

## Diversity and inclusion

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

We are a global company whose employees come from many different countries, backgrounds and cultures. We believe that our diversity and the engagement of our employees are a source of strength and competitive advantage. Mutual respect and tolerance are fundamental to how we work and communicate with each other. We believe that competence, performance and potential should guide our employment-related decisions, such as hiring and promotion. At ABB, we strive for a culture where individual differences are not only welcomed but celebrated.

Diversity means the differences which make every one of us unique, such as a diversity of age, gender, ethnicity, physical abilities, experiences and diversity of thought. With inclusion, we aim to promote a culture where differences are assets and where all people are respected.

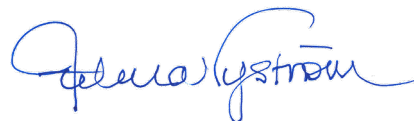
We work for equal opportunities and have a zero tolerance against discrimination or exclusion due to sex, age, ethnicity, disability, sexual orientation, transgender identity or expression, religion or other belief (Discrimination Act 2008:567).

**At ABB we are firmly determined to:**

- Ensure that both the physical and psychosocial workplace is suitable for all employees. We seek to ensure that every employee is given equal opportunities.
- Be a parenting friendly company where all employees can combine work and parenting. We strive for sustainable work life balance by supporting parents with extra parental leave pay, continuous career discussions, flexible work practices and equal opportunities according to Parental leave Act (1995:584).

- Give all employees equal pay and conditions for equal performance when the tasks are equivalent and have a comparable degree of difficulty. By this we intend to ensure that no employee suffers salary discrimination.
- Prevent and investigate all cases of discrimination and harassments. We take actions on unwelcomed behavior that is perceived as offensive and unwanted. Workplace bullying and harassment are unacceptable; examples of unacceptable behaviour include using force, threats or coercion– verbal, physical or social – to abuse, intimidate or dominate others.
- Encourage career development, lifelong learning and training for all employees with regards to individual abilities, drive and ambition.
- Actively work for a more diversified workforce with truly inclusive leaders.

Västerås 1<sup>st</sup> June 2025



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