
SEPTEMBER 2023

Inclusion Barometer Privacy Notice

1. Who is responsible for the processing of your personal data?

This Privacy Notice ("**Notice**") applies to the ABB Group of companies, which means ABB Ltd, Switzerland and each entity in which ABB Ltd, Switzerland, directly or indirectly, has a majority holding or owns or controls the majority of voting rights. The ABB company that is identified as Controller (referred to as "**ABB**" or "**we**"), is responsible for the processing of your personal data and controls how it is used, in accordance with this Notice.

ABB Schweiz AG, Bruggerstrasse 66, 5400 Baden will be the "Controller" of your personal data – this company is responsible for the privacy of your data.

For the activities covered by this notice, your personal data will be controlled jointly with the external entity - University of St. Gallen, Center for Disability and Integration, Rosenbergerstrasse 51; CH-9000 St.Gallen, which scope of reasonability has been defined in relevant joint controllership agreement.

You may obtain further information regarding the roles and relationships between ABB and the joint controllers above in scope relevant for processing your personal data by visiting www.abb.com/privacy.

Other subsidiary companies of ABB as listed in the Section "Parties we share your personal data with (in and outside the EU and EEA or outside the country where the ABB company that controls your data is located)" may also receive and process your personal data, either in the capacity of controller or processor and this Notice applies equally to them.

2. The types of information we collect and use?

We use the following categories of personal data, including:

- Personal details and contact data such as your name, business address and business email address;
- HR data necessary to properly analyse and compare the survey results such as your age, gender, civil status, children, native language, nationality, residential status, education background and position related data, including type of employment, workload and number of absences / sick days;
- Any other data you have provided us within the survey, such as: educational qualification, position related data, feedback concerning work environment, and special categories of data, such as disability data and information how it affects your working environment.

3. Why we use your personal data?

We use your personal data as described above for the following purposes:

- Communicate with you in regards to the Survey;



- Map the Survey responses to relevant statistical group, aggregate data and analyze the overall survey results based on those groups during the three consecutive instances of the survey in scope of the ABB employees inclusion perceptions, their work environment, their well-being, and on disability and inclusion related topic.

We only collect the personal data from you that we need for the above purposes. For statistical purposes, improvement of our services and testing of our IT systems we use as much as reasonably possible anonymized data. This means that these data can no longer (in)directly identify you or single you out as an individual.

4. The legal basis we rely on?

We use your personal data for the purposes described in this notice based on one of the following legal bases, as applicable:

- Consent

5. Parties we share your personal data with (in and outside the EU and EEA or outside the country where the ABB company that controls your data is located)

We only share your personal data with other ABB affiliates or third parties as necessary for the purposes described in the table below. Where we share your personal data with an affiliate or third party so that it is transferred to or becomes accessible from outside the European Union ("EU") and the European Economic Area ("EEA") or outside the country where the ABB company that controls your data is located, we always put adequate safeguards in place to protect your personal data. Examples of these safeguards are an adequacy decision of the European Commission or Standard Contractual Clauses. We have taken additional measures for the transfer of data from within to outside the EU, EEA and outside the country where the ABB company that controls your data is located to protect your personal data. If you would like an overview of the safeguards which are in place, please submit a request at www.abb.com/privacy.

Recipient category	Recipient location	Purpose
Local ABB affiliates and subsidiaries	Switzerland	Comparing and analyzing anonymized survey results
University of St.Gallen, Switzerland	Switzerland	Analyzing pseudonymized survey results for statistical and researching purposes
ABB service providers	Germany	Pseudonymizing employees names and storing them separately from the Survey results, for the time of the Program.
Recipients as required by applicable law or legal process, to law enforcement or government authorities, etc.	EU/EEA and non-EU/EEA (global)	Only where required by applicable law or a legitimate request by government authorities, or a valid legal requirement

6. How long we keep your personal data

Based on mandatory legislation, ABB must keep certain personal data for a minimum period of time. We only keep your personal data for as long as necessary for the purposes described in this privacy notice. Your personal data will be kept for the duration of the program - till the end of

2023 or for longer period only if required by local laws and regulatory requirements. After that period we will securely delete the data allowing to match you with the Survey responses.

At the same time, applicable data protection laws require that we do not keep personal data in an identifiable form for any longer than is necessary for the purpose for which the personal data is being processed. Through the setting of IT applications and policies we ensure that our keeping of your personal data is deleted when we no longer need it.

7. Your data privacy rights

Depending on the jurisdiction in which you are located and in which your personal data is processed, you may have the following rights:

Data privacy rights	What it means
The right to access your data	You are entitled to ask ABB for an overview of or to obtain a copy of the personal data we hold about you.
The right to have your data corrected	You may request immediate correction of inaccurate or incomplete personal data we hold about you.
The right to have your data erased	You may request that personal data be erased when it is no longer needed, where applicable law obliges us to delete the data or the processing of it is unlawful.
The right to restrict data processing	You have the right to restrict the processing of your personal data in specific circumstances.
The right to data portability	You have the right to receive your personal data in a structured, machine-readable format for your own purposes, or to request us to transfer it to a third party.
The right to object to data processing	You have the right to object at any time, for reasons arising from your particular situation, to the processing of your personal data, which is based a legitimate interest.
The right to withdraw consent	Where ABB has asked for your consent to process personal data, you may withdraw your consent at any time. The withdrawal of consent will not affect the lawfulness of processing based on consent before its withdrawal.

Please note that the rights described above are not absolute, and that your request cannot always be met entirely. For example, sometimes we cannot delete or restrict the processing of your personal data as we may have legal obligations or contractual obligations to keep certain personal data.

You may request to enforce your data privacy rights at www.abb.com/privacy.

8. Contact and further information

If you want to access your personal data, make use of any of your other rights mentioned above or if you have any questions or concerns about how ABB processes your personal data, please contact our Group Data Protection Officer at privacy@abb.com, or submit your complaint at www.abb.com/privacy.

Should you not be satisfied with our response or believe we are processing your personal data against the law, you may also have the right to file a complaint with the Data Privacy Authority in your country of residence or work, or seek a remedy through the courts where you believe an infringement of data privacy laws may have taken place.