

POLICY

Alcohol and drugs

This policy applies to all companies within the Swedish ABB Group as well as to the other ABB companies managed by ABB AB.

As an employer, ABB is well aware of the consequences that alcohol and drugs can have on our work environment, the company's overall safety and the health of our employees. Therefore, ABB works preventively and takes active action to ensure that our work environment is free from alcohol and drugs.

Goal

A safe, secure and healthy work environment free from alcohol and drugs. Influence, risky use, harmful use and addiction are identified and appropriate measures are taken with consideration for our employees and our shared work environment.

Rules

- ABB has zero tolerance for being under the influence of alcohol or drugs.
- Anyone under the influence of alcohol or drugs must be sent home immediately.
- Bringing alcohol or drugs to the workplace is prohibited.
- At all entertainment and departmental activities, there must be restrictions on alcohol consumption and non-alcoholic alternatives must always be offered.
- A drug test with a negative result must always be submitted before employment is offered. The same applies before a consultant or contractor begins an assignment at ABB.
- If there is suspicion of being under the influence, alcohol and drug tests must be carried out.
- Personnel in risky work environments are subject to random alcohol and drug tests.
- Regular drug searches are carried out on ABB premises.
- Vehicles driven on ABB premises and vehicles provided by ABB for driving on public roads are equipped with alcohol interlocks.
- For the practical management of this policy, ABB's current instruction 9ADG120503 (Management of alcohol and drugs in the workplace) applies.

Responsibility

Management is responsible for ensuring that:

- ABB's alcohol and drug policy is up-to-date and that resources are allocated to preventive work, training and rehabilitation support.
- ABB has processes and routines that strengthen the work for an alcohol and drug-free work environment.
- The policy is known among employees and among consulting firms and contractors that ABB hires.

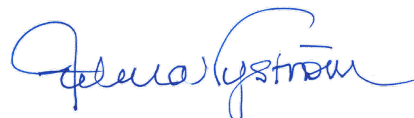
The manager is responsible for ensuring that:

- All persons performing work within the manager's area of responsibility are aware of and follow ABB's alcohol and drug policy.
- Comply with the policy as part of the work with health and safety.
- Act immediately if there is suspicion of alcohol or drug influence in the workplace.

Employees, hired personnel and contractors are responsible for:

- Following the alcohol and drug policy.
- Responding to behavior that violates the policy by contacting the nearest manager, safety representative or HR Business Partner at ABB.

Västerås 20th August 2025



Helena Nyström
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