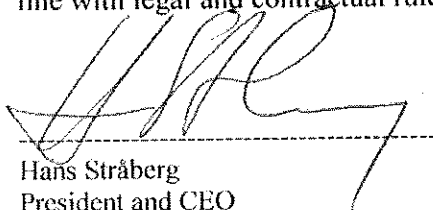


Agreement between AB Electrolux and employee representatives of IF Metall, Unionen, IMF and the KFD¹ of the AB Electrolux Board of Directors

Electrolux Group, on behalf of all its legal entities, premises, units and managers in all world countries, and in the light of the Electrolux Code of Conduct, as well as in the light of the International Framework Agreement with IMF, IF Metall and Unionen, commits itself not to organise and to finance company/"yellow" Unions, not to implement or to support any Union busting activity and not to adopt initiatives capable to discourage workers from forming authentic Unions.

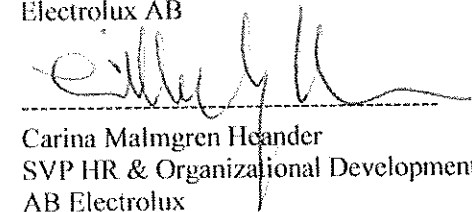
The Electrolux Group, however, will maintain all its right to act and react also versus Trade Unions organisations where these should adopt behaviours and/or actions not in line with legal and contractual rules.



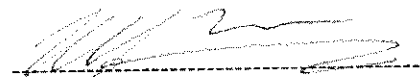
Hans Stråberg
President and CEO
Electrolux AB




Stefan Löfven
On behalf of IMF board and
President of IF Metall



Carina Malmgren Heander
SVP HR & Organizational Development
AB Electrolux



Ulf Carlsson
Chairman of KFD
IF Metall



Gunilla Brandt
Member of KFD
Unionen

¹ KFD (*Koncernförhandlingsdelegation*). KFD is the employee representatives on the Board of the AB Electrolux Group.