

## **Modern Slavery Statement**

### **Company Introduction**

ABB E-mobility Inc. ("ABB E-mobility") is a global leader in electric vehicle (EV) charging technology and our solutions enable a more sustainable and efficient mobility future. This report covers the financial years ending December 31, 2023, and December 31, 2024.

With approximately 1,400 employees around the world, ABB E-mobility has sold over 80,000 high-power chargers and electrified more than 10,000 sites globally. ABB E-mobility's parent company is headquartered in Switzerland with ABB E-mobility, the Canadian entity, being headquartered in Montreal, Québec. ABB E-mobility employs about 40 workers across Canada, with Montreal as its central hub. ABB E-mobility offers a wide portfolio of EV charging solutions, from high-power chargers for destination charging to the highway stations of the future, solutions for the electrification of fleets, and charging for electric buses and trucks. It primarily manufactures Direct Current (DC) electric vehicle charging hardware with a global supply chain, with production facilities in Italy and the United States and design and research support facilities located in the Netherlands and sales and service operations in Canada.

### **Company Approach and Principles**

ABB E-mobility is committed to responsible business practices and adheres to supply chain regulatory reporting requirements related to the Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act").

### **Forced and Child Labor Risk Identification and Mitigation**

ABB E-mobility undertakes several actions to mitigate the risk of forced labor and child labor within its operations and supply chains. The company develops and implements comprehensive child protection policies, anti-forced labor contractual clauses, and standards or codes of conduct that clearly articulate its stance against these practices. ABB E-mobility also requires suppliers to have policies in place that explicitly prohibit forced labor and child labor. The onboarding process requires suppliers to provide documentation and respond to an integrity questionnaire with questions related to their actions around forced and child labor. The ABB E-mobility team reviews responses and creates vendor risk scores. On-site, ABB E-mobility performs supplier qualification audits, including inspections for wrongdoing and examinations of HR policies. Conducting internal and external assessments of the risks of forced labor and child labor is crucial for understanding the specific challenges within their context. Ensuring that all workers are recruited voluntarily is paramount in preventing forced labor, and ABB E-mobility gathers information on worker recruitment practices while maintaining stringent internal controls.

## **Employee and Supplier Training, Auditing and Monitoring**

ABB E-mobility audits and monitors suppliers for compliance with its requirements. If they are found to be in violation of these policies, contracts are immediately cancelled and sub-teams specifically tasked with responding to violations are activated. ABB E-mobility has also established accessible grievance mechanisms while providing robust training and awareness materials on forced labor and child labor for employees and suppliers that foster a culture of vigilance, shared responsibility and transparency.

## **Evaluating Effectiveness of Forced and Child Labor Prevention Activity**

ABB E-mobility develops procedures to track performance in identifying and addressing forced labor and child labor, allowing the company to measure progress and identify areas for improvement. The company regularly reviews and audits its policies and procedures, tracks performance indicators, and evaluates its suppliers' performance. An internal control audit process and external audits to support ISO 9000 certification include mechanisms to identify gaps in ABB E-mobility's internal processes. Engaging with supply chain partners and stakeholders, including civil society groups and experts, is essential for fostering collaboration and sharing best practices in the ongoing fight against forced labor and child labor.

## **Due Diligence, Assessing Supply Chains for Potential Risk and Remediation Measures**


ABB E-mobility has implemented several elements of the due diligence process in relation to forced and child labor. This includes identifying and assessing adverse impacts in its operations, supply chains, and business relationships to understand where the risks of forced labor and child labor might exist. All vendors agree to terms and conditions that include a [Code of Conduct](#) outlining their responsibility toward forced and child labor. The company also expands its capacity by contracting with ABB Inc. for additional legal, integrity, trade, compliance, and other administrative work related to monitoring and mitigating these risks. To ensure transparency, ABB E-mobility communicates how impacts are addressed to stakeholders. Finally, ABB E-mobility is prepared to provide for or cooperate in remediation when appropriate, demonstrating a commitment to addressing any instances of forced labor or child labor that may occur. This is underpinned by responsible business conduct, a foundational philosophy ABB E-mobility builds into its policies and managerial processes. Identifying potential areas of risk along supply chains is a critical aspect of preventing forced labor and child labor. ABB E-mobility identifies potential risks related to the manufacturing sector and the EV charging industry, including the type of products it produces, the locations where its facilities operate, and the raw materials and commodities used in its supply chains. ABB E-mobility evaluates the risk related to its Tier 1 suppliers and the use of outsourced, contracted, subcontracted,

migrant, forced, and child labor. These efforts are not static; ABB E-mobility continues to actively identify and address potential gaps.

**Attestation**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

We have the authority to bind ABB E-mobility Inc.

Per :   
Brandt Hastings (Feb 17, 2025 08:29 EST)

Brandt Hastings  
Title : President and Director  
Date : February 14, 2025

Per :   
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John Ieraci  
Title : President and Director  
Date : February 14, 2025