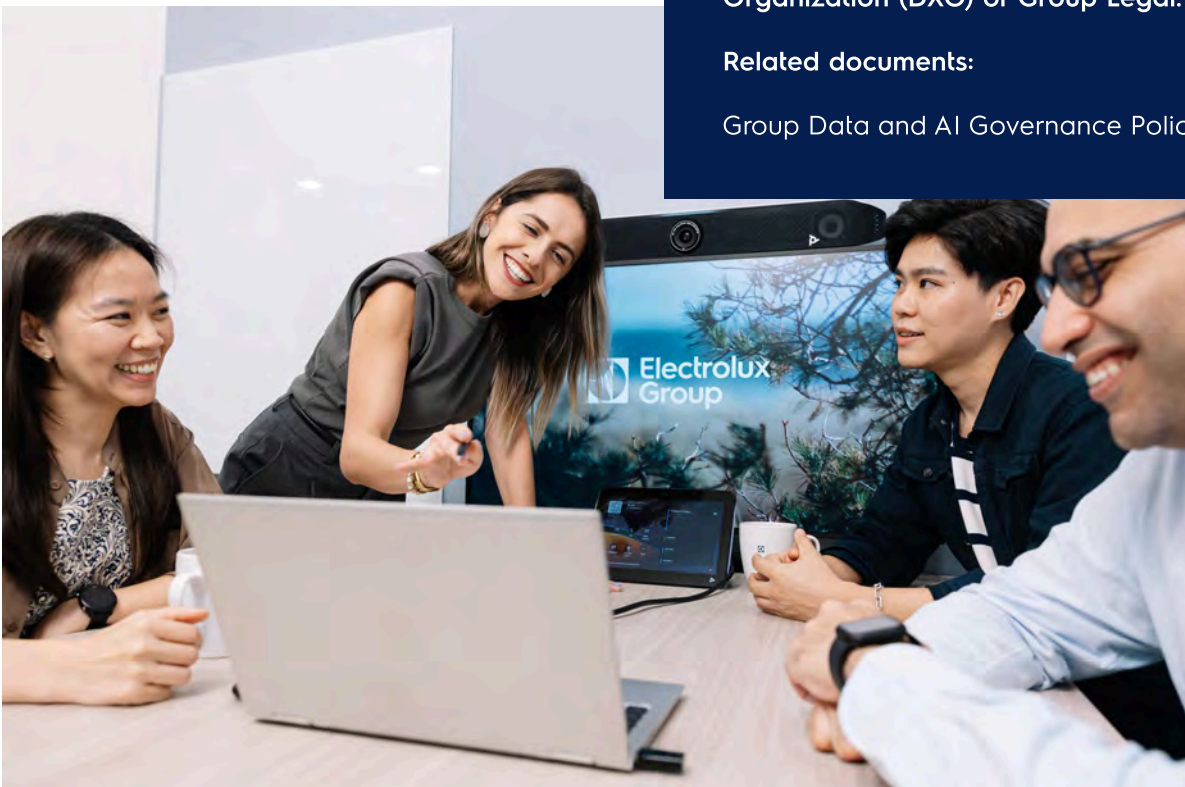
YOUR responsibilities

- Do not use unauthorized or unsafe AI solutions.
- Be protective of sensitive, confidential, proprietary or personal information when using approved AI tools.
- Think critically and avoid bias and discrimination when you use information generated by AI.
- When you use AI to generate material (such as text, images and code), consider the potential impact this action may have on intellectual property rights.

For guidance, consult Data Experience Organization (DXO) or Group Legal.

Related documents:

Group Data and AI Governance Policy.



Conflicts of interest

Situations where a private or personal concern appears to be incompatible with the interests of Electrolux Group must be avoided and reported to the responsible People Leader and the People function.

The best way to handle conflicts of interest is to avoid them entirely. If they do arise, we must be open and transparent about the situation.

These conflicts may occur in a variety of ways, for example:

- When you have an external assignment outside of your position at Electrolux Group, and the interests of both roles are in conflict; or
- Due to family interests in which a family member or other relative is hired or supervised by you; or
- When goods or services are purchased from a relative or a friend or a firm controlled by any of these; or
- If you or a family member have a financial interest that could affect your judgment or when you or a family member have a personal interest, direct or indirect, in any business partner of Electrolux Group.

OUR way of working

- We provide clear direction to our employees as to how conflicts of interest should be identified, reported and managed within Electrolux Group to ensure ethical decision-making.
- We avoid creating conflicts of interest and make decisions that are in the best interest of Electrolux Group and are in line with the Code.

YOUR responsibilities

- Disclose any conflict of interest immediately to your People Leader and the People function.
- Do not engage in outside employment or activities that might conflict or appear to conflict with the interest of Electrolux Group, or that would reduce your efficiency or dedication in performing your work duties.

For guidance, consult the People function or Group Legal.

Related documents:
Group Conflicts of Interest Policy.



Responsible communication, representation and lobbying

At Electrolux Group, communicating correct, relevant and reliable information is key to building and maintaining our company brands and reputation, as well as stakeholders' trust. To achieve this, we have developed specific communication protocols and abide by the principles of responsibility, accuracy and transparency in our communication and lobbying activities. When you communicate as an employee of Electrolux Group, you represent the company and must follow these principles.

OUR way of working

- We communicate professionally and provide fair and accurate business information when communicating with our customers and other stakeholders.
- We cooperate in case of lawful investigations by authorities and in line with our dawn raid manuals.
- We observe neutrality with regard to political parties and candidates and do not make any political contributions or use the Electrolux Group name to promote the interest of political parties or candidates.

YOUR responsibilities

- If you receive questions from the media, refer to Electrolux Group's official spokespersons.
- Consult Corporate Communications before you speak externally on behalf of Electrolux Group.
- Follow our Social Media Guidelines when posting content related to Electrolux Group and make it clear that the personal views and comments you share online and on social media are your own.
- Do not act or appear to act as a representative of Electrolux Group when engaging in personal political activities and do so on your own time and at your own expense.

Remember that you are personally responsible for the way you communicate and the content you publish online.

For guidance, consult Corporate Communications and Group Legal.

Related documents:

Group Information Policy and Group Anti-Corruption and Bribery Directive.



Protection of assets

At Electrolux Group, we secure and safeguard our assets, including physical property, intellectual property and financial assets. We are all responsible for protecting our assets and for using them with care and efficiency. We encourage employees to communicate about our brands, products and company, but not to leak information that could harm Electrolux Group, such as confidential information.



Responsible use of company assets

We use Electrolux Group property, equipment, resources and funds only for authorized, legitimate business purposes. We act within the authority formally delegated to us, and only those authorized may enter into agreements or sign and approve documents on behalf of an Electrolux Group company. Fraud and misuse of company assets are not tolerated.

Fraud includes any act, or omission to act, with the purpose to deceive others, to take actions resulting in economic harm to them. Misuse of company assets includes, for example:

- Theft of products, production materials or office supplies or immaterial assets such as electronic documents or drawings;
- Falsification of expense or time reports;
- Improper, unauthorized or illegal use of a company computer, telephone or facilities;
- Using company assets for personal gain, at the company's expense;
- Improper use of employee discounts.

OUR way of working

- We take necessary actions to protect our assets from misuse, which may include physical protection and surveillance.
- We protect the monetary assets of Electrolux Group by avoiding unnecessary and lavish expenses and do not reimburse expenses without proper receipts.
- External documents must be jointly signed by two authorized employees.
- The authority to review and approve expenses or transactions must be divided between different authorized employees.

YOUR responsibilities

- Do not claim private expenses such as personal travel or entertainment as business expenses.
- Do not use company assets for any illegal activity or for viewing inappropriate material, including pornographic sites, hate sites or any other sites that would harm Electrolux Group's reputation.
- Try to minimize the private use of company computers or telephones.

For guidance, consult Group Legal, Group Risk or Group Finance.

Related documents:

Group Finance Policy, Group Anti-Corruption and Bribery Policy, Group Directive on Delegation of Authority, Group Directive on Authorization to Sign External Documents and Group Global Travel Directive.

Confidential information

Information is a valuable asset. At Electrolux Group, you may occasionally have access to confidential information. This could include financial information, trade secrets, pricing details, sales and profit figures, strategies, plans, contractual information, customer and supplier lists, information about new products, or any other nonpublic information about us. Confidential information could also constitute inside information depending on the circumstances (see the section on Inside Information).

OUR way of working

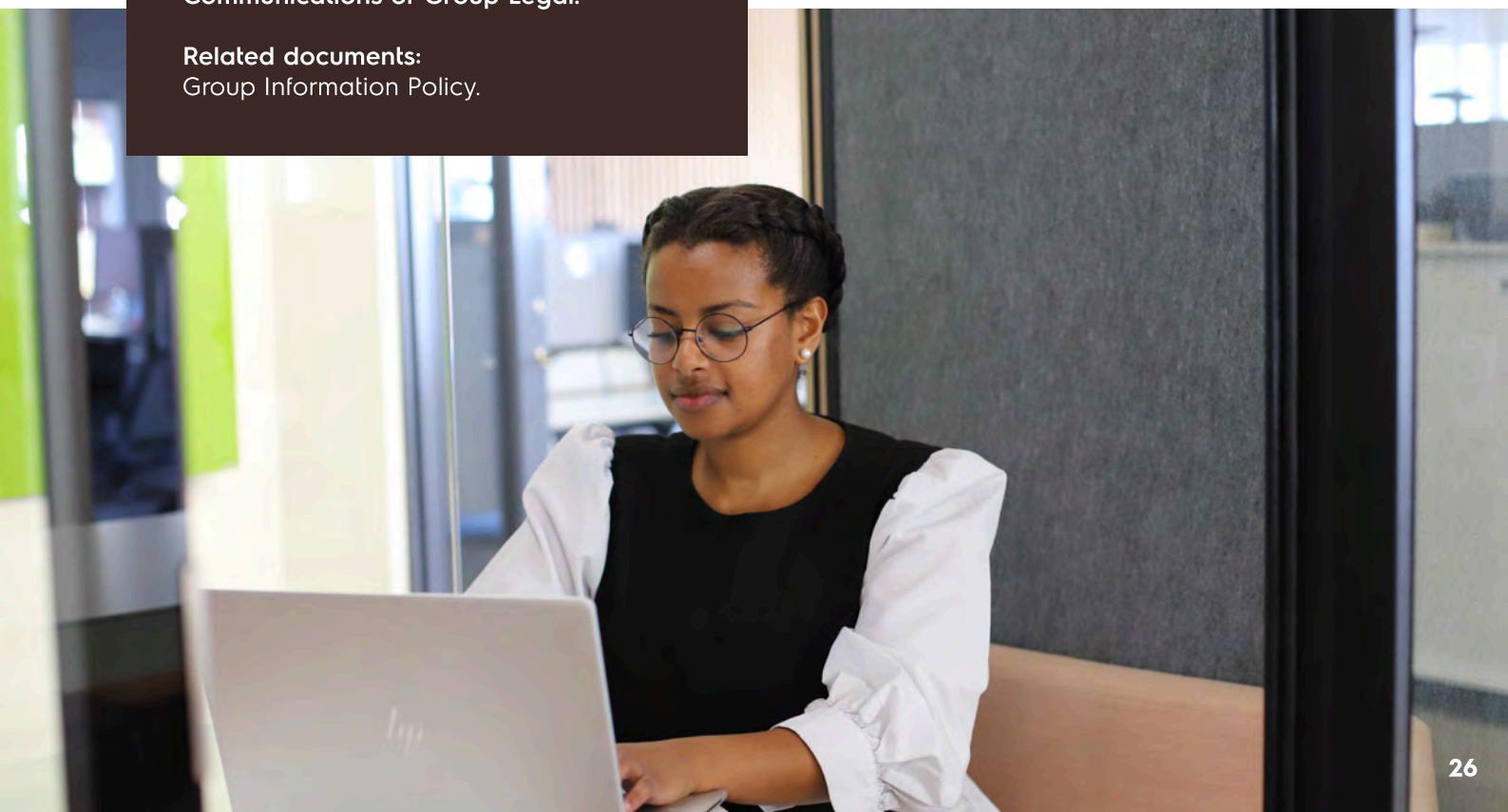
- We handle Electrolux Group's confidential information with care, protect it, and do not share it with unauthorized parties or publicly unless explicitly authorized or required by law.
- We protect confidential information shared with us by our business partners.
- We continue to protect Electrolux Group's confidential information even after employment ends, and we recognize that new employees cannot share confidential information relating to their previous employers and we never ask them to do so.

YOUR responsibilities

- Do not share or discuss confidential or sensitive information via open digital channels, unapproved apps or in places where you may be overheard by others.
- Make sure that there is a nondisclosure agreement in place if it is necessary to share confidential information with a third party.
- Only use approved company devices and services when working with Electrolux Group's confidential information.
- Use only your Electrolux Group email account or other company channels for all work-related communications.

For guidance, consult Corporate Communications or Group Legal.

Related documents:
Group Information Policy.





Inside information

Our parent company, AB Electrolux, is listed on the stock exchange. It is therefore prohibited to disclose or abuse nonpublic information about Electrolux Group that, if made public, could have a significant impact on the price of shares and other financial instruments. Information about nonpublic financial results and major acquisitions and divestments are typically considered inside information.

OUR way of working

- We protect nonpublic information and keep logs of employees who have access to inside information.
- We disclose information to the financial market in a timely, coordinated and accurate manner.
- We inform employees with access to inside information that they are subject to legal and regulatory duties, and that unlawful disclosure of inside information is strictly forbidden.

YOUR responsibilities

- If you are in possession of inside information, do not disclose the information, or buy or sell Electrolux Group shares or financial instruments, directly or indirectly, or recommend or prompt anyone else to do so.
- Do not share inside information or other sensitive information regarding Electrolux Group to any third party, including relatives. If unsure about possessing inside information, ask for guidance.

For guidance, consult Group Legal.

Related documents:
Group Insider Policy.

Intellectual property

Electrolux Group's intellectual property – such as know-how, ideas, inventions, software, designs and brands – are valuable assets for us. The value of these assets can be compromised if they are not protected or are misused.

Our intellectual property is protected not only through registration (including patents, registered designs and trademarks), but also through agreements with third parties, careful use (in the case of trade secrets) and legal actions to enforce our intellectual property rights.

OUR way of working

- We protect our valuable intellectual property and have clearly defined processes for the protection and use of all forms of intellectual property rights.
- We respect the valid intellectual property rights of others.
- We only use an invention, design or brand after checking with Group Patents or IP Legal that it does not conflict with the rights of third parties and is available for use.

YOUR responsibilities

- Protect great ideas or inventions! This needs to be done before disclosing them to anyone outside Electrolux Group. Submit your Invention Disclosures to Group Patents.
- If you suspect that third parties are infringing our intellectual property rights, contact IP Legal or Group Patents.
- Do not engage with third parties to discuss or develop an idea or invention without first contacting IP Legal to ensure that we have the best agreement in place to protect our IP.

Remember - after leaving Electrolux Group, any intellectual property you created as part of your job remains the property of Electrolux Group.

For guidance, consult IP Legal or Group Patents.

Related documents:

Group Intellectual Property Policy and Group Brand Policy.





Data protection and data privacy

At Electrolux Group, we respect every individual's fundamental right to the protection of their personal data, regardless of nationality or residence. We are transparent about how we use personal data, ensuring it is only for predefined, specific purposes and take appropriate technical and organizational measures to safeguard it. We process personal data according to predefined principles when designing or using products and services.

OUR way of working

- We take appropriate actions to protect personal data and comply with applicable data privacy rules for collecting, using and storing personal data.
- We create products and provide services that respect the right to privacy.
- We provide information on data protection and privacy, conduct training sessions and raise awareness among employees.

YOUR responsibilities

- Make sure that the collection, use or storage of personal data complies with our principles.
- If you have permission to access personal data, protect and keep all information confidential, and only access it to the extent necessary for your job responsibilities.
- Report incidents of suspected data privacy breaches to IT support in accordance with the Group Data Security Incident Process.

For guidance, consult Group Compliance.

Related documents:

Group Data Privacy Policy, Group Data Privacy Directive and Group Data Security Incident Process.

Cyber security and cyber risk

At Electrolux Group, our approach to cyber security is proactive and adaptive, focusing on prevention, detection and response to potential threats. Unauthorized or illegal use of our digital assets can harm Electrolux Group and its employees. We protect our digital assets, systems and sensitive information to minimize risks and maintain stakeholder trust. Cyber security is a shared responsibility, and we expect everyone to uphold our principles of safeguarding sensitive information and to minimize risks in an increasingly complex digital environment.

OUR way of working

- We meet industry standards and address cyber security risks on multiple levels to ensure both internal and external compliance.
- We take necessary steps to protect data and access to our systems and IT infrastructure.
- We help our employees recognize and respond to cyber security threats, such as phishing, social engineering and malware attacks.

YOUR responsibilities

- Use strong passwords and keep them secure, lock your computer when unattended and adhere to access control rules and procedures.
- Stay alert to phishing attempts, suspicious links and unexpected requests for information via email or in other forms and report suspected cyber security incidents or vulnerabilities to the IT service desk.
- Only use Electrolux Group's approved IT infrastructure and networks, and do not bypass security measures, purchase unauthorized IT solutions or install unapproved software.

For guidance, consult the Cyber Security function.

Related documents:

Group Policy on Cyber Risk and Cyber Security, Group Directive on Cyber Risk and Group Directive on Cyber Security.





Accounting and reporting

The integrity of our financial and sustainability statements is essential to maintaining the trust of all our stakeholders. Our financial transactions and sustainability performance must be accurately recorded and accounted for to prevent fraud. Fraudulent accounting could include the misstatement of revenues, expenses, assets or liabilities. It is prohibited to manipulate or alter accounting rules to reach a financial target. Similarly, providing inaccurate or misleading information about our sustainability performance is not allowed.

OUR way of working

- We only enter information in our books or records that is lawful and reflects the true nature of a financial transaction.
- We do not use misleading information to influence targets or key performance indicators.
- We document and report accurate information about our sustainability performance.

YOUR responsibilities

- Follow the Electrolux Group Accounting Manual and Sustainability Reporting Manual when reporting financial transactions or sustainability information.
- Do not misstate facts: ensure that the information accurately reflects the underlying transaction or sustainability performance when reporting information.
- Report immediately if you notice an error in a financial or sustainability record or suspect that fraud has occurred.

For guidance, consult Group Finance or the Investor Relations & Sustainability Reporting function.

Related documents:
Group Finance Policy.

Respect for people

At Electrolux Group, we are on a journey to shape living for the better by acting sustainably, creating better experiences for our employees and our customers, and continuously striving to improve. This journey can be accomplished only through our greatest assets: our people.



Nondiscrimination and anti-harassment

We have zero tolerance for discrimination, harassment and bullying in our work environment.

Harassment can take many forms: from bullying, abuse of position through insulting, intimidating or malicious behavior and even written remarks, to verbal comments, gossip, jokes and banter, as well as defamatory or offensive language. We are considerate of our coworkers by maintaining a respectful tone in all interactions.

OUR way of working

- We make decisions that are free from discrimination and bias, ensuring that we treat everyone solely based on merit.
- We do not discriminate against anyone based on personal characteristics or beliefs such as gender, age, religion, marital status, race, caste, social background, disease, disability, pregnancy, ethnic origin, nationality, membership in worker organizations (including unions), political affiliation, sexual orientation, or similar.
- We do not victimize anyone at work, nor subject them to harassment.

YOUR responsibilities

- When at work or representing Electrolux Group, in person or online, treat everyone with respect, dignity and courtesy.
- Do not ask intrusive questions about someone's personal life and do not make unwelcome social or sexual invites.
- Do not abuse your position toward a less senior employee.
- Do not send explicit or sexually suggestive messages or make derogatory or mocking comments.
- Speak up if you find yourself in a situation where you or someone else is being bullied or harassed.

For guidance, consult the People function or Social Sustainability.

Related documents:

Group People Policy, Group Workplace Policy, Group Workplace Directive and Group Global Recruitment Directive.





Zero tolerance for child labor and forced labor

At Electrolux Group, we have a zero-tolerance policy for child labor and forced labor in any form. All work must be voluntary and fairly compensated, and no person should be forced, coerced or subjected to exploitative conditions. We ensure fair and ethical practices across all our operations, and we comply with applicable local and international labor laws and regulations.

OUR way of working

- We do not tolerate child labor or forced, involuntary or trafficked labor in any form.
- We do not tolerate any abuse, exploitation or sexual misconduct
- We prohibit the employment of individuals who are below the age required to complete compulsory education or below the age limit established by local law, and in no case younger than 15.

YOUR responsibilities

- Contact Social Sustainability or the People function if you observe anything that indicates a risk for child labor, forced labor or trafficking connected to Electrolux Group activities or those of our business partners.
- Do not engage in abuse, exploitation or sexual activities with any person against their will or for payment (prostitution), when traveling on business or in any other way representing Electrolux Group.

For guidance, consult the People function or Social Sustainability.

Related documents:

Group People Policy, Group Workplace Policy and Group Global Travel Directive

Health and safety

Recognizing that our employees are the single-most important factor in achieving long-term success, we are committed to continuously developing a work environment that supports sustainable performance, enabling all employees to excel. We have a proactive approach to health and safety and foster a culture of prevention, responsibility and wellbeing.

OUR way of working

- We prioritize health and safety in the design and development of our work processes and the way we organize our business activities.
- We strive to reduce or eliminate workplace injuries and occupational illnesses.
- People Leaders at all levels are obligated to minimize potential negative impacts on the health and safety of the employees they are responsible for.

YOUR responsibilities

- Follow health and safety instructions in your workplace.
- Consider if there are health, safety and wellbeing risks in your area of work and raise them with your People Leader, the People function or Operations Sustainability

For guidance, consult the People function, Social Sustainability or Operations Sustainability.

Related documents:

Group People Policy and Group Workplace Policy.



Working hours and compensation

At Electrolux Group, we promote a balance between work and private life and recognize that wellbeing and productivity are interconnected. We believe in the need for employees to take breaks and use time off to recharge. We also have a responsible approach to compensation for work performed to ensure adequate and fair pay.

OUR way of working

- We provide fair compensation aligned with or above the legal minimum and with consideration of cost of living.
- We communicate clearly the work terms and conditions to our employees.
- We ensure sustainable working conditions, allowing employees to perform well.

YOUR rights

- You are not required to work excessive overtime – no more than 60 working hours per week in total.
- You are entitled to at least one day off in every seven-day period, except in extraordinary business circumstances.
- You should receive clear information about your working terms and conditions, including compensation and working hours.

For guidance, consult the People function or Social Sustainability.

Related documents:

Group People Policy, Group Workplace Policy and Group Compensation Directive.





Freedom of association

At Electrolux Group, we are committed to a constructive relationship with our employees and continuously strive to develop an open working environment. We aim to have an open and transparent dialogue to engage employees directly and, when applicable, their representatives. This includes the freedom of association and the right to bargain collectively.

OUR way of working

- We recognize and uphold employees' rights to join, form or refrain from joining labor unions or other associations without fear of retaliation.
- We ensure that no employee faces discrimination, harassment or adverse treatment for participating in union activities or engaging with us through a union.
- We should be constructive and respectful in the dialogue with union and employee representatives.

YOUR rights

- You are free to form and join organizations of your own choosing or decide not to.

For guidance, consult the People function or Social Sustainability.

Related documents:
Group People Policy and Group Workplace Policy

Commitment to environment and society

We are committed to acting not just in the interest of our business and stakeholders – but also in the interest of the environment we all share and the communities we live in.

We actively seek ways to reduce our carbon footprint and set climate targets to improve the energy efficiency of our products, conserve resources, reduce waste in production and drive supply chain sustainability.

We want to help develop and contribute to a society where everyone can thrive. Building trust with the communities in which we operate is important, and we are committed to upholding that trust in the ways we act today – and in the world we shape for tomorrow.



Environmental impact

At Electrolux Group, we strive to be an industry leader in environmental sustainability. In our operations, we seek to optimize the use of energy and other resources and increase the use of renewable energy.

In developing our products, we work to increase circularity, improve the energy and water performance of our appliances, integrate recycled materials, manage chemicals carefully, and use more sustainable packaging solutions.

OUR way of working

- We champion sustainable practices and participate in environmental and community initiatives to enhance Electrolux Group's environmental efforts.
- We manage and document our environmental impact diligently and ensure that appropriate environmental permissions are in place.
- We do not make false or misleading statements regarding our environmental performance.
- We encourage reducing water and energy consumption, recycling of materials and choosing sustainable alternatives whenever possible.

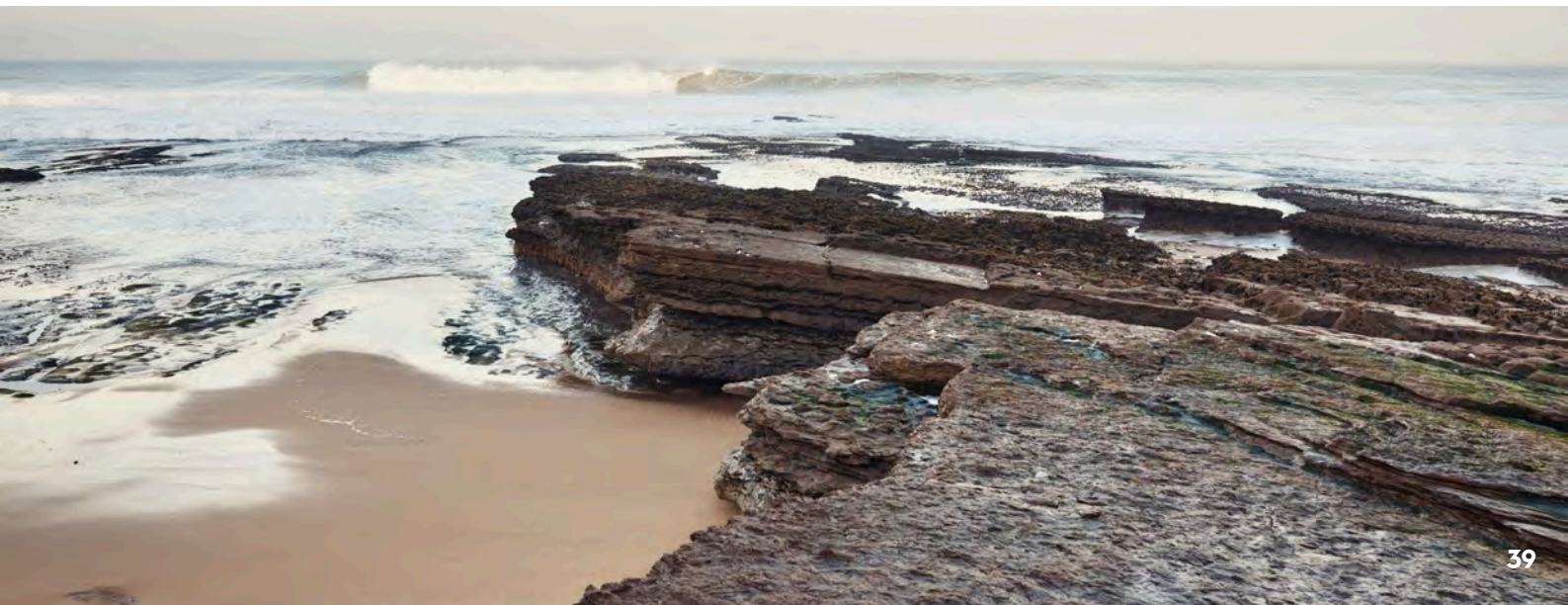
YOUR responsibilities

- When at work or representing Electrolux Group, use resources wisely and do not take unethical actions harmful to the environment, just because local law allows it
- Consider how your team or area of work contributes to the bigger picture of Electrolux Group's carbon footprint
- Minimize business travel by using virtual meeting facilities or the telephone and travel sustainably when possible.
- Prioritize sourcing materials and services from sustainable vendors.

For guidance, consult Operations Sustainability or the Environment Sustainability function.

Related documents:

Group Environmental Policy, Group Global Travel Directive, Group Restricted Materials Directive and Group Restricted Materials List



Creating value for society

At Electrolux Group, shaping living for the better is at the heart of our business. We improve everyday life for millions of people and the world around us through every idea, product and interaction. We support local community programs and recognize the crucial role of taxes in economic development in the markets we operate.

OUR way of working

- We engage with local communities to positively impact them while encouraging employee involvement.
- We practice good corporate tax management, balancing the interests of stakeholders, including customers, shareholders and local communities.
- We contribute to societies by paying the correct taxes in the countries where we operate and do not engage in aggressive tax planning.

YOUR responsibilities

- When at work or representing Electrolux Group, welcome interaction with local communities and act as a good corporate citizen by respecting and supporting them.

For guidance, consult the People function, Social Sustainability or Group Tax.

Related documents:
Group Tax Directive.





Donations, sponsorships and charity

At Electrolux Group, we establish long-term partnerships with carefully selected nonprofit organizations (NGOs), such as the Electrolux Food Foundation, to address food challenges and promote sustainable eating habits, and support other causes that reflect our values.

When making donations, we are strictly motivated by educational and social causes. Any donations, sponsorships or charities must be reasonable and approved as per local requirements.

OUR way of working

- When we offer sponsorships and donations, they must be legitimate, transparent and not for the benefit of an individual.
- We ensure that third parties we sponsor or donate to follow the same standards and values as we do.
- We support employee fundraising campaigns and volunteering to aid people affected by natural disasters, collaborating with global and local NGOs.

YOUR rights

- Know which activities we donate to or sponsor and the conditions under which we do it
- Remember to consult the Group Anti-Corruption and Bribery Policy and follow local rules on donations and sponsorships.
- Observe neutrality and act transparently when engaging in fundraising or volunteering activities.

For guidance, consult Group Legal or Corporate Communications.

Related documents:

Group Anti-Corruption and Bribery Policy and Group Anti-Corruption and Bribery Directive.



The Code is your day-to-day guide for ethical behavior and decision-making: it defines our values and the minimum standards we should hold ourselves to. Consult it to ensure you are choosing the right course of action. You can find further guidance in the Group Policies, Group Directives and other related documents.

We follow the Code because we believe in its values that unite our workplaces, guide our business decisions and ensure our long-term success.

To live with the Code:

1. Act as a role model by living the Code's values and setting the right example.
2. Consult your People Leader, the People function or Group Legal for further guidance.
3. Do not hesitate to ask for help.

There are consequences for not acting according to the Code, which in many cases overlap with legal requirements, and may lead to both disciplinary and legal sanctions.

If you have concerns about possible violations of the Code:

- Discuss your concern with your People Leader as soon as possible.
- If you are uncomfortable doing that, speak to another People Leader, the People function, Group Legal, Group Internal Audit, the relevant policy holder or Group management.
- If neither of these approaches feels appropriate, or you wish to be anonymous, report your concern via the Electrolux Group Speakup Line.

www.electroluxgroup.com/speakup



Ethics checklist

If you find yourself unsure of the right decision or course of action, ask yourself:

WHY

1. **Why** am I taking this decision/action?

- Is there a legitimate business reason?
- Is my decision/action in the best interests of Electrolux Group?

WHAT

2. **What** am I guided by in my decision/action?

- Is my decision/action legal and ethical?
- Is it in compliance with the Code and Group Policies and Directives?

HOW

3. **How** will my decision/action be perceived?

- How would my decision/action look if viewed from the outside (for example, in the news)?
- Would I feel comfortable if my family, friends or others became aware of it?

If you answer all these questions and you are still unsure what to do, seek advice from your People Leader or Group Legal.



Approved by the Board of Directors,
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