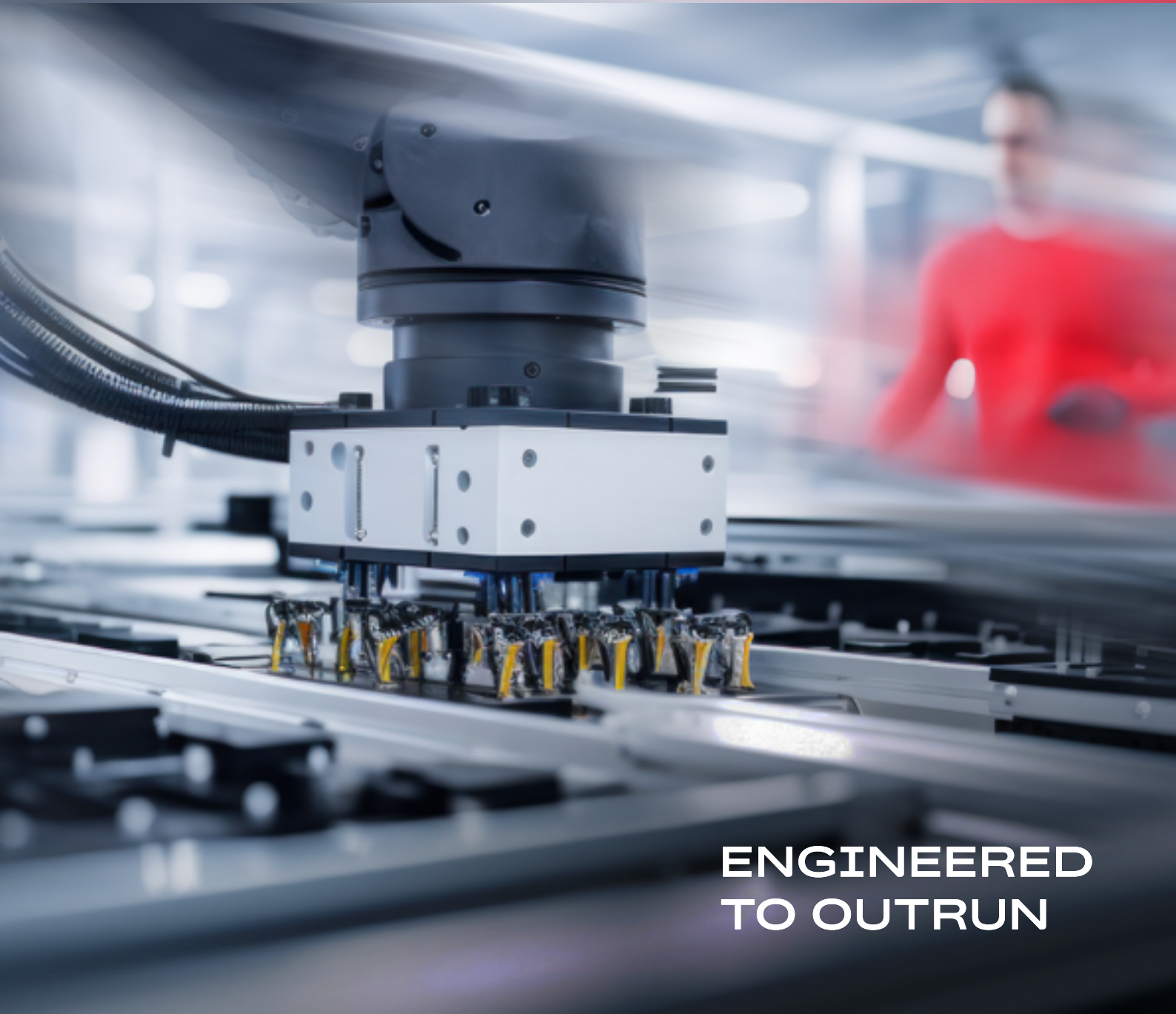




MODERN SLAVERY STATEMENT 2024



ENGINEERED
TO OUTFIT

This statement is issued pursuant to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending December 31, 2024. The information in this statement has been approved by the Board of Directors of ABB Ltd. The scope of markets included in this statement covers our operations worldwide, including those of our direct and indirect subsidiaries.

1. ORGANIZATIONAL STRUCTURE, OPERATIONS AND SUPPLY CHAINS

1.1. OWN OPERATIONS

ABB is a global technology leader in electrification and automation, enabling a more sustainable and resource-efficient future. By connecting its engineering and digitalization expertise, ABB helps industries run at high performance, while becoming more efficient, productive and sustainable so they outperform. At ABB, we call this 'Engineered to Outrun'. The company has over 140 years of history and around 110,000 employees worldwide. ABB's shares are listed on the SIX Swiss Exchange (ABBN) and Nasdaq Stockholm (ABB).

ABB operates globally across three regions: Europe, the Americas, and Asia, Middle East and Africa. We manufacture in more than 40 countries, with a service presence in more than 100 countries and a network of more than 6,000 channel partners. We are headquartered in Zurich, Switzerland, and are incorporated as a company limited by shares under Swiss law.

ABB has 19 divisions, 18 of which are organized into four business areas: Electrification, Motion, Process Automation and Robotics & Discrete Automation. The 19th division, E-mobility, has since January 2023 been a separate operating segment and is reported in Corporate and Other for all periods presented. Our business areas complement each other and pursue opportunities to collaborate, driving innovation and developing common solutions to best serve our customers. In line with our decentralized ABB Way operating model, our divisions are the highest operational level within ABB: they are close to our customers and hence have full ownership and accountability for their strategies, performance and resources.

The Electrification business area leads in products, solutions and services for buildings, industries and data centers. The Motion business area offers a comprehensive range of drives, electric motors, generators and motion controls for industries like food and beverage, mining and rail. The Process Automation business area provides integrated automation, electrical and digital solutions for process, hybrid and marine industries, including marine and ports, mining

and pulp and paper sectors. The Robotics & Discrete Automation business area delivers a wide range of automation solutions, from individual machines to entire lines, primarily for the automotive and general industry markets. ABB E-mobility is a global leader in electric vehicle charging, offering solutions for the electrification of fleets, electric buses and trucks.

As a technology leader in electrification and automation, ABB is at the core of accelerating the energy transition. Every day, we help industries run consistently at high performance while becoming more productive, efficient and sustainable so they can outperform. Embedding software and AI in our products and solutions is an integral part of our strategy and approximately 60 percent of our offering is software or digitally enabled. Our comprehensive offering includes traditional products and services, software-enabled products and systems as well as software and digital services that we sell separately and combined as scalable solutions. Over half of our R&D employees are focused on digital solutions, and we invest 4–5 percent of our annual revenues in R&D.

ABB serves four main customer segments: industry, building, transport and infrastructure, and utilities. About half of our revenue comes from the industrial segment, supporting global production facilities in process industries like oil and gas, pulp and paper, and discrete industries such as automotive, food and beverage and consumer electronics. Demand for our electrification and automation offerings with embedded digital solutions has surged due to the energy transition and artificial intelligence, which are driving strong demand for power generation including renewables, data centers and energy efficiency.

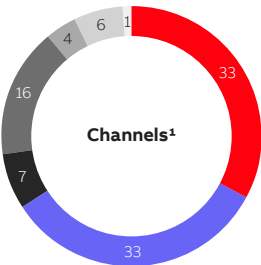
ABB has been present in Australia since the late 19th century and currently employs 690 people at nine sites, with annual revenues of approximately AUD 0.7 billion. Our local headquarters are in Sydney, supported by sales offices and service centers across Australia to deliver ABB products and services.

In Canada, where ABB’s history stretches back more than 100 years, the entities mentioned in the Annex to this statement employ 3,364 people in our 35 locations across the country. Our local headquarters are in Montreal and the relevant entities have 19 manufacturing sites and 16 sales and service facilities. The comprehensive range of products, systems and services for industrial, utility and infrastructure customers

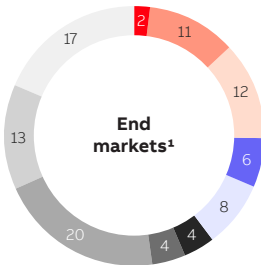
generate approximately CAD 1.7 billion in annual revenues.

ABB in the UK is headquartered in Warrington, Cheshire, and employs 1,578 people at 17 locations nationwide. We sell around GBP 0.5 billion worth of innovative solutions, products and services annually to UK clients in a wide range of market sectors.

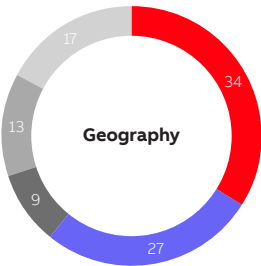
ABB GROUP REVENUES IN 2024 BY CHANNELS, END MARKETS AND GEOGRAPHY



- Distributors
- Direct sales to end customer
- EPCs
- OEMs
- System integrators
- Panel builders
- Other



- Renewables
- Distributions, Conv. Generation
- O&G, Chemicals
- Data centers
- Mining & Metals
- Automotive
- F&B
- Other Industry
- Other T&I
- Buildings



- Europe
- USA
- Rest of Americas
- China
- Rest of AMEA

All data is presented based on management estimates for FY 2024 revenues. Due to rounding, numbers presented may not add up to 100. Renewables: renewable power sources, such as wind, solar, biomass. Conv. Generation: conventional power sources, such as fossil fuels, nuclear, hydro generation. O&G: Oil and gas. F&B: Food and beverage. T&I: Transport and infrastructure. AMEA: Asia, Middle East and Africa.

¹ Management estimates



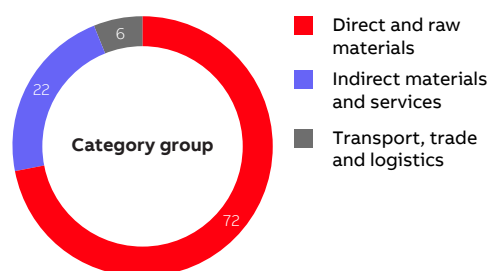
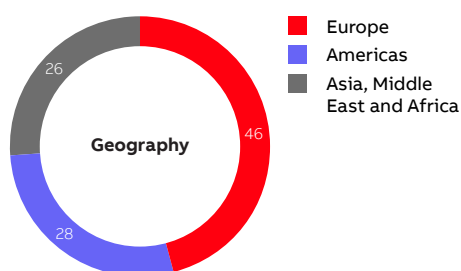
1.2. SUPPLY CHAIN

With manufacturing operations on six continents, ABB has more than 60,000 direct material and service suppliers. We view these suppliers as an extension of our global enterprise and integral to our long-term success.

ABB purchases a variety of supplies and products which contain raw materials for use in our production and project execution processes. The primary materials used in our products by

weight are copper, aluminum, steel, mineral oil and various plastics. We also purchase a wide variety of fabricated products, electronic components and systems. We operate a worldwide supply chain management network with employees dedicated to this function in our business areas, divisions and in key countries. Our supply chain operations consist of a number of teams, each focusing on different product categories. The global spend on materials and services in 2024 was USD 16.3 billion.

MATERIALS AND SERVICES SPEND BY



Materials and services spend 2024: USD 16.3 billion.
Due to rounding, numbers presented may not add up to 100.

2. POLICY AND GOVERNANCE

ABB is committed to the highest standards of business ethics and integrity. ABB's commitment to responsible business practices includes respecting and promoting the dignity and human rights of all people, as expressed in the International Bill of Human Rights. We support and respect the international frameworks to identify and mitigate human rights risks and adverse impacts. These frameworks and tools include:

- ILO Core Labour Conventions
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- UN Convention on the Rights of the Child
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Ten Principles of the UN Global Compact (UNGC)
- UNICEF's Children's Rights and Business Principles
- The Voluntary Principles on Security and Human Rights

Respect for the dignity of the individual and for each individual's human rights form the basis of the behaviors we expect of every individual who works for us, either as an ABB employee or indirectly through our supply chain. We do not tolerate any form of discrimination, harassment or bullying within ABB or its supply chain. To this end, we require all our managers to implement processes designed to seek to ensure equality of opportunity and inclusion for all ABB employees as well as for individuals employed in our supply chain. ABB also requires suppliers to take measures to avoid any form of child labor or forced, bonded or compulsory labor (or any other form of modern slavery or human trafficking).

Recognizing the extremely complex nature of modern slavery, we continue to emphasize the importance of collaboration and learning from others. We engage with human rights NGOs and are a long-standing and active member of the Global Business Initiative on Human Rights (GBI) and a participant of the UN Global Compact (UNGC).

Our commitment to respect and support human rights and labor standards is underpinned by a range of policies and processes aimed at preventing child or forced labor within our value chain, including operations. These include the ABB Code of Conduct, our ABB Human Rights Policy, the ABB Human Rights Due Diligence Framework, the ABB Supplier Code of Conduct, the ABB Policy on Conflict Minerals, our supply chain and contractor questionnaires, as well as internal procedures and guidelines. The policies are established by Corporate Functions and Global End to End Process Owners and are mandatory for the Group. The CEO of ABB Ltd has overall accountability for developing, implementing, maintaining and monitoring compliance with the corporate policies. Corporate Functions and Global End to End Process Owners are accountable for ensuring that applicable policies are effectively implemented within their scope of responsibility.

These codes and policies clearly set forth our expectations for every individual who works for ABB or engages with us as a business partner or through our value chain. Every employee is responsible for ensuring that their own conduct and the conduct of anyone reporting to them is fully compliant with applicable laws, the ABB Code of Conduct and all company policies.

We require our suppliers to work in a way that is ethically, socially, environmentally and

economically responsible. What this means in practice is outlined in our ABB Supplier Code of Conduct and the companion implementation guide. The ABB Supplier Code of Conduct, published in multiple languages, communicates our requirements and performance standards to existing and potential business partners. Adhering to it is part of ABB's procurement terms and conditions and therefore a contractual obligation for our suppliers.

On January 1, 2024, our updated ABB Supplier Code of Conduct came into effect. It is based on the latest relevant international frameworks, standards and legislation governing ethical and

sustainable business practices. To support the prevention of human rights violations in our supply chain, we substantively revised the section "Human rights and decent work" in our ABB Supplier Code of Conduct and included more specific requirements regarding modern slavery, harassment, discrimination and diversity, as well as the rights of local communities and vulnerable groups.

The updated Supplier Code explicitly requires suppliers to disseminate and enforce these requirements across their own supply chains and to report any suspected violations.



3. DUE DILIGENCE PROCESS

ABB supports and respects the international frameworks to identify, mitigate and address human rights risks and impacts, embedding responsible business conduct in business processes, tracking and communicating performance and allowing access to grievance and remedy for potentially affected people. These frameworks are set out in our ABB Human Rights Policy and include the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. The ABB Human Rights Due Diligence (HRDD) Framework released in 2023 clarifies governance and how the commitment is executed in the business organization. As part of this framework, ABB is prioritizing modern slavery and child labor, among others, as they have been identified as salient issues.

In 2024, we continued our work to strengthen our human rights due diligence across ABB's entire value chain, as well as implementing the roadmap that had been updated in 2023, following up on business areas risks assessments and identified salient issues. We worked to align the governance to the new HRDD Framework and to the ABB Way operating model: a cross-business area Human Rights Working Group has been consolidated under the leadership of the Motion business area and integrated into the broader ABB sustainability governance. Each business area is represented to ensure that we can drive the human rights agenda consistently across the organization and divisions.

3.1. RISK AND IMPACT ASSESSMENT

Human rights risk assessments are conducted at Group and business area level. The business area assessments are informed by the high-level ABB Group risk assessment, which considers the human rights risks that are relevant for the company. The analysis incorporates input from a range of stakeholders from relevant functions and countries that contributed with business area and division perspectives. The risk assessments are reviewed annually and updated at least every three years, as well as when conditions change or when new products or markets are introduced, as both value chain and specific risks and contexts can change over time. To assess potentially severe human rights risks in more depth, meaningful engagement with potentially affected stakeholders is performed.

The following are the key elements of ABB's assessment of its human rights issues:

- Human rights focus: considering all internationally recognized human rights and labor rights, as listed in ABB's Human Rights Policy;
- Sources of information: using relevant internal and external sources and consulting human rights experts;
- Scope: considering the company's own operations and its entire upstream and downstream value chain;
- Risk to people: assessing risks and impacts from the point of view of potentially affected groups (rights holders) – inside-out perspective;
- Prioritization: identifying salient human rights issues in two steps: as a first step, based on their potential severity – namely how grave the impact would be (scale), how widespread (scope), and how difficult it would be to remedy the resulting harm (remediability) – and, as a second step, based on their likelihood.

ABB has identified the following salient human rights issues:

- Child labor
- Corruption and bribery
- Environmental issues impacting human rights
- Fair employment
- Health and safety
- Human trafficking and modern slavery
- Impact on communities and land rights
- Information security and data privacy

As a result of the Group and business area risk analysis, child labor has been identified as a salient issue due to the severity of potential violations. However, the likelihood of such violations is low due to systematic age and ID controls in our operations. Higher risk of child labor has

been assessed in the supply chain, particularly in raw material extraction and processing, as well as in the transport and logistics sectors, especially in “high risk” and “focus” countries. These countries have been scored as high risk and extremely high risk according to our internal ABB methodology within the Sustainable Supply Base Management (SSBM) program.

Modern slavery presents risks in our operations in focus countries, especially when using labor agencies for temporary and seasonal labor supply. Additionally, risks are present in the supply chain, particularly in raw material extraction and processing, components manufacturing and assembly, and in the transport and logistics sectors.



3.2. ADDRESSING RISKS AND IMPACTS

ABB defines and continues to implement appropriate measures to cease, prevent or mitigate adverse human rights impacts based on the human rights risks and impacts identified, in a continuing dialogue with internal and external stakeholders. Our human rights roadmap is the internal tool to track the implementation of measures to address the identified human rights impacts.

To address the identified impacts along the value chain, where appropriate, ABB collaborates with suppliers and business partners, based on long-term business relationships. ABB seeks to engage in an open and constructive dialogue about human rights-related challenges in the upstream and downstream value chain and to work together with ABB's value chain partners to achieve continuous improvement. Ending business relationships is only used as a last resort.

While all identified risks and impacts are considered when implementing measures, ABB concentrates its efforts on the most salient human rights issues, including modern slavery and child labor.

In 2024, we published the new Human Rights Requirements and Approved Code of Practice (ACOP) to enhance human rights due diligence in ABB operations aligned with the annual risk assessment review and the salient issues. This initiative will be followed up in 2025 by a new wave of site assessments to ensure execution of defined requirements aligned with the new ABB Human Rights Policy.

In sales, we continued screening human rights risks in sales opportunities, gathering feedback on current processes and proposing potential enhancements to be tested in 2025.

Our Third Party Management program is designed to assess and manage risks present in third-party engagements across the value chain, including suppliers and sales. It involves risk based due diligence before engagement, structured approval processes and appropriate ongoing risk monitoring throughout the lifecycle of the relationship.

To further address human rights risks related to our suppliers, we also rely on our Sustainable Supply Base Management (SSBM) program and our conflict minerals management program.

As part of our SSBM program, new suppliers must complete a self-assessment that includes questions on how they manage issues such as labor and human rights, the environment, health and safety, and integrity, as well as how they manage their own supply chains. Depending on the results, further due diligence might be carried out, including mandatory onsite audits according to the Generic Protocol in focus and high-risk countries. Additionally, we perform sustainability assessments in focus countries on existing suppliers using the SSBM Country Specific Assessment Protocol.

In 2024, we updated the Country Specific Assessment Protocols to align with the updated requirements in the ABB Supplier Code of Conduct and the ABB Human Rights Policy, including the salient human rights issues. Moreover, we updated our risk management review process and adopted a new tool that assesses country risk for a range of issues, such as child labor and forced labor.

To understand risks related to our upstream supply chain, we conducted pilot assessments at Tier 2 suppliers. We will continue with this pilot in 2025.

At the end of 2024, 68 percent of our spending on high-risk suppliers in focus countries was covered by our SSBM program, and 87 percent of identified risks were closed.

ABB is an active member of the Responsible Minerals Initiative, where we lead the Asia Smelter Outreach team. ABB commits to sourcing minerals responsibly, as described in the ABB Policy on Conflict Minerals. We have established a "Conflict Minerals Compliance Program" based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas and other appropriate international standards. We actively work with our suppliers to ensure that any minerals contained in the products and materials supplied to ABB originate from conflict-free sources and to transition away from smelters and refiners identified as high-risk. Our program is extended beyond 3TG (Tin, Tungsten, Tantalum and Gold) and includes Cobalt. In 2025, it will be extended to include Mica.

3.3. TRAINING

ABB runs an extensive capacity building program to raise human rights awareness across all organizational levels and to integrate these considerations into daily business processes. In 2024, we continued offering general human rights training to all employees and managers, including specialized procurement training on topics like child labor and modern slavery. We also launched a new training course on the updated ABB Human Rights Policy; in total 7,313 training sessions were completed, totaling 5,503 hours.

A refresher training for division leadership teams was deployed in 2024, with around 60 percent of divisions already trained by the end of the year, and this program will continue into 2025. We also focused on human rights and security, with 62 percent of ABB's Security Council members completing a module on the use of force by private security providers through the International Code of Conduct Association (ICoCA) training platform and 95 percent of ABB security managers completing a new module on child labor.

In 2024, we revised our human rights training offering, developing new virtual modules for sales, operations and procurement functions. These modules are aligned with our salient issues, like modern slavery and child labor, and are part of a new training matrix to be deployed in 2025. Our partnership with ICoCA also promotes its human rights and security training to ABB managers in high-risk countries where ABB has a physical presence.

At the start of 2024, we provided live high-level awareness training to 791 supplier teams. In 2025, we will offer more in-depth training to them, focusing on our salient human rights issues, including modern slavery and child labor. This initiative aims to ensure that our suppliers are well-informed and aligned with our commitment to human rights.

3.4. INTERNAL CONSULTATION PROCESS AND ENGAGEMENT WITH STAKEHOLDERS

ABB's Human Rights Working Group prepared this statement in consultation with Group functions and compliance officers of our headquarters in the UK, Australia and Canada. The final draft was reviewed by the Board of Directors and signed by the Chairman.

Engaging with stakeholders is crucial for ABB's strategic direction and business operations. We maintain transparent communication with key stakeholders, including partners, customers, employees, governments, civil society, investors and suppliers. Regular dialogue helps incorporate their perspectives into ABB's policies.

The annual ABB Engagement Survey invites employees to provide feedback and suggest areas of improvement (employees of ABB E-mobility are excluded due to separate governance and a tailored listening strategy under development). Results are systematically analyzed and translated into business and functional improvement plans. We cooperate with local works councils and union representatives to ensure that the survey meets local requirements. Available in about 40 languages, the survey is voluntary and confidential. We also conduct specific pulse surveys to gather employee feedback on various topics.

ABB adheres to labor standards set by law or collective agreements, including the EU directive on notice periods for operational changes. We have a voluntary agreement with the European Works Council (EWC) to consult on transnational changes affecting many employees. We review our consultation processes with the EWC and adjust countries' practices as needed. Our Global Labor Relations database ensures compliance with local requirements for complex projects.

ABB engages with human rights specialists through peer learning reviews: the Global Business Initiative on Human Rights (GBI), the UN stakeholder forum, the World Business Council for Sustainable Development, the International Code of Conduct Association (ICoCA), and local UN Global Compact meetings. Our Conflict Minerals team collaborates with the Responsible Minerals Initiative (RMI) and engages with smelters and refiners. Locally, we organize supplier events to promote responsible sourcing and share best practices.

ABB also leads the RMI outreach to tin smelters in Indonesia for the Responsible Minerals Assurance Process and was part of smelter visits in Vietnam with RMI. ABB is the single point of contact for various smelters and refiners in Asia.

These internal consultations and stakeholder engagements enable ABB to effectively assess and address potential risks related to modern slavery and child labour, as outlined in this statement.

3.5. MONITORING OF EFFECTIVENESS

The implementation of the human rights roadmap is tracked at least annually at Group and business area level based on appropriate qualitative and quantitative indicators and feedback from relevant internal and external stakeholders. ABB gathers the necessary information to inform and support continuous improvement and enhance the effectiveness of ABB's Human Rights Due Diligence (HRDD) Framework.

ABB's HRDD Framework is reviewed periodically and updated as required to ensure that it is consistent with changes in business processes and regulatory requirements, as well as political and societal expectations.

Our human rights programs are proving effective in several ways. As more employees are trained in human rights and labor standards, they are sending our Human Rights Champions, businesses' SPOC (single point of contact) on human rights, specific suggestions for improving human rights considerations and proposing new processes to upgrade due diligence procedures, as well as volunteering to pilot those new processes.

For example, in 2024 we utilized various feedback to enhance human rights due diligence in our operations. We tested the new Human Rights Requirements and ACOP with some of our Human Rights Champions before officially launching the new program.

As reported in 2023, our growing internal awareness of human rights and labor standards has also enabled us to identify concerns related to temporary laborers (details in the grievance and remediation section 3.6).

In our SSBM program, we use the reduction of risk as a key indicator of effectiveness and

report on this annually in our Integrated Report. Additionally, to better focus our supplier development activities on relevant supplier needs, ABB reviewed the gaps identified during supplier assessments executed from 2021 to 2024 and identified the most common non-compliances. The top ten non-compliances inform our actions in 2025.

3.6. GRIEVANCE AND REMEDIATION

At ABB, we are committed to a culture of integrity and transparency and encourage our people to speak up. Reporting and allegation management processes are available to internal and external stakeholders to address any potential violations of ABB's Code of Conduct or other ABB policies, as well as applicable laws, including matters relating to human rights. We offer multiple channels for our stakeholders to report integrity violations and non-compliance with our Code of Conduct. Confidential reporting processes are available for both employees and our broader community of stakeholders, including options for anonymous reporting. Our commitment to non-retaliation applies whenever someone has raised a potential integrity concern in good faith, including through cooperation in an investigation.

ABB's business ethics helpline permits web and phone reporting and is operated by an independent service provider, which forwards the report to a dedicated investigations team within the Legal & Integrity function at ABB headquarters or, in EU countries where required by law, to a local representative of the chosen ABB partner company. All reports are subject to appropriate review and are brought to full closure using systematic processes and tracking systems. An employee or stakeholder who files a report can follow up on the status of their report and continue to engage with the ABB investigator if they choose to do so. The helpline permits reporting on conduct relating to all aspects of the ABB Code of Conduct, including human rights, workplace behavior and violence, and more.

We have seen an increase in the total number of relevant concerns reported to our business ethics helpline since 2022. We attribute this to an increased confidence in our reporting and allegation management processes coupled with more in-person interactions in the wake of the pandemic.

As reported in 2023, within the program to audit temporary labor suppliers, an audit conducted in one pilot country resulted in finding instances of local labor law violations. In alignment with the ABB Human Rights Due Diligence Framework and the ABB Supplier Code of Conduct, we worked with the supplier to ensure understanding of ABB requirements and to define and implement corrective action. In 2024, the case was internally escalated, and a decision was taken to compensate all the supplier's impacted employees linked to ABB operations and to terminate the relationship with the supplier. Due to this case and other pilot audits, the external labor provider category is now included in the SSBM audit scope, and the case is used in internal human rights training as a learning for leadership and procurement teams.


Findings from 2023 also indicated that engagement with stakeholders at internal awareness training sessions on human rights and labor rights brought to light additional concerns related to temporary laborers at certain ABB sites. One of the concerns was not substantiated. Another concern resulted in supplier termination after internal escalation.

As a result of the measures that ABB has taken to address these cases, no income loss occurred for those affected.

In 2024, we did not receive any reports of modern slavery or child labor with respect to our employees. Regarding our procurement, the themes of trafficking in human beings, forced labor, compulsory labor and child labor are all addressed in the ABB Supplier Code of Conduct. In 2024, four concerns of this nature relating to supply chain providers were identified. Two remain under review, and two concerns were not substantiated.

ABB has been on its human rights journey for many years. We have numerous building blocks in place to address the risks of modern slavery and child labor, such as our ABB Code of Conduct, our ABB Human Rights Policy and Due Diligence Framework, our ABB Supplier Code of Conduct and our ABB Conflict Minerals Policy, all of which are embedded in decision-making processes and the subjects of extensive training programs, helping us to deliver on our commitment to human rights.

Recognizing the complexity of human rights and the evolving legal framework, we are committed to ongoing collaboration and engagement with stakeholders. By learning from peers and business partners, we aim to continuously improve and enhance our human rights due diligence, ensuring the protection and respect of human rights.



Peter Voser
Chairman of the Board

February 26, 2025

ANNEX

AUSTRALIA

- ABB Australia Pty Limited

CANADA

- ABB Electrification Canada Inc.
- ABB Inc.
- ABB E-mobility Inc.

UK

- ABB Cable Management Products Limited
- ABB E-Mobility UK Limited
- ABB Holdings Limited
- ABB Installation Products Limited
- ABB Limited
- B & R Industrial Automation Limited
- W.J. Furse & Co. Limited



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