



November 2025

ABB Policy on Health, Safety, Environment, and Security

About ABB

ABB is a leading global engineering company that energizes the transformation of society and industry to achieve a more productive, sustainable future. By connecting software to its electrification, robotics, automation, and motion portfolio, ABB pushes the boundaries of technology to drive performance to new levels. With a history of excellence stretching over 130 years, ABB's success is driven by about 105,000 talented employees in over 100 countries. We embed health, safety, environment, energy efficiency, and security into all aspects of our business, and we strive to achieve excellence and continuous improvement while doing so.

Our ambitions

We are committed to putting Health, Safety, Environment, and Security at the heart of all our activities, including materials sourcing, product design, operations, and services. In addition to fulfilling our compliance obligations to legal and other requirements, we commit to:

- Provide safe and healthy working conditions to prevent incidents and work-related illness. Identify opportunities to eliminate hazards and reduce risks and adverse impacts by systematically identifying, assessing, and prioritizing risks and applying risk control and monitoring systems.
- Protect and prevent undesired effects on the environment, increase resource efficiency, including energy, water, and materials, and support efforts to combat climate change.
- Ensure the availability of information, instruction, training, and supervision to support the development of key competencies and skills of our workforce to cement ABB's industry leadership status.
- Track and analyze our performance across our operations, and ensure we learn from and invest in our people and resources to achieve our objectives and targets related to HSE & Security.

Our approach

To realize global leadership in our operations, we commit to implementing our Guiding Principles for Resilient Operations, which support our HSE and Security Management System, which is based on internationally recognized standards, principles, and commitments. All Divisions shall implement the ABB Way Management System for HSE & Security to lay the foundation for effectively achieving our ambitions. The following three principles set a framework underpinned by a set of behaviors we all strive to follow at every level of our organization to set and meet our objectives effectively:

- **Lead with Care:** Leaders create an environment where colleagues feel cared for and are confident to speak up.
- **Engage and Involve:** We all collaborate and draw on each other's knowledge and strengths to ensure good participation and consultation of colleagues for ideas and effectiveness of our programs and HSE & Security performance.
- **Learn and Improve:** We all have the courage and curiosity to learn, ensure, and support continuous improvement of personal and organizational performances.

We recognize HSE and Security as a foundation to drive our future success, and we pledge to take the steps necessary to ensure the safety of those who work for or with ABB.

Morten Wierod
ABB CEO

Václav Kovář
Business Manager Operations