SUSTAINABILITY STATEMENT 2025

ENGINEERED TO OUTRUN

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HOW TO USE OUR DATAPOINT-TAGGING

This report is tagged with ESRS datapoints, making it easier to find specific information quickly. To bridge the gap until the European Single Access Point becomes available, our provisional tagging follows the following format:

- The tag is in square brackets and in gray font.
- It begins with the identifier of the disclosure standard (e.g., E1-3 for climate-related actions), followed by the number of the paragraph in ESRS, followed by the letter of the sub-item in round brackets, as in ESRS (e.g., (a)). If applicable, this is followed by a sub-sub-item (e.g., i).

This would read, for example, as: [E1-3 29 (c) i].

The various Minimum Disclosure Requirements (MDR) begin with the identifier for the topical chapter (e.g., E1 for Climate Change), followed by the kind of MDR (e.g., MDR-P for MDRs for policies) and the sub-items. This would read, for example, as: [E1 MDR-P 65 (a)].

Readers should use the search function of their browser to find the datapoint they need.

EXECUTIVE SUMMARY

This Sustainability Statement forms, along with the Financial Report, ABB's Management Report, and is a part of ABB's annual reporting suite. This also includes the Integrated Report, which continues our tradition of voluntary sustainability reporting in combination with strategic and financial information. This Sustainability Statement is prepared in accordance with the European Sustainability Reporting Standards (ESRS) following the provisions of the Corporate Sustainability Reporting Directive (CSRD) of the European Union.

Strategy

WORKING TOWARD A MORE SUSTAINABLE FUTURE

At ABB, we are on a mission to help industries outperform or, as we say, "outrun – leaner and cleaner". As a global leader in electrification and automation, our purpose is to enable a more sustainable and resource-efficient future. Our decentralized ABB Way operating model empowers our divisions to innovate close to our customers. Our focus is on delivering products and solutions that improve our customers' profitability while making their operations more productive, energy-efficient and sustainable. As a global market leader, we have a responsibility to all our stakeholders to manage our businesses sustainably and contribute to sustainable development wherever we operate.

ABB's Sustainability Agenda aims to enable a low-carbon society, preserve resources and promote social progress. These pillars are underpinned by our commitment to building a culture of integrity and transparency, extending across our value chain. Our sustainability-related targets and ambitions are supported by our stakeholder relationships. These include collaborative partnerships to foster innovation and circular economy practices, as well as working with suppliers to reduce greenhouse gas emissions, uphold human rights and labor standards and embed our culture of integrity and transparency along our value chain.

Environmental information

RESPONSIBILITY FOR THE ENVIRONMENT

Since the launch of our Sustainability Agenda in 2020, we have made significant progress in reducing emissions, cutting waste and in assessing the environmental impact of products in our portfolio.

CLIMATE: ENABLING A LOW-CARBON SOCIETY

Enabling a low-carbon society is at the center of our purpose and value proposition and a key pillar of our Sustainability Agenda. We are committed to reaching net zero by 2050, which involves reducing emissions in our own operations and in those of our suppliers. In our own operations, we are on a Mission to Zero™. All our sites are encouraged to pursue net zero emissions and more sustainable operations by switching to cleaner forms of energy, electrifying their vehicle fleets and improving energy productivity. We also want to help our customers reduce and avoid emissions through our products, solutions and services. In our Climate Transition Plan, including near-term and long-term targets, we identified decarbonization levers, such as the use of renewable energy, targeting SF_6 emissions, collaborating with suppliers and customers on low-carbon material availability and use, and engaging suppliers on carbon reduction roadmaps. Our emissions reduction targets have been validated by the Science Based Targets initiative (SBTi), confirming alignment with their Net Zero Standard. They cover greenhouse gas (GHG) emissions from our own operations (scope 1 and 2) as well as indirect emissions from our value chain (scope 3). The latter account for the bulk of our overall emissions. We implemented a robust resilience analysis of the environmental risks we face and how they affect our business model, using acknowledged climate scenarios. In 2025, we achieved a reduction of 79 percent in our scope 1 and 2 GHG emissions compared to 2019. Scope 3 emissions, which depend on the progress of the grid decarbonization, have decreased by 1 percent compared to the baseline year of 2022. The products we sold to customers in 2025 helped them avoid 80 megatons of emissions and 285 megatons cumulatively since 2022, considering the full life cycle of the products. This fits our ambition to support customers in avoiding 600 megatons of GHG emissions from 2022 to 2030, based on all the products we expect to sell over that period.

CIRCULARITY: PRESERVING RESOURCES

To help preserve natural resources, we are moving towards circular business models that eliminate waste and keep products and materials in use. We take a life cycle approach to circularity, which means factoring out waste at every stage of the product life cycle, from design and sourcing, through production and use, all the way to responsible end-of-life services. We assess the circularity of our products and solutions at every stage of the life cycle against a set of eight key performance indicators (KPIs) that make up our circularity framework. Every assessed product or solution is assigned a circularity score based on how many KPIs it fulfills. In 2025, we continued our progress toward achieving the quantitative target of sending zero waste to landfill while reducing waste generation by 2030.

WATER: TARGETING AREAS OF WATER STRESS

Water management is also part of our commitment to preserving resources. It is especially relevant in areas of increased water stress. The focus of our monitoring activities is on the real or potential impact that water consumption has in these areas. In line with our decentralized operating model, the ABB Way, the business areas are accountable for coordinating the development of a high-level roadmap with their divisions. We also aim to strengthen water stewardship at sites located in areas of water stress.

Social information

RESPONSIBILITY FOR EMPLOYEES AND COMMUNITIES

ABB's social impact extends across multiple stakeholder groups. It affects its own employees, including those in administrative and management functions, industry workers, and agency workers. It also relates to workers in its value chain, specifically employees of its suppliers, as well as the communities in which ABB operates. In addition, ABB's social impact reaches specific consumers and end users of its products.

OWN EMPLOYEES: PROVIDING OPPORTUNITIES, PROTECTING AGAINST HARM

As a global company whose greatest assets are its people and technologies, we are committed to the wellbeing and development of our employees. Impacts on our employees can be positive and negative: positive – through factors such as competitive and performance-related remuneration, a range of social benefits, our prioritization of health and safety, the championing of diversity and inclusion, and opportunities for professional and personal development; negative – through health and safety risks and gender inequality at leadership levels. We respect and promote human rights and dignity and strive to create working environments where people can thrive. Our Code of Conduct, Supplier Code of Conduct, Human Rights Policy and other relevant policies formalize ABB's commitment to respecting human rights and describe ABB's approach to human rights due diligence. A regular Employee Engagement Survey aims to ensure that our management remains aware of developments and opinions at employee level and that employees have a say in decision-making processes. D&I activities involve developing and supporting workforce diversity across all dimensions. Wellbeing initiatives deliver a range of programs designed to create a positive impact. Specific activities include an open job market and a wide range of learning opportunities. Health and safety management helps protect our employees against accidents and other health risks. In 2025, among other things, we achieved our employee engagement target, placing us within the "top tier" of global organizations using the same engagement platform.

WORKERS IN THE VALUE CHAIN: UPHOLDING RESPONSIBLE LABOR STANDARDS

ABB has a vast multi-tier supplier network across its divisions, consisting of suppliers operating in a diverse global context. The type of workers in our entire upstream and downstream value chain can include workers in raw materials and minerals extraction and processing, employees in factories, contractors at ABB (project) sites and workers in logistics and distribution. Internal risk assessment processes and a specific Supplier Code of Conduct aim to ensure the upholding of human rights and labor standards as well as functioning complaints mechanisms, if needed. The ABB Sustainable Supply Base Management (SSBM) Program contributes to positive impact by asking suppliers to conduct training with their employees. In 2025, among other things, we have updated the list of focus countries to reflect both the changed composition of the ABB supplier base and changes in country risk levels.

COMMUNITIES: PROTECTING VULNERABLE COMMUNITIES

ABB's activities impact communities along its value chain. These communities consist of people living or working in the vicinity directly impacted by our operations as well as those affected indirectly through our value chain. By maintaining high standards in environmental and safety performance, we aim to reduce the risk of negative impacts, such as noise, pollution or hazardous materials. In 2025, as part of our community engagement activities, we initiated the development of a stakeholder engagement plan.

CONSUMERS AND END-USERS: PROTECTING AGAINST RISKS

Consumers and end-users at ABB are industrial consumers of electrical and automation equipment, and end-users of building automation and home electrical equipment. We offer various programs within our automation academies helping our customers find trainings for ABB products, functions, operations and more that support them in the safe handling of our products. We also aim to protect our customers against cyber-attacks on ABB systems. We engage with consumers and end-users through periodic reviews of customer satisfaction using the Net Promoter Score. In 2025, it was decided to develop and implement targets and action plans.

Governance information

RESPONSIBLE BUSINESS PRACTICES

ABB's Sustainability Agenda is underpinned by a culture of integrity and transparency that we aim to embed across our value chain. We see integrity as part of our license to operate, and we are committed to the highest standards of ethical business conduct and professional behavior.

POLICIES AND FRAMEWORKS TO GUIDE BEHAVIOR

ABB's culture of integrity is supported by its Code of Conduct and integrity program, as well as other policies such as its Human Rights Policy and Supplier Code of Conduct. Training and reporting channels are in place, with successful implementation of integrity trainings in 2025. The SSBM program specifically targets suppliers and service providers through a risk-based approach at those suppliers. We have zero tolerance for unethical business practices. We operate an adaptive anti-bribery and anti-corruption (ABAC) program, which allows us to anticipate and manage risks. We also take care to identify and mitigate risks of modern slavery and human trafficking in our value chain, as outlined in our Modern Slavery Statement.

Auditor's limited assurance report of ABB Ltd's sustainability statement

To the general meeting of the shareholders of ABB Ltd

Conclusion

We have conducted a limited assurance engagement of the sustainability statement for ABB Ltd and its subsidiaries (the "Group") for the financial year 2025. The sustainability statement is included from page 10-151 in this document including disclosures incorporated by reference.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes:

- whether the sustainability statement meets the requirements of ESRS;
- whether the process the Group has carried out to identify reported sustainability information has been conducted as described in the sustainability statement; and
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8.

Basis for conclusion

We have conducted the assurance engagement in accordance with the Institute for the Accountancy Profession in Sweden, Föreningen Auktoriserade Revisorer ("FAR's") recommendation RevR 19 *The auditor's limited assurance regarding the statutory sustainability statement*. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other matters

The sustainability information for the prior year has not been subject to a limited assurance review in accordance with RevR 19 *The auditor's limited assurance regarding the statutory sustainability statement*, and consequently the review of the comparative information in the sustainability statement for 2025 has not been performed in accordance with this recommendation.

Other information than the sustainability statement

This document also contains other information than the sustainability statement. The other information is found on pages 1-6 and 152-169, and within the ABB Annual Reporting Suite (consisting of the Integrated Report, the Financial Report, the Corporate Governance Report, and the Compensation Report) or any other information linked to or from the Sustainability Information or from the Sustainability Statement, including any images, audio files or embedded videos. The Board of Directors is responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors

The Board of Directors is responsible for the preparation of the sustainability statement in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act, and for such internal control as it determines is necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express a conclusion with limited assurance on whether the sustainability statement has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 *The auditor's limited assurance regarding the statutory sustainability statement*. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance

engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of ABB Ltd in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

A limited assurance engagement involves performing procedures to obtain evidence to support the sustainability statement. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors prepares the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the Group's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

In conducting our limited assurance engagement, with respect to the process undertaken to identify the sustainability information to be reported, we have:

- Obtained an understanding of the process by:
  - performing inquiries to understand the sources of the information used by management; and
  - reviewing the Group's internal documentation of its process; and
- Evaluated whether the evidence obtained from our review procedures regarding the process implemented by the Group was consistent with the description of the process set out in the sustainability statement.

In conducting our limited assurance engagement, with respect to the sustainability statement, we have performed, but were not limited to, the following:

- Obtained an understanding of the Group's reporting processes relevant to the preparation of its sustainability statement including the consolidation processes by obtaining an understanding of the Group's control environment, processes and information systems relevant to the preparation of the sustainability statement;
- Performed risk assessment procedures over the Sustainability Statement to inform our assurance approach;
- Evaluated whether material information identified by the process is included in the sustainability statement;
- Evaluated whether the structure and the presentation of the sustainability statement are in accordance with ESRS;
- Performed inquiries of relevant personnel and analytical procedures on selected information in the sustainability statement;
- Performed substantive assurance procedures on a selected sample of information in the sustainability statement;
- Evaluated selected methods, assumptions and data for developing material estimates and forward-looking information and how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability statement;
- Where applicable, compared disclosures in the sustainability statement with the corresponding disclosures in the financial statements; and
- Assessed the completeness of the Sustainability Statement regarding the disclosures required by Article 964b (1) and (2) of the Swiss Code of Obligations and the Swiss Ordinance on Climate Disclosures.

Inherent limitations in preparing the sustainability statement

As described in the section 'Double materiality assessment' the Group has carried out the process, which may change over time. The Sustainability Statement may not include every impact, risk and opportunity or additional Group-specific disclosure that each individual stakeholder, or group of stakeholders, may consider important in its own particular assessment.

The management of the Group has made various judgements in determining how the Group complies with the ESRS and the Taxonomy Regulation which allow for different, but acceptable, evaluation and measurement techniques and can result in materially different measurements, affecting comparability between companies and over time. The key judgements are summarized in the section "Other reporting principles" of the Sustainability

Statement and are set out in further detail within the 'Basis for Preparations'/MDR-M included in relation to each topical standard.

For some of the metrics significant limitations exist in the availability and quality of data, resulting in the Group's reliance on proxy and estimated data in determining amounts (for example Scope 3 GHG emissions, avoided emissions, and recyclable content). Over time better information may become available, and the principles and methodologies used to measure and report these estimated amounts may change based on market practice and regulation.

In reporting forward-looking information in accordance with ESRS, the Board of Directors of ABB Ltd are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by ABB Ltd. Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Stockholm February 18, 2026

KPMG AB

Håkan Olsson Reising
Authorized Public Accountant

SUSTAINABILITY AT ABB

SUSTAINABILITY AT ABB

The Sustainability Statement was compiled as of February 18, 2026. We prepared it in accordance with the EU Corporate Sustainability Reporting Directive (CSRD) and its related European Sustainability Reporting Standards (ESRS) as required by the Swedish Annual Accounts Act (Årsredovisingslagen). It also follows the provisions of the Swiss Code of Obligations (Art. 964b ss.) and related ordinances. The Sustainability Statement includes the disclosures in accordance with the EU Taxonomy Regulation (EU 2020/852) and the supplementary delegated acts.

Approach to reporting

[ESRS 2 BP-1] GENERAL BASIS FOR PREPARATION OF THE SUSTAINABILITY STATEMENT

CONSOLIDATED REPORTING

[ESRS 2 BP-1 5 (a)] This Sustainability Statement was prepared for the year ended December 31, 2025. The Statement covers ABB Ltd. and its consolidated subsidiaries worldwide (for a list of significant subsidiaries please see the Appendix to the ABB Corporate Governance Report 2025).

Newly acquired businesses as well as businesses that are divested are reflected in annual sustainability reporting in line with the financial reporting, subject to materiality. The sole exception is GHG emissions, which are recalculated for the entire year in line with the GHG Protocol. For a list of acquisitions and divestments in 2025, please refer to the ABB Integrated Report 2025.

[ESRS 2 BP-1 5 (b) i, 5 (b) ii] The scope of consolidation in this Sustainability Statement is the same as for the Financial Report (please refer to section “Note 2 – Significant accounting policies” of our Consolidated Financial Statements for further details on the scope of financial consolidation, e.g., investments in joint ventures and affiliated companies). This Sustainability Statement, together with the Financial Report, constitutes the Management Report as required by the CSRD (Directive 2022/2464/EU). No subsidiary undertaking of ABB is exempted from consolidated sustainability reporting pursuant to Articles 19a(9) or 29a(8) of Directive 2013/34/EU).

[ESRS 2 BP-1 5 (c)] The Sustainability Statement addresses the material impacts, risks and opportunities (IROs) of both our own operations and our upstream and downstream value chain.

[ESRS 2 BP-1 5 (d)] No information was omitted to protect intellectual property, know-how or the results of innovation.

[ESRS 2 BP-1 5 (e)] No disclosure exemptions for impending developments or matters in the course of negotiation, as provided for in articles 19a(3) and 29a(3) of Directive 2013/34/EU, were applied.

ABB has made use of the “quick fix” amendments to the first set of the ESRS (delegated act published by the European Commission on July 11, 2025), allowing for the omission of certain Disclosure Requirements.

In the ESRS index table, we have listed the disclosures on which we have reported.

Other reporting principles

UNITS OF MEASURE

GHG emissions are presented throughout the statement in metric kilotons (kt) carbon dioxide equivalents (CO_2e) or metric megatons (Mt), where 1 metric kiloton CO_2e equals 1000 metric tons CO_2e and 1 metric megaton CO_2e equals 1000 metric kilotons CO_2e.

Energy consumption is presented throughout the Statement in gigawatt hours (GWh), where 1 GWh equals 1000 megawatt hours (MWh).

Waste is presented in metric tons (t) and metric kilotons (kt).

Materials used are presented in metric kilotons (kt).

SASB disclosure on Total Energy Consumed is presented in Gigajoules (GJ).

[ESRS 2 MDR-M 77 (d)] When currency is specified as the unit of measure, we use the presentation currency of our Financial Report.

[ESRS 2 BP-2] DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

TIME HORIZONS

[ESRS 2 BP-2 9 (a), 9 (b)] We applied time horizons consistent with ESRS for the short, medium and long-term. The scope of the application depends on the individual Disclosure Requirement or datapoint and is explained in the corresponding sections.

VALUE CHAIN ESTIMATION

[ESRS 2 BP-2 10 (a), 10 (b), 10 (c), 10 (d)] We use primary data as much as possible. Whenever data is estimated using sector average data or proxies (e.g., to calculate the rates of recyclable content of our products or to calculate scope 3 GHG and avoided emissions), this is indicated in the datapoint definitions in each topical chapter.

Currently, we have obtained limited primary data or direct information from third-party suppliers and partners. However, we are committed to improving the collection and quality of primary data or information from third parties and are actively preparing the next steps to achieve this. The shift toward primary data will be a gradual process and will be applied where reasonable, resulting in a hybrid approach based on a mix of primary and estimated data.

SOURCES OF ESTIMATION AND OUTCOME UNCERTAINTY

[ESRS 2 BP-2 11 (a), 11 (b) i, 11 (b) ii] There is a high level of measurement uncertainty in this Sustainability Statement in the areas of scope 3 GHG emissions, avoided emissions and the rates of recyclable content of our products. For further details, please refer to the section “Value chain estimation” above and to the section “Greenhouse gas emissions”.

CHANGES COMPARED TO PREVIOUS SUSTAINABILITY REPORTING

[ESRS 2 BP-2 13 (a), 13 (b), 13 (c)] This is the first Sustainability Statement of ABB in accordance with the ESRS. In the previous year, we voluntarily reported in reference to the ESRS, which included fewer disclosures. Wherever possible, comparable information for the previous year is provided. As part of the ongoing ESRS implementation in 2025, we updated the Double Materiality Assessment (DMA) and re-evaluated material topics.

REPORTING ERRORS IN PRIOR PERIODS

[ESRS 2 BP-2 14 (a), 14 (b), 14 (c)] Certain figures that have been reported in the Sustainability Statement 2024 have been reclassified or adjusted in the Sustainability Statement 2025 to conform to the current year's presentation or due to refined calculation methods or to correct prior period errors.

USE OF OTHER FRAMEWORKS

[ESRS 2 BP-2 15] In addition to the regulatory requirements listed above, this Sustainability Statement was also prepared in reference to the GRI Standards, IFRS Sustainability Disclosure Standards (also known as ISSB Standards) and in accordance with the Sustainability Accounting Standards Board (SASB).

An index table in the appendix to this Sustainability Statement maps our ESRS disclosures to relevant indicators of the above frameworks.

INCORPORATION BY REFERENCE

[ESRS 2 BP-2 16] Information about the revenue used in energy intensity, GHG emissions intensity and total revenue is incorporated by reference (to other parts of the Management Report).

INDEPENDENT ASSURANCE

For the financial year 2025, the Sustainability Statement was subject to limited assurance by KPMG AB (KPMG). The assurance engagement was conducted in accordance with the Institute for the Accountancy Profession in Sweden, Föreningen Auktoriserade Revisorer (FAR) recommendation RevR 19 'The auditor's limited assurance regarding the statutory sustainability statement'. KPMG's full Assurance Statement, including opinion and basis of opinion, is available in the "Assurance Opinion" section in this Statement. The assurance conclusion does not extend to prior period information included in the Statement.

THIRD-PARTY METRICS VALIDATION

[ESRS 2 MDR-M 77 (b)] None of the metrics have been validated by an external body other than the assurance provider.

SWISS CODE OF OBLIGATIONS

With respect to child labor, the international frameworks and standards referenced in the ABB policies include those which the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor (DDTrO) specifies as internationally recognized equivalent regulations.

As a result of our adherence with these frameworks and standards, we are exempted from specific due diligence and reporting obligations under the provisions of the Swiss Code of Obligations (Art. 964j–l CO) and the DDTrO respectively with regard to child labor.

Furthermore, in line with the OECD Due Diligence Guidance for Responsible Business Conduct, ABB ensures transparency by communicating relevant information externally through its Integrated Report.

Regarding conflict minerals, we have assessed our risk exposure in response to the requirements established by the provisions of the Swiss Code of Obligations (Art. 964j–l CO) and the DDTrO and reached the following conclusions: The quantities of minerals and metals in scope of the aforementioned regulations, which ABB imported into or processed in Switzerland in 2025, are substantially below applicable thresholds. Hence, ABB is exempted from specific due diligence and reporting obligations with regard to conflict minerals under the provisions of the Swiss Code of Obligations and the DDTrO, respectively.

Please see the Appendix of this Sustainability Statement for a specific index of disclosures regarding the Swiss Code of Obligations.

Governance of sustainability at ABB

[ESRS 2 GOV-1] ROLE OF ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

[ESRS 2 GOV-1 22 (a)] Sustainability at ABB is governed in the following hierarchy: [ESRS 2 GOV-1 22 (b), 22 (c), 22 (c) i, 22 (c) ii, 22 (c) iii, 22 (d)] ABB's **Board of Directors** (the Board) reviews and approves our Sustainability Agenda and related targets. Our Sustainability Agenda reflects the value we create for our stakeholders and considers insights from the DMA, which takes into account IROs as identified for ABB. Board committees have specific roles in relation to sustainability: The Governance and Nomination Committee (GNC) is responsible for overseeing ABB's Sustainability Agenda. The GNC reviews and proposes to the Board the company's Sustainability Agenda and its targets and monitors target progress and achievements. The Finance, Audit and Compliance Committee (FACC) oversees the integrity of ABB's sustainability-related reporting, including its reporting processes and systems of internal controls, as well as data processing. The Compensation Committee (CC) ensures that our executive compensation policies are appropriately aligned with the Sustainability Agenda. Ultimate responsibility for the company's Sustainability Agenda, its sustainability targets and its annual Sustainability Statement lies with the entire Board of Directors. The foregoing responsibilities are defined in the ABB Ltd Board Governance Rules. In 2025, topics related to the Sustainability Agenda were discussed in every Board meeting. Likewise, CSRD reporting was on the agenda of every FACC meeting in 2025. An overview showing the company's progress as well as an outlook of its key sustainability targets is shared with the Board on a quarterly basis.

The ABB **Group Executive Committee** (the EC) validates the Sustainability Agenda and its implementation. It is responsible for reviewing sustainability targets in line with our performance management approach and our operating model, as well as for ensuring that sustainability is embedded in our business decision-making. In every EC meeting held in 2025, topics related to the Sustainability Agenda were discussed. The quarterly business reviews now also include progress as well as an outlook on the company's key sustainability targets. The Chief Communications and Sustainability Officer, who is a member of the EC, holds functional responsibility for sustainability and reports together with the Group Head of Sustainability to the GNC on topics and progress related to the Sustainability Agenda.

ABB's EC represents the management body, and the Board represents the supervisory body, as these terms are used in ESRS.

The **Sustainability Council** is the highest operational decision-making body for sustainability. It has been established to ensure the integration of sustainability across internal functions and drives the development of the Sustainability Agenda based on evolving stakeholder requirements, oversees implementation and monitors progress towards targets. In line with our operating model, the ABB Way, all business areas are represented on the Sustainability Council by their strategy heads as well as their sustainability leads. Additional members of the Sustainability Council include representatives of our corporate functions: sustainability, strategy, sustainability reporting, as well as legal and integrity.

Topic-specific **Workstreams** propose targets and roadmaps across business areas and determine the governance for the respective sustainability topics. Additionally, they monitor emerging requirements and share best practices across business areas. The Workstreams include subject-matter experts from our business areas and divisions as well as members of the Corporate Sustainability team. They regularly report to the Sustainability Council on their progress and receive support from the Council where needed.

In line with the ABB Way and our decentralized operating model, our business areas and divisions are ultimately accountable for putting action plans in place and ensuring that appropriate resources are available to implement these plans and deliver against our targets.

The **Corporate Sustainability team** provides thought leadership and governance, sets targets and drives continuous improvement.

Finally, our **Sustainability Reporting team**, being part of ABB's Finance organization, is responsible for the preparation of our annual Sustainability Statement. Decisions related to reporting are taken by the **Sustainability Reporting Steering Committee**, which is chaired by the Chief Financial Officer (CFO).

There is a dedicated procedure for the management of IROs applicable for these bodies in the form of the DMA Procedure. Entity-level controls for this procedure have been put in place during financial year 2025.

BOARD AND EXECUTIVE COMMITTEE COMPOSITION

In proposing individuals for election, the Board seeks to align its composition, skills and experience with the company's strategic needs. The Board strives for diversity in aspects such as gender, nationality and age. In addition, the tenure of the members of the Board should be well-balanced.

In 2025, the Board was composed of 60 percent male directors, while 40 percent of the positions were held by female directors. Furthermore, 50 percent of the Board members are in the age range of 50 to 59 years and 50 percent are between 60 and 69 years. All 10 members of our Board (i.e., 100 percent) are independent and non-executive directors. We do not have employee representatives on our Board as Swiss corporate law does not provide for employee representation.

Further, the composition of the Board in relation to experience was as follows:

[ESRS 2 GOV-1 21 (a), 21 (b), 21 (c)., 21 (d)., 21 (e)]

	Board Experience		Corporate Officer Experience		Other Business Experience					
Board Member	ABB Board Tenure (years)	Other Public Board Experience	CEO	CFO	Operations	Risk Management	Sustainability	Digital / Technology	Global Experience	Country of Origin / Nationality
Peter R. Voser	11	●	●	●	●	●	●	●	●	CH
David Constable	11	●	●		●	●	●		●	CA, US
Frederico Fleury Curado	10	●	●		●	●	●	●	●	BR, PT
Johan Forssell	2	●	●		●	●	●	●	●	SE
Denise C. Johnson	3	●			●	●	●	●	●	US
Jennifer Xin-Zhe Li	8	●		●	●	●	●	●	●	CN, CA
Geraldine Matchett	8	●	●	●		●	●		●	CH, UK, FR
Claudia Nemat	1	●			●	●	●	●	●	DE
David Meline	10	●		●		●	●	●	●	US, CH
Mats Rahmström	2	●	●		●	●	●	●	●	SE

For each Board member's biography, see Corporate Governance Report 2025 – Board of Directors.

In line with the Board's leading example, ABB strives to have an equally diverse EC. When appointing executives, the Board pays specific attention to relevant subject matter or business sector and products experience, as applicable, for each member.

In our EC, 78 percent of the positions were held by male executives and 22 percent by female executives in 2025. The age distribution showed 11 percent, equaling one of the members, being in the range of 40 to 49 years old, and 78 percent of EC members were between 50 and 59 years old. 11 percent of the members are in the range of 60 or above. All 9 EC members were active as executives and employed by ABB throughout 2025.[1]

[1] In line with the announced divestment of ABB's Robotics division to SoftBank Group, Sami Atiya has stepped down from ABB's Executive Committee at the end of 2025 (https://new.abb.com/news/detail/129681/sami-atiya-to-leave-abb).

The following table gives a detailed overview of the experience of our EC members:

		Business Experience							
Name	**Role**	**Electrification [1]**	**Motion [2]**	**Automation [3]**	**Robotics & Discrete Automation [4]**	**Corporate Officer Experience**	**Global Experience**	**Sustainability Experience**	**Country of Origin / Nationality**
Morten Wierod	Chief Executive Officer	●	●			●	●	●	NO
Timo Ihamuotila	Chief Financial Officer					●	●	●	FI
Carolina Granat	Chief Human Resources Officer					●	●	●	SE
Mathias Gaertner	General Counsel and Company Secretary					●	●	●	DE
Karin Lepasoon	Chief Communications and Sustainability Officer					●	●	●	SE
Giampiero Frisio	President Business Area Electrification	●	●				●	●	IT
Brandon Spencer	President Business Area Motion		●	●			●	●	US
Peter Terwiesch	President Business Area Automation			●		●	●	●	DE, CH
Sami Atiya	President former Business Area Robotics & Discrete Automation		●		●		●	●	DE

1 Covering renewable power solutions, modular substation packages, switchboards and panelboards, switchgears, UPS solutions, breakers, control products, wiring accessories, enclosures and cabling systems, building automation, and similar products as well as related services.

2 Covering drives, motors, generators, traction converters, and similar products as well as related services.

3 Covering control technologies, industrial software, advanced analytics, sensing and measurement technology, marine propulsion systems, and similar products as well as related services.

4 Covering robots, mapping and navigation solutions, automation solutions, industrial PCs, transport systems, machine vision, and similar products as well as related services.

For each EC member's biography, see Corporate Governance Report 2025 – Executive Committee.

SUSTAINABILITY EXPERIENCE AMONG ABB LEADERSHIP

[ESRS 2 GOV-1 23] The Board annually evaluates the necessary competencies for its members. The assessment of available sustainability competencies is aligned with the requirements of CSRD. The list of essential sustainability competencies encompasses our material topics:

- Environmental: Climate change, water and marine resources, resource use and circular economy;
- Social: Own workforce, workers in the value chain, affected communities, consumers and end-users; and
- Governance: Business conduct.

Our annual Board and EC questionnaire allows us to gain a meaningful overview of sustainability-related experience in these bodies. Thereby we strengthen our reporting basis and sharpen the sustainability focus of our education programs for the Board and EC. During the annual strategy retreat of the Board and EC in 2025, a workshop took place that focused on where and how sustainability fits into ABB's company strategy going forward. It included an outside-in view in terms of evolving stakeholder requirements including legislation, followed by a review of the progress made and unresolved challenges, developments and sustainability trends for electrification and automation, such as energy transition, energy efficiency, global warming, water management, aging workforce, augmented humans, skills gaps and efficiencies. The workshop concluded with a discussion on how these opportunities can be captured and risks mitigated.

[ESRS 2 GOV-1 23 (a)] Sustainability is also considered in the Board's annual assessment, which includes evaluating whether the right level of experience is available and whether the Board is sufficiently informed about sustainability issues and its responsibilities. Both aspects were confirmed by the Board.

[ESRS 2 GOV-1 23 (b)] Both the Board and the EC, as collective bodies, possess the necessary experience to cover all topics identified as material in our DMA including IROs. The GNC and the Board ensure that this experience is considered when proposing new Board candidates or appointing new EC members.

Sustainability as a management topic

[ESRS 2 GOV-2] INFORMATION REGARDING SUSTAINABILITY MATTERS

[ESRS 2 GOV-2 26 (a)] For sustainability matters addressed by the Board and the EC in general, including frequency of discussions, please see above under "Governance of sustainability at ABB". For more detailed information on ABB's process to identify and assess material IROs, please see the discussion of our DMA in the section "Double Materiality Assessment" below. The list of identified material IROs has been shared with the EC and the Board for acknowledgement.

[ESRS-2 GOV-2 26 (b)] Our Enterprise Risk Management (ERM) process takes a holistic approach to identifying risks that could impact our strategic objectives and have a material financial effect. Fully embedded in the ABB Way operating model, the ERM process spans all levels of the organization, considers all risk types including sustainability risks and provides ABB leadership, including the EC and the FACC, with a clear view of our most critical risks. This insight allows the EC and the Board to consider these risks, including associated trade-offs, and take them into account when defining and overseeing ABB's strategy, decisions on significant transactions and risk management.

Material impacts and opportunities are derived from our strategy and therefore are an integral part of the annual Strategy Refresh, during which each business area and division reviews or updates its strategy. As part of this process, a portfolio assessment is conducted to evaluate the performance and strategic attractiveness of existing businesses as well as potential acquisitions. A sustainability lens is applied to ensure that sustainability-related impacts and opportunities are identified and strategic decisions are aligned with ABB's Sustainability Agenda. The outcomes of the Strategy Refresh are discussed and approved by the EC and the Board at their annual strategy retreat.

In the course of its sessions during the reporting year, the EC evaluated the Sustainability Agenda and the progress in its implementation, including several topics of strategic relevance. For example, the EC discussed progress made against sustainability Key Performance Indicators (KPIs) (Making ABB cleaner) as well as opportunities to work with ABB customers on sustainability (Making our world cleaner). Additionally, it covered our updated Climate Transition Plan, including opportunities for acceleration of ABB scope 1 and 2 emissions reductions (e.g., an acceleration on our EV100 commitment), a benchmarking on scope 3 upstream emissions intensity, as well as opportunities for scope 3 upstream emissions targeted reductions focusing on low-carbon materials.

[ESRS-2 GOV-2 26 (c)] The EC and the Board discuss individual IROs if their relevance necessitates EC or Board attention. The EC and the Board review the status of the voluntary 2030 sustainability commitments on a quarterly basis.

Incentives for sustainability

[ESRS 2 GOV-3] SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

[ESRS 2 GOV-3 29, 29 (a), 29 (b), 29 (c), 29 (d), 29 (e)] Sustainability is embedded in ABB's business planning processes, and we translate our strategic priorities – including financial performance and progress on sustainability – into short- and long-term financial and sustainability-related targets. Our business areas assume full accountability to deliver on these targets, which are supported by appropriate incentives. Incentives enable us to maintain a strong link between strategy and compensation.

Members of the Board get their compensation in the form of guaranteed role-based fees without a variable component, neither performance-based nor linked to sustainability-related measures.

However, sustainability-related performance is embedded in the incentive schemes of the EC. EC members have sustainability-related goals and targets in their short-term incentive (Annual Incentive Plan, AIP), offered in cash, and in their long-term incentive (Long-Term Incentive Plan, LTIP), offered in the form of ABB Performance Share Units. The CC annually reviews the AIP and LTIP for the EC. Furthermore, it approves AIP-related performance measures, goals and targets per EC member, as well as plan-specific performance measures and targets for the LTIP, which are granted to our executives, including EC members.

[G1 MDR-T 80 (a), 80 (c), 80 (f), 80 (i)] By integrating sustainability-related goals and targets into the AIP and LTIP of our EC members, we embed ethical behavior, accountability and transparency into decision-making. This alignment ensures that executive rewards are tied not only to financial results but also to responsible conduct and progress on sustainability commitments. It reinforces ABB's Code of Conduct, strengthening our ethical culture and contributing to sustainable value creation. Therefore, in 2025, we continued the application of at least one measurable sustainability-related target under the AIP of our EC members, to support our 2030 Sustainability Agenda. The assignment of the sustainability targets under the AIP of EC members is aligned with our Sustainability Agenda, focusing on the company's most material topics.

[G1 MDR-T 80 (d)] The base year for measuring performance against our sustainability targets in executive incentive schemes is 2019.

PROGRESS IN 2025

[G1 MDR-T 80 (e)] Under the AIP, in our base year 2019, all EC members had an individual measure, that had a weighting of 20 percent of the executive's target AIP award. The individual measure for each EC member was linked to two or three goals. Some EC members had a sustainability-related goal under their individual measure.

[G1 MDR-T 80 (j)] In 2025, all EC members had two mandatory sustainability goals or targets with a combined weighting of 10 percent of their target AIP award. All EC members shared a common governance goal designed to help deliver ABB's obligations under the Deferred Prosecution Agreement[2], while the second sustainability goal varied. The Chief Executive Officer (CEO) and two other corporate officers had an environmental target related to scope 1 and 2 GHG emissions reduction. All business area presidents had a social target (reduction of the TRIFR), while the Corporate Human Resources Officer (CHRO) had a social target related to an increase in the proportion of women in senior management roles. The CFO had a governance target related to internal controls. The achievement against all sustainability goals and targets was determined after the end of the performance cycle 2025 and is disclosed in our Compensation Report 2025.

[2] Contribution to the delivery of our commitments under the Deferred Prosecution Agreement with the US Department of Justice related to the Kusile project.

[G1 MDR-T 80 (e)] We achieved our target of having at least one measurable sustainability-related target assigned to the variable compensation of our EC members every year since 2020. It needs to be achieved in all subsequent years until 2030.

The LTIP, in our base year 2019, comprised of two equally weighted financial performance measures, namely average earnings per share and relative total shareholder return. The LTIP was granted to approximately 100 executives, including EC members and division presidents.

As introduced in 2022 and continued until 2025, one of the three LTIP performance measures was based on the achievement of a corporate sustainability target, an environmental target related to scope 1 and 2 GHG emissions reduction, that carried a weighting of 20 percent of the executives' grant. Since 2022, this GHG emissions reduction target was assigned annually to the LTIP and performance was reassessed, based on the achievement over the relevant performance period. The LTIP was granted to approximately 100 executives, including EC members and division presidents. Vesting under the LTIP was subject to the achievement of the plan-specific targets over a period of three years. The achievement against the GHG emissions reduction target under the 2022 LTIP as well as the target for the 2025 LTIP are disclosed in our Compensation Report 2025.

To safeguard adherence to our Code of Conduct and compliance policies, both the AIP and LTIP offered to our EC members are subject to malus and clawback provisions.

For more details, please refer to our Corporate Compensation Report 2025 – "Implementation of EC compensation policy".

COMPENSATION LINKED TO CLIMATE-RELATED CONSIDERATIONS

[E1 GOV-3 13] For the 2025 AIP, the CEO and two corporate officers had an environmental target, representing 5 percent of their target AIP award, related to a scope 1 and 2 GHG emissions reduction, which is in line with ABB's GHG emission reduction targets as defined under ESRS E1-4, while all other EC members had non-environmental sustainability targets or goals.

For the 2025 LTIP, the sustainability performance measure represents ABB's scope 1 and 2 GHG emissions reduction at the end of the three-year performance period (2025–2027), compared to a baseline of 2024 scope 1 and 2 GHG emissions.

For 2025, 5.7 percent of the EC's total compensation was linked to climate-related considerations.

Due diligence

[ESRS 2 GOV-4] STATEMENT ON DUE DILIGENCE

[ESRS 2 GOV-4 30 | ESRS 2 GOV-4 32] Due diligence is a vital, cross-cutting process that ensures we identify and manage key impacts across our value chain, including operations. The table below outlines the interdependence of these impacts, showing how due diligence is embedded across various topics deemed as material under CSRD, to facilitate informed decision-making.

Due diligence topics	Environment People
Embedding due diligence in governance, strategy and business model(s)	Sustainability is embedded in all governance bodies and defined as a key management topic. More information on this can be found in the section "Sustainability as a management topic".
	We integrate sustainability-related performance in our AIP and LTIP. For more information on this topic, please refer to the section "Incentives for sustainability".
	An elaboration on how the identified material IROs interact with our strategy and business model can be found in the section "Material impacts,

Due diligence topics	Environment	People
	risks and opportunities" and in the IRO table in the section "Double Materiality Assessment".	
Engaging with affected stakeholders	As sustainability is a core element of ABB's purpose, it is integrated throughout the highest levels of our organization. Information on how our administrative, management and supervisory bodies are informed about and oversee sustainability matters can be found in the section "Sustainability as a management topic".	
	At ABB, we value the interests and views of our stakeholders and take them into account for the further development of our strategy and business model. Explanations on how we do this can be found in the section "Stakeholder engagement". In 2025, we developed a centrally coordinated stakeholder engagement plan that we will begin implementing in 2026.	
	To determine our material topics, we considered the views of our stakeholders. For more information on the process, please see section "Double Materiality Assessment".	
	To provide an understanding of the policies in place to prevent, mitigate and remediate actual and potential adverse impacts, we set out our policies in the section "Sustainability-related policies".	
	Information relevant to understanding how engagement with stakeholder groups on specific (potential) adverse impacts is performed can be found in the sections "Strategic approach to circularity" and "Water as a material topic".	Information relevant to understanding how engagement with stakeholder groups on specific (potential) adverse impacts is performed can be found in the sections "Involving employees", "Engaging with value chain workers" and "Management of supplier relationships".
Identifying and assessing negative impacts	A description of material adverse impacts and how they interact with our strategy and business model can be found in the section "Material impacts, risks and opportunities", and the assessment process in the section "Double Materiality Assessment".	
	A description of our processes to identify and assess material adverse environmental impacts can be found in the sections "Climate change as a material topic", "Strategic approach to circularity" and "Water as a material topic".	A description of our processes to identify and assess material adverse impacts on people can be found in the sections "Channels available to raise concerns" (in topical chapters S1, S2, S3) and "Consumer-related policies & processes", "Involving employees", "Engaging with value chain workers" and "Business conduct-related policies".
Taking action	We elaborate on our actions to combat climate change in the section "Management of climate change", our Climate Transition Plan and "Circularity management".	We reflect the range of actions through which impacts are addressed in the sections "Employee-related actions", "Actions for workers in the value chain", "Taking action in communities", "Management of supplier relationships" and "Anti-corruption and anti-bribery".
Tracking effectiveness	We track the effectiveness of our environmental measures and targets in the topical sections "Climate change-related targets", and "Targets relating to resource use and circularity", and disclose our metrics in "Facts & figures Energy", "Greenhouse gas emissions", "Facts & figures Resource use and circular economy" and "Facts & figures Water".	We track the effectiveness of our social measures and targets in the sections "Own workforce-related targets, "Workers in the value chain-related targets", and "Community-related targets", and disclose our metrics in "Facts & figures Own employees" and "Facts & figures Business conduct".

Risks and controls in sustainability reporting

[ESRS 2 GOV-5] INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

[ESRS 2 GOV-5 36 (a)] As defined in the ABB Ltd Board Governance Rules, the Board is responsible for establishing an internal control system to monitor and address financial and sustainability reporting processes. The Board has delegated roles and responsibilities for internal controls to the FACC. The FACC oversees the integrity of our reporting processes and systems of internal controls over reporting, including its internal and external assurance processes as well as manual and automated data processing.

We have adopted the integrated framework designed by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) for our internal controls over reporting. The “Internal controls over reporting” policy specifies that defined internal control standards, requirements, certifications, governance, roles and responsibilities apply to all reporting processes of the Group, including sustainability reporting.

The scope of the environmental, social and governance topics disclosed in the Sustainability Statement has been defined by means of a DMA (see section “Double Materiality Assessment” below).

[ESRS 2 GOV-5 36 (b)] We have conducted an Internal Controls over Sustainability Reporting (ICSR) risk assessment to determine the risk of material misstatement considering the risk profile of the datapoints and the related reporting process. Depending on the assessed risk level, we have determined the required mitigation efforts.

[ESRS 2 GOV-5 36 (c)] The risk assessment has identified main risks in the areas of data availability, use of estimations and measurement uncertainty in respect of environmental disclosures, mainly scope 3 GHG emissions and avoided emissions. Controls such as data validations and management reviews are in place to mitigate these risks. Findings from these controls trigger corrections and guide improvements to training, processes, systems and data.

[ESRS 2 GOV-5 36 (d)] We have executed an internal controls self-assessment program on a quarterly and yearly basis to assess control design effectiveness and control performance, including ICSR. The program ensures that potential control weaknesses and deficiencies are addressed and corrected in a timely manner. This program is overseen and monitored by the Corporate Assurance Risk & Internal Controls team.

We have also established and implemented an internal assurance certification process in line with the Assurance and Disclosure Governance policy. Assurance certification includes sustainability reporting. All required entities at different levels in the Group certify the fair representation of financial and sustainability information.

[ESRS 2 GOV-5 36 (e)] The assurance and disclosure process is overseen by the relevant management committees. The results of internal control assessments are regularly reviewed by the FACC.

The above-described approach applies to disclosures related to regulatory compliance as well as committed targets as published in this Sustainability Statement.

Strategic approach to sustainability

[ESRS 2 SBM-1] STRATEGY, BUSINESS MODEL AND VALUE CHAIN

With our leading technologies in electrification and automation, ABB is at the core of accelerating the energy transition. We help all industries run at high performance and become more productive, efficient and sustainable. Our Sustainability Agenda is fully in line with this mission. It is strategically embedded across our business and aims to enable a low-carbon society, preserve resources and promote social progress. Our actions are underpinned by a culture of integrity and transparency, extending across our value chain.

[ESRS 2 SBM-1 40 (a) i, 40 (a) ii] ABB is a global technology leader in electrification and automation, combining engineering and digitalization expertise to enable more efficient, sustainable and high-performing industries. Our exposure to customers is geographically balanced while catering to multiple end-markets and segments. Our revenue is derived from customers in the industrial, building, transport & infrastructure, and utilities markets. To enhance ABB's overall strategic focus, in 2025 we entered into an agreement to divest our Robotics division. The divestment is expected to be completed in the second half of 2026, subject to regulatory approvals and customary closing conditions. At the same time, the Machine Automation division, previously a part of the Robotics & Discrete Automation business area together with the Robotics division, has been integrated into the Process Automation (subsequently renamed "Automation") business area. A detailed description of our businesses, their markets and customers along with their products and services as well as changes in the portfolio can be found in our Financial Report 2025 and its appendix.

[ESRS 2 SBM-1 40 (b)] For a breakdown of our consolidated revenues (i) by business area, (ii) by geographic region, and (iii) by product type, see "Note 23 – Operating segment and geographic data" in our Financial Report 2025 – Consolidated Financial Statements.

[ESRS 2 SBM-1 40 (e)] ABB's sustainability-related targets and ambitions include, for example, to avoid emissions throughout the lifetime of our products and to keep value in use: products that last longer, systems built to outperform, and materials reborn through refurbishment, retrofitting and recycling. We continue to support the energy transition to a low-carbon economy with our global electrification and automation solutions. Our sustainability-related targets and ambitions are also supported by our relationships with key stakeholders including collaborative partners, customers, employees, governments and civil society, the investment community, and suppliers. For example, we work with collaborative partners to foster innovation and circular economy practices and with suppliers to reduce greenhouse gas emissions, uphold human rights and labor standards and embed our culture of integrity and transparency along our value chain. We also engage with local communities to support access to education in science, technology, engineering and mathematics (STEM), provide emergency and disaster relief, and raise awareness of conservation and community empowerment.

[ESRS 2 SBM-1 40 (f)] ABB's portfolio of products and solutions supports our sustainability-related targets and ambitions by helping customers globally to electrify their operations, improve energy and resource efficiency, and avoid or reduce emissions. For example, we assess our products against a set of eight KPIs in the ABB Circularity Framework, including circular design principles (in product design and serviceability), product efficiency and lifetime duration. Over the past several years, we have aligned our business portfolio with our purpose of enabling a more sustainable and resource-efficient future and with our technology leadership in electrification and automation. Approximately half of our revenues come from the industrial segment with the other half coming from utilities, buildings, and transport & infrastructure customers.

[ESRS 2 SBM-1 40 (g)] Sustainability is a core element of ABB's purpose and is therefore reflected in ABB's strategy and embedded across all business areas. Our efforts support ABB's Sustainability Agenda to enable a low-carbon society, preserve resources and promote social progress.

We have identified several key sustainability-related challenges ahead, including:

- the decarbonization of energy systems and industrial operations;
- the transition to circular business models;
- ensuring supply chain resilience and responsible sourcing; and
- increasing regulatory demands, including on data quality and transparency.

To address these challenges, we are implementing solutions and projects such as our Mission to Zero™ program to reduce greenhouse gas emissions from our operations, advancing product design based on sustainability criteria and providing our customers with easy access to Environmental Product Declarations (EPDs) to increase transparency.

[ESRS 2 SBM-1 42] We operate a global business model across our business areas. The model is built on technology leadership, a broad industrial customer base and a globally distributed value chain.

[ESRS 2 SBM-1 42 (a)] Our inputs include raw materials, components and services that are sourced through a global supplier base. We conduct due diligence and engage in supplier evaluation mechanisms such as EcoVadis to promote responsible sourcing. In the case of raw materials, we take measures to identify and mitigate associated risks through internal programs, partnerships and supplier engagement.

[ESRS 2 SBM-1 42 (b)] Our outputs include technologies, products and services that serve the needs of industrial sectors. These outputs contribute to energy efficiency, emissions reduction and sustainable resource use. Outcomes for stakeholders include cost and energy savings, improved supply chain performance and enhanced compliance with regulatory requirements.

[ESRS 2 SBM-1 42 (c)] Our upstream value chain includes multiple tiers of suppliers covering a wide variety of geographies and sectors, with direct relationship mainly to suppliers of semi-finished and fabricated products, electronic components and systems. Downstream, our customers span a wide range of industries. Products and solutions are delivered through direct sales, partners and distributors. We also advance circular business models, including repair, reuse and recycling.

Stakeholder engagement

[ESRS 2 SBM-2] INTERESTS AND VIEWS OF STAKEHOLDERS

[ESRS 2 SBM-2 45 (a)] At ABB, we have identified our most relevant stakeholder groups as collaborative partnerships, customers, employees, governments and civil society, the investment community, and suppliers as shown in the table below. In addition, selected stakeholder interests and views were taken into consideration in the materiality assessment process (see section “Double Materiality Assessment”, IRO-1). To further enhance stakeholder engagement, in 2025 we initiated a comprehensive review. The outcome includes identifying new relevant stakeholder groups, mapping and prioritizing them based on relevance and potential impact, and reviewing engagement levels and methodologies. Implementation of the enhanced stakeholder engagement is planned for 2026.

[ESRS 2 SBM-2 45 (a), 45 (a) i, 45 (a) ii, 45 (a) iii, 45 (b)]

Stakeholder group	Approach to engagement
Collaborative partners	We collaborate with companies and academic institutions on a wide range of social, environmental, and technological activities and topics. These partnerships serve to foster knowledge exchange, enabling us to stay abreast of the latest developments, contribute to innovation, provide access to talent, expand markets and address complex challenges in a more effective manner. The engagement is done both centrally and at a divisional level. How we engage: • Collaborations with academic institutions to drive innovation, including themes related to energy efficiency, security and transition; • Participation in industry groups, like the Energy Efficiency Movement, to drive innovation and advance policy; • Membership in sustainability-related international organizations such as Global Business Initiative on Human Rights (GBI), UN Global Compact, World Business Council for Sustainable Development (WBCSD) and the Responsible Minerals Initiative (RMI). We also collaborate with organizations such as the International Committee of the Red Cross (ICRC), the Climate Group, the Science Based Targets initiative (SBTi), the International Code of Conduct Association (ICoCA) and the Responsible Security Association; and • Technology and innovation partnerships with companies as well as startups through our SynerLeap program to lay the basis for potential future direct investments or acquisitions.
Customers	Meeting customer needs and expectations is essential to our success. The engagement with customers on sustainability topics occurs primarily via our divisions and includes sustainability-focused meetings and projects. How we engage: • Customer collaboration around ABB's product offerings to enable targeted innovation and emission reduction in the product use phase; • Addressing sustainability questions from customers, for example, in connection with business opportunities or providing data that is needed for customers to evaluate their carbon footprint by providing Environmental Product Declarations (EPDs), Product Carbon Footprints (PCF) and EcoSolution™ QR codes; and • To enhance circularity efforts, we engage in customer partnerships such as enabling take-back schemes and lifetime extension via product refurbishment.
Employees	Employees are vital for achieving our targets and staying competitive. Employee engagement takes place at different levels across the organization. How we engage: • Annual Employee Engagement Survey, followed up with local workshops to discuss the results and define actions; • Targeted pulse surveys on specific topics; • Annual performance reviews; • Negotiating with collective bargaining associations; • Networks of Employee Resource Groups, addressing and promoting sustainability-related questions; • Courses, learning pathways and workshops available to employees on sustainability topics; and • Engagement and training on business conduct.

Stakeholder group	Approach to engagement
Governments and civil society	We engage with governmental, regulatory, political and economic stakeholders, local communities, the media, non-governmental organizations etc. at global, national and local levels. These key stakeholders provide the political and regulatory support and public trust necessary to achieve sustainable growth. Engagement with government and civil society takes place both centrally and at a divisional level. How we engage: • Volunteering, especially in the field of community engagement; and • Meetings with regulators to understand their priorities and share our views on policy issues and advocate the deployment of low-carbon technologies and energy-efficient solutions.
Investment community	The investment community enables ABB's access to finance and includes such market participants as shareholders, debtholders, analysts, rating agencies and proxy advisors. Investor relations are managed at corporate level through the Investor Relations team supported by Corporate Sustainability. How we engage: • Annual General Meeting; • Investor relations website linking to our sustainability page; • One-on-one meetings, including requests from investors for specific meetings to understand sustainability performance; • Quarterly analyst and investor webcasts, including a specific section on sustainability; and • Investor roadshows focusing on sustainability.
Suppliers and Workers in the Value Chain	Our suppliers have a significant impact on our operations and success as well as our ability to meet our sustainability targets. Working with suppliers allows us to identify and mitigate risks in the supply chain. While day-to-day engagement with suppliers is primarily done in our divisions, several of the engagement programs and supplier-related policies are centrally coordinated through topic-specific workstreams. Depending on the concrete subject and initiative, we also engage directly with workers in the value chain, with legitimate representatives or through their employers. How we engage: • Monitoring and active engagement through our Sustainable Supply Base Management (SSBM) program, our Responsible Minerals Program and Material Compliance Program; • Partnerships to access more sustainable materials; • On-site evaluations and audits including interviews with the suppliers' employees; and • Business areas holding Supplier Day events.

[ESRS 2 SBM-2 45 (a) iv, 45 (a) v, 45 (b), 45 (d)] We engage with our stakeholders for specific strategic and reporting purposes to gain insights into how they perceive value and what matters to them most in terms of economic, environmental and social issues. These engagements contribute to our understanding of stakeholder expectations. Through the DMA results, ABB's management is aware of the views and interests of the included stakeholders. Over the coming years, we aim to further develop our stakeholder engagement process to ensure that all stakeholder input is systematically integrated into our strategic decision-making and our approach to managing impacts, risks and opportunities.

Strategic amendments

STRATEGY ALIGNMENTS TO ADDRESS STAKEHOLDER VIEWS

[ESRS 2 SBM-2 45 (c)] We are continuously evolving our strategy and business model, with stakeholder expectations and sustainability-related risks and opportunities taken into account as part of the review process. Views from our own workforce are collected through the annual Employee Engagement Survey. We consider the interests and conditions of workers along our value chain, recognizing that fair labor practices, safe working conditions and a motivated workforce support productivity and the effective execution of our operations. While affected communities are not directly informing our strategy or business model, we respect and actively promote human rights and ethical business conduct. Our customers and investors provide regular feedback that is considered in our annual strategy refresh. In line with our Code of Conduct, we consider human rights in all our activities and processes, including strategy development.

[ESRS 2 SBM-2 45 (c) i] Recent amendments include integrating sustainability metrics into core processes, such as product development, sourcing and performance planning.

[ESRS 2 SBM-2 45 (c) ii] Further planned steps include expanding our circular business offerings, increasing product transparency through life cycle assessments and Environmental Product Declarations, and further embedding sustainability into our core operations. These steps are being implemented progressively over the short to medium term.

[ESRS 2 SBM-2 45 (c) iii] These changes strengthen our stakeholder relationships by addressing their concerns and priorities, such as transparency, compliance and sustainable impact, and are intended to reinforce our position as a trusted sustainability partner.

Material impacts, risks, and opportunities

[ESRS 2 SBM-3] MATERIAL IROs AND INTERACTION WITH STRATEGY AND BUSINESS MODEL

[ESRS 2 SBM-3 48 (a)] A disclosure and description of the material IROs resulting from our materiality assessment will be found below under [ESRS-2 IRO-1]. This includes a description of how they (may) affect our business model and in which part of the value chain they are concentrated. Some IROs originate from our manufacturing activities and sourcing practices. There are also brief overviews in the topical standard chapters of this Sustainability Statement.

[ESRS 2 SBM-3 48 (b)] In response to the above, we have taken steps to integrate sustainability considerations into relevant processes, including product development, sourcing practices and transparency efforts. We are also adapting our offerings to capture growth opportunities in sustainability-driven markets and strengthen our resilience to environmental and social risks.

[ESRS 2 SBM-3 48 (c) i] The potential or actual negative and positive impacts of our operations on people or the environment are discussed in the IRO table below (ESRS 2 IRO-1). [ESRS 2 SBM-3 48 (c) ii] Our material impacts, including those related to climate change, resource use and supply chain practices, influence our strategic choices and operational model. They are reflected in our commitments to decarbonization, circularity and sustainable sourcing. [ESRS 2 SBM-3 48 (c) iii] The reasonably expected time horizons of the impacts differ greatly from one to the other. They are explained in the IRO table. [ESRS 2 SBM-3 48 (c) iv] The material impacts we are involved with relate to both our activities (own operations) and our business relationships (upstream and/or downstream value chains), depending on the IRO in question. The nature of these relationships is disclosed in the IRO table.

[ESRS 2 SBM-3 48 (d)] We identify current financial effects recognized in the financial position, financial performance, cashflows and carrying values of assets and liabilities reported in the financial statements based on the assessment of our IROs for which there is a significant risk of material adjustment within the next annual reporting period. The identification of current financial effects is included in our financial reporting process. For 2025, we have not identified any material current financial effects of our material risks and opportunities.

[ESRS 2 SBM-3 48 (g)] The materiality assessment update performed in 2025 included a full revision of the material IROs presented in the 2024 Sustainability Statement.

[ESRS 2 SBM-3 48 (h)] The following IROs are partially covered by entity-specific disclosures (i.e., avoided emissions): E1-PI-01, E1-NI-01, E1-NI-04, E1-O-01, E1-O-02, E1-O-03, E1-O-05; and (i.e., SSBM): S2-O-01, G1-PI-04, S2-NI-01, S2-NI-03.

RESILIENCE OF STRATEGY

[ESRS 2 SBM-3 48 (f)] The resilience of our strategy and business model in addressing material IROs is analyzed on a regular basis, including the strategy refresh process, where opportunities are identified and reviewed as each business area and division validates or updates its strategy, ambitions and strategic priorities. As part of this process, a portfolio assessment is conducted to evaluate the performance and strategic attractiveness of our businesses and of potential future acquisitions. A sustainability lens is applied to this assessment to understand sustainability-related market opportunities and monitor our progress in making ABB more sustainable, in line with our Sustainability Agenda.

Risks are identified through our ERM process, which identifies and assesses material risks to strategic and business objectives and ensures appropriate mitigation measures are in place. This approach supports building resilience based on our proactive approach to risk management.

Together, these two processes provide a qualitative view of our resilience across different time horizons (including those defined in ESRS 1, chapter 6), addressing our capacity to manage material impacts and risks and to take advantage of material opportunities.

Double Materiality Assessment

[ESRS 2 IRO-1] DESCRIPTION OF PROCESS TO IDENTIFY AND ASSESS MATERIAL IROs

[ESRS 2 IRO-1 53 (a), 53 (b) ii, 53 (g)] In 2024, ABB performed a DMA on Group level, including all subsidiaries, aligned with the ESRS. In 2025, the DMA was further refined, and updated building upon the 2024 assessment and focusing on validating the continued relevance of the identified material IROs. The DMA process in 2024 focused on both our own operations and our value chain.

[ESRS 2 IRO-1 53 (b)] The process was structured into four phases, guided by due diligence activities and supported by key data sources at each phase, as outlined below:

[ESRS 2 IRO-1 53 (b) iii] The **understanding phase** considered the previously conducted Human Rights Risk Assessment (HRRA) to map the value chain and incorporated the results of the 2023 stakeholder engagement. To understand the value chain, the previously conducted HRRA was taken as a basis. The activities considered as upstream and downstream value chain were research & development/testing/support functions, components manufacturing and assembly, transport and logistics, bidding, sales and distribution, projects and services, raw material extraction and processing, use by ABB customers and end-users, and end of life.

[ESRS 2 IRO-1 53 (b) i] During the **identification phase**, potential IROs were identified through stakeholder input, internal analyses, interviews with representatives from our business areas and industry knowledge, to focus on specific activities, business relationships, geographies or other factors that give rise to a heightened risk of impacts across our entire value chain. Impacts were identified through, for example, industry knowledge, the HRRA and internal environmental research, taking into account our business model and strategy.

[ESRS 2 IRO-1 53 (c), 53 (c) i, 53 (c) iii, 53 (e)] ABB's ERM process is our holistic approach to addressing risks, which could adversely affect the achievement of our strategic business objectives and lead to a material financial impact. The process encompasses all levels of ABB and considers both internal and external sources of risks. It requires all divisions, business areas and corporate functions to identify and assess their most critical risks based on our defined methodology. Sustainability risks are an integral part of the ERM process, with their potential effects being considered primarily over the short and medium term, as well as effects of a long-term nature (e.g., resulting from climate risks). We prioritize sustainability risks similar to other enterprise risks. We consider the connections and dependencies between our impacts, risks and opportunities in an integrated way. Specifically for risks, we consider the connection and dependency on impacts as part of the identification and assessment phases and do not differentiate between sustainability risks and enterprise risks. This ensures that both an outside-in and inside-out perspective are considered and support a fuller assessment of the risks. Sustainability risks are mapped to relevant ESRS topics.

Similarly, opportunities connected to impacts were also considered for the DMA. This involved assessing how the identified opportunities could lead to potential impacts and integrating these considerations into the overall DMA process. Opportunities across business areas were identified using our 2023 Integrated Report and Sustainability Report as well as the internal stakeholder survey.

[ESRS 2 IRO-1 53 (b) iv] During the **assessment phase**, negative impacts were assessed based on their relative severity (scale, scope, irremediability) and likelihood, and positive impacts based on their relative scale, scope and likelihood. Impacts were assessed using desktop research and industry knowledge. The assessment of impacts was validated through insights gathered from stakeholder surveys. [ESRS 2 IRO-1 53 (c) ii] In line with ESRS, we have assessed risks based on the magnitude of their potential financial effect and the likelihood of their occurrence. For the assessment we drew upon the results of ABB's ERM process. Opportunities were evaluated based on their financial impact and likelihood, informed by stakeholder input.

In the **determination phase,** we have adopted thresholds to determine which of the sustainability topics will be covered in our Sustainability Statement. [ESRS 2 IRO-1 53 (c) ii, 53 (d)] Different options for the scored IROs aggregated to ESRS subtopics were analyzed, including benchmarking against peers and prior materiality. The 2024 threshold was deemed still relevant. IROs below this threshold were considered not material. To decide on the most sensible threshold, different options for the cut-offs on the scored IROs aggregated to ESRS sub-topics were created, tested, discussed in working sessions, and benchmarked. [ESRS 2 IRO-1 53 (d)] The 2024 DMA was reviewed and approved by the ABB Sustainability Reporting Steering Committee. [ESRS 2 IRO-1 53 (f)] Impacts and opportunities are shared with the business areas for strategic considerations.

[ESRS 2 IRO-1 53 (a), 53 (h)] In the initial DMA process, we have applied certain assumptions. We have considered the findings from the 2023 materiality assessment and the supporting stakeholder engagement (described in detail in our 2023 Sustainability Report) and concluded that they remain applicable to this year's IROs. Additionally, the ERM process was deemed appropriate and the HRRA mapping across the value chain remains relevant.

DMA update 2025

The outlined DMA process from 2024 served as a basis to consider the derived material IROs for their ongoing relevance. For this, we conducted our annual update of the DMA outcome in 2025.

Identified risks from 2024 were updated based on the latest results of the ERM process. The ongoing relevance of the opportunities identified in 2024 has been considered through evaluating each opportunity in the context of our most recent annual financial report and integrated report.

ABB established and applied an internal methodology to assess the ongoing relevance of its impacts annually. This approach entails systematically reviewing various dimensions to identify key changes influencing our business and sustainability priorities, including significant business changes, due diligence findings and new stakeholder perspectives. If such key changes are identified, the relevant impacts are re-evaluated.

[E2 IRO-1 11 (a), 11 (b) | AR 9] As part of the DMA update, pollution related impacts and risks were reviewed. For this, publicly accessible regulatory databases, including the European Pollutant Release and Transfer Register (E-PRTR) and the European Industrial Emissions Portal, were examined. These databases cover emissions to air, water and land, as well as off-site transfers of pollutants, and require reporting only when defined regulatory thresholds are exceeded. A review of pollutant releases for the geographies in which ABB operates, focusing on its largest manufacturing sites globally, confirmed that none exceeded the applicable reporting thresholds. Based on this assessment, ABB adjusted the scoring for the pollution-related impacts, which resulted in a change in materiality. As a result, E2 (Pollution) is now excluded from the material matters of ABB.

Based on the initial DMA process in 2024 and its update in 2025, the following ESRS subtopics were derived as material, reviewed and approved by the ABB Sustainability Reporting Steering Committee. Next to the update, we also revised our IROs with a view to streamlining and simplifying the language, which has not impacted the identified material sub-topics or material information in the Sustainability Statement. All IROs were validated by internal experts.

E1: Climate change	
1	Climate change adaptation
2	Climate change mitigation
3	Energy
E3: Water and marine resources	
4	Water
E5: Resource use and circular economy	
5	Resource inflows, including resource use
6	Resource outflows related to products and services
7	Waste
S1: Own employees	
8	Working conditions
9	Equal treatment and opportunities for all
10	Other work-related rights
S2: Workers in the value chain	
11	Working conditions
12	Equal treatment and opportunities for all
13	Other work-related rights
S3: Affected communities	
14	Communities' economic, social and cultural rights
15	Communities' civil and political rights
S4: Consumers and end-users	
16	Information-related impacts for consumers and/or end-users
17	Personal safety of consumers and/or end-users
G1: Business conduct	
18	Corporate culture
19	Protection of whistleblowers
20	Management of relationships with suppliers including payment practices
21	Corruption and bribery

ABB'S MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (IROS)

[ESRS 2 SBM-3 48 (a), 48 (b), 48 (c) i, 48 (c) ii, 48 (c) iii, 48 (c) iv, 48 (d), 48 (f), 48 (g), 48 (h)] The following table shows a list of our material IROs, their nature and where in the value chain they are located:

ID	Material impacts, risks and opportunities	Type[1]	Value chain	Time horizon
E1 - Climate change				
E1-NI-01	A significant portion of GHG emissions occurs downstream, during the operation of ABB's technologies. The energy and fuel consumption, as well as power loss of our products contribute to carbon emissions over their lifecycle, further exacerbating climate change.	Negative impact (A)	downstream	short-, medium-, long-term
E1-PI-01	By developing energy-efficient processes, ABB helps to reduce energy consumption and avoid associated emissions for our customers.	Positive impact (P)	downstream	medium-term
E1-PI-02	ABB has a positive impact on sustainable practices in the upstream value chain together with suppliers, such as using renewable energy, sourcing more sustainable materials, energy-efficient measures, or using recycled materials.	Positive impact (A)	upstream	medium-term
E1-NI-02	The production, the assembly and transportation of our products results in the emission of greenhouse gases, which contribute to climate change.	Negative impact (A)	own operations	short-, medium-term
E1-NI-03	The reliance on fossil fuels for manufacturing, transportation, and raw material extraction contributes to substantial GHG emissions. There are high emissions through the use of energy-intensive methods, including high-temperature processes and large-scale machinery. Transportation also generates emissions through fossil fuel consumption. These emissions intensify climate change.	Negative impact (A)	upstream	short-, medium-, long-term
E1-NI-04	Energy consumption from non-renewable energies in our own operations and value chain can have a negative effect on climate change.	Negative impact (A)	upstream, own operations, downstream	medium-term
E1-O-01	Opportunity to be seen as a thought leader in advancing climate change mitigation efforts by leading the conversation, setting informal standards/regulations and collaborating with stakeholders. This can enhance our reputation, which potentially attracts new customers. Furthermore, it can lead to strategic partnerships, sustainability-focused investments, reduced capital costs and improved financial stability	Opportunity	upstream, own operations, downstream	short-, medium-term
E1-O-02	Opportunity to improve presence on approved vendor lists, enhance energy efficiency of products, improve competitive position in the market, shift energy consumption from fossil fuels to clean energy, and develop/deploy products, solutions, and technologies that meet changing customer demand for more low carbon products.	Opportunity	upstream, own operations, downstream	short-, medium-term
E1-O-03	By developing and providing solutions that enable the energy transition and energy efficiency, we can inspire professionals and therefore attract and retain talent. This can reduce recruitment costs, boost productivity and foster innovation.	Opportunity	own operations	medium-term

ID	Material impacts, risks and opportunities	Type[1]	Value chain	Time horizon
E1-O-04	ABB can reduce its energy costs by adopting renewable energy sources like solar and driving energy efficiency via initiatives such as LED lighting, HVAC upgrades and optimized manufacturing. Integrating renewables with smart grids enables decentralized production and advanced energy management, boosting efficiency and cutting costs.	Opportunity	own operations	short-, medium-, long-term
E1-O-05	The global expansion of the renewable energy market presents opportunities in large-scale renewable projects and sustainable cities. By leading technological innovation and offering low-carbon products, ABB can attract customers increasingly focused on decarbonization. The rising need for electrification and automation in transportation further enhances business opportunities.	Opportunity	own operations, downstream	medium-, long-term
E1-R-01	The transition to SF6-free technology, driven by regulatory changes in Europe, poses a risk if ABB is too slow to adapt or lacks a competitive product in terms of cost and technology.	Risk	own operations, downstream	medium-term
E1-R-02	Failing to meet emissions reduction on publicly stated commitments could lead to negative publicity, downgrading in sustainability rankings and missed business opportunities. Additionally, communicating these types of objectives and benefits in a way that may be seen as unrealistic could result in accusations of 'greenwashing'.	Risk	own operations	medium-term
E1-R-03	ABB faces significant sustainability risks related to climate change, including the impact of extreme weather events. For instance, ABB's business operations are at risk of being disrupted in highly water-stressed areas.	Risk	own operations	medium-term
E3 - Water				
E3-NI-01	Raw material extraction requires significant amounts of water for processes like crushing and grinding. Poor water treatment impacts operations and safety, contributing to water stress and affecting local ecosystems.	Negative impact (A)	upstream	short-, medium-, long-term
E3-NI-02	The production processes, including the fabrication of components and assembly of systems, often require significant amounts of water. High water usage in manufacturing contributes to the depletion of freshwater resources and can exacerbate water scarcity issues in regions where the industry operates.	Negative impact (A)	upstream, own operations	short-, medium-, long-term
E5 - Circular economy and resource use				
E5-PI-01	By adopting practices such as product reparability, durability and other circular economy principles, ABB has a positive impact on transitioning to a circular economy.	Positive impact (A)	upstream, downstream	medium-term
E5-PI-02	By implementing circular solutions through the ABB Circularity Approach, there is a potential for a positive impact on transitioning to a circular economy.	Positive impact (P)	upstream, own operations, downstream	short-term
E5-NI-01	The use of raw materials in operations leads to the depletion of non-renewable resources through resource inflows and resource use, impacting the sustainability of operations and contributing to resource scarcity.	Negative impact (A)	upstream, own operations	long-term
E5-NI-02	ABB products may end up in landfills after use, leading to the depletion of materials.	Negative impact (P)	downstream	short-, medium-, long-term

ID	Material impacts, risks and opportunities	Type[1]	Value chain	Time horizon
E5-O-01	Opportunity to be seen as a thought leader in the circularity development by leading the conversation on circularity and proposing initiatives encouraging competitors to adjust their practices. This enhances our reputation, which can attract new customers, result in a boosting of market share and profitability. Furthermore, it can lead to strategic partnerships, sustainability-focused investments, reduced capital costs and improved financial stability.	Opportunity	own operations, downstream	short-term
E5-O-02	Costs can be reduced by minimizing raw material usage, reducing waste, and enhancing storage efficiency through circular models. By adopting sustainable sourcing practices, ABB can conserve resources and lower costs.	Opportunity	upstream, own operations	medium-, long-term
E5-O-03	ABB has the opportunity to invest in partnerships and collaborations with external stakeholders. By developing innovative products and services, ABB can differentiate itself from competitors, increase market share and enhance visibility with customers.	Opportunity	upstream, own operations, downstream	medium-term
E5-R-01	Failing to meet our circularity commitments could lead to negative publicity and missed business opportunities. Additionally, communicating these types of objectives and benefits in a way that may be seen as unrealistic could result in accusations of 'greenwashing'.	Risk	upstream, own operations, downstream	medium-term
S1 - Own workforce				
S1-PI-01	Policies, diversity programs and employee training can foster equal opportunities, promoting inclusive practices and a positive work environment.	Positive impact (P)	own operations	short-, medium-term
S1-PI-02	By ensuring employment security, fair wages and worker participation, employees experience greater stability, engagement and job satisfaction, contributing to overall wellbeing in the workplace.	Positive impact (A)	own operations	short-term
S1-NI-01	Industry dynamics and historical patterns of female participation in STEM studies have resulted in fewer leadership roles covered by women to ascend to leadership positions, also at ABB. This could contribute to gender inequality, may limit diverse perspectives in leadership, and perceived growth opportunities for women, affecting team dynamics and decision-making and imbalance at management and operational levels.	Negative impact (P) Widespread/systemic	own operations	short-term
S1-NI-02	Poor working conditions, workload/stress and any other disruptions related to Health, Safety, and Environmental (HSE) within the operations can lead to safety hazards and potential negative health impacts on ABB's own workforce.	Negative impact (P) Individual incidents	own operations	short-term
S1-O-01	ABB's sustainable innovation and environmental responsibility, combined with strong health and safety standards, equal opportunities and attractive conditions enhance employee engagement, talent attraction and retention, which drive business growth.	Opportunity	own operations	medium-term
S1-R-01	Personal injuries or fatalities can damage reputation, affect future sales and lead to costly lawsuits. Non-compliance with HSE can significantly harm ABB's reputation and brand.	Risk	own operations	long-term
S1-R-02	The loss of employee data in cybersecurity breaches can result in financial repercussions, including settlements for affected employees, reputational damage lowering business opportunities and market value, and increased costs for security enhancements.	Risk	own operations	short-term

ID	Material impacts, risks and opportunities	Type[1]	Value chain	Time horizon
S1-R-03	A perceived misalignment with diversity and inclusion commitments may present reputational risks, particularly as market expectations shift. Limited diversity in leadership could impact stakeholder trust and employer branding.	Risk	own operations	long-term
S1-R-04	Increasing regulatory requirements for pay equity and transparency may introduce compliance challenges. Potential shortfalls in regulatory alignment could impact reputation, talent retention and regulatory standing.	Risk	own operations	short-, medium-term
S1-R-05	Economic pressures and intensifying competition for skilled professionals may impact the ability to attract, retain and develop talent in certain fields. Shifts in workforce demographics and evolving skill demands could lead to capability gaps and increased hiring costs.	Risk	own operations	medium-term
S2 - Workers in the value chain				
S2-PI-01	ABB offers various programs to support workers in adapting to automation: ABB Robotics training centers, free e-learning opportunities, Robotics education packages for educational institutions, providing ABB Robot Studio (robotics programming software) at no cost to educational facilities, and ongoing efforts to enhance the user-friendliness of our products.	Positive impact (A)	downstream	short-, medium-, long-term
S2-NI-01	Child labor, forced labor, modern slavery, exploitation and human trafficking might occur in upstream extraction activities and processing and downstream. This has a severe impact on the lives of value chain workers.	Negative impact (P) Individual incidents	upstream, downstream	short-, medium-, long-term
S2-NI-02	There is a negative impact on workforce due to implementation of robotics and automation of processes leading to job losses.	Negative impact (A) Widespread/systemic	downstream	short-term
S2-NI-03	Physical work (such as mining) and production processes including heavy machinery, hazardous chemicals, manual work, low-skilled labor, high percentage of contractors, or waste disposal/ recycling can expose workers in the value chain to severe health and safety breaches.	Negative impact (P) Widespread/systemic	upstream, downstream	short-, medium-, long-term
S2-O-01	ABB has the opportunity to influence compliance with labor laws through assessment of suppliers using due diligence tools such as SAP Ariba. These help improve compliance and limit the risks of litigation, fines and costs related to inefficient monitoring. Demonstrating high compliance standards enhances ABB's reputation in the market, which can improve access to financing and may provide ABB with a competitive edge towards its customers.	Opportunity	upstream	medium-term
S2-R-01	Geopolitical risks are of growing concern for businesses in emerging energy and technology supply chains. Producers of rare earths elements are often found in the most underdeveloped and politically volatile areas, as well as being exposed to environmental, social, and governance (ESG) risks like modern slavery, violation of human rights and deforestation. ABB's contractors and value chain workers are affected by socio-geopolitical events, resulting in asset damage and destruction, disruption of supply chain, economic instability, etc.	Risk	upstream, downstream	medium-term

ID	Material impacts, risks and opportunities	Type[1]	Value chain	Time horizon
S2-R-02	Risk of insufficiently addressing existing and upcoming global regulatory requirements and specifically human-rights related issues occurring in ABB's value chain. This may lead to substantial fines and legal penalties, and to reputational damage, which can result in lost business opportunities and reduced customer trust.	Risk	upstream, downstream	medium-term
S3 - Affected Communities				
S3-PI-01	ABB contributes to the local development of the communities where we operate through the ABB Community Engagement program based on ABB's Four Focus Areas of Intervention.	Positive impact (P)	own operations	short-, medium-, long-term
S3-NI-01	ABB's operations can lead to disruption and health issues of nearby communities due to noise, environmental pollution or hazardous materials.	Negative impact (P) Widespread/systemic	own operations	short-, medium-, long-term
S3-NI-02	The sourcing of minerals from conflict-affected and high-risk areas can contribute to financing state-armed groups who control artisanal scale mines and where human rights of workers are not respected. This can also lead to financing conflicts indirectly.	Negative impact (P) Widespread/systemic	upstream	short-, medium-, long-term
S4 - Consumers and End-users				
S4-NI-01	Safety incidents can happen when ABB products are used, possibly leading to severe health accidents.	Negative impact (P) Individual incidents	downstream	short-, medium-, long-term
S4-R-01	Cyber attacks on ABB systems can threaten brand reputation, operations and customer satisfaction, especially in critical infrastructure. Exploited software vulnerabilities can compromise customer data, and geopolitical factors heighten cyber risks. Sophisticated state-sponsored and organized crime attacks increase exposure to data breaches, regulatory non-compliance, and business disruption.	Risk	own operations, downstream	short-term
S4-R-02	ABB risks exposure to a rapidly evolving regulatory environment, including safety, AI ethics, data privacy, trade laws, sanctions, labor laws and ESG requirements. Compliance may increase costs and operational challenges. Moreover, stricter government controls on automation and AI could delay development and deployment, affecting financial performance.	Risk	downstream	medium-term
S4-R-03	Product malfunctions due to higher usage or external factors (e.g., weather) can damage reputation, lead to workforce fluctuations and increase service demands, raising the risk of errors and warranty costs.	Risk	downstream	medium-term
S4-R-04	Certain divisions face significant risks due to the mission-critical nature of their products. System failure can lead to safety incidents and/or operational disruptions for customers. This results in business losses and financial repercussions.	Risk	downstream	short-term
G1 - Business Conduct				
G1-PI-02	Prevention of corruption and bribery through several mandatory and non-mandatory trainings about the ABB Code of Conduct, and topics including anti-corruption, anti-bribery, anti-trust, third-party management, privacy, hospitality and donation activities, working with governments and other legal compliance topics positively impacts employees and stakeholders by promoting business ethics and corporate culture. This allows stakeholders to be more effective in fostering ethical behavior.	Positive impact (A)	own operations	short-term

ID	Material impacts, risks and opportunities	Type[1]	Value chain	Time horizon
G1-PI-04	ABB has a positive impact on people and the environment by encouraging suppliers to be more sustainable through social and environmental criteria for supplier selection, ABB's requirements as described in the supplier code of conduct and sharing near-term ESG-related targets.	Positive impact (P)	upstream	short-term
G1-PI-05	Policies on whistleblower protection and related training improves workplace safety by promoting ethical conduct, which has a positive impact on both employees and operational integrity.	Positive impact (A)	own operations	medium-term
G1-PI-06	ABB has a positive impact on value chain stakeholders through monitoring ethical conduct and providing value chain stakeholders with access to ABB's reporting channels. This enables stakeholders to voice concerns, including anonymously, through the whistleblower system, helping to identify potential misconduct.	Positive impact (A)	upstream, downstream	short-term
G1-NI-01	Non-compliance with the Code of Conduct has a negative impact on society, employees, customers, shareholders and suppliers due to increased risk of corruption and bribery.	Negative impact (A)	own operations	short-term
G1-O-01	By working to foster an ethical environment (e.g., through integrity training), ABB can create a culture and environment that sets up ABB and its stakeholders for long-term, sustainable success. Fostering an ethical environment can strengthen ABB's reputation, helps to meet customer expectations and mitigates the risk of incurring costs via regulatory enforcement.	Opportunity	own operations	medium-term
G1-R-01	The increasing prevalence of ransomware attacks, AI-powered threats and supply chain vulnerabilities complicates cyber defenses, while geopolitical risks contribute to state-sponsored cyber threats. These attacks can lead to the disclosure of classified information, compromising confidentiality, integrity, and availability, resulting in compliance issues and reputational damage.	Risk	upstream	short-term
G1-R-02	Breach of the Code of Conduct is a critical risk for ABB, as this could lead to legal, financial and reputational harm and/or operational disruption.	Risk	own operations	medium-term
G1-R-03	Non-compliance with current and/or rapidly emerging integrity and regulatory requirements poses legal, financial and reputational risks for ABB.	Risk	own operations	medium-term

1 (A) - actual impact; (P) - potential impact

Disclosure Requirements used

[ESRS 2 IRO-2] DISCLOSURE REQUIREMENTS COVERED BY SUSTAINABILITY STATEMENT

[ESRS 2 IRO-2 56] Please see the ESRS Index in the appendix of this report for a full list of all Disclosure Requirements used in this Sustainability Statement and the List of datapoints in cross-cutting and topical standards that derive from other EU legislation appendix for the list of reported datapoints derived from other EU legislations.

[ESRS 2 IRO2 59] To determine the final scope of datapoints, we used the European Financial Reporting Advisory Group (EFRAG) list of datapoints and mapped it to material ESRS subtopics. Voluntary datapoints were excluded, and phase-in provisions were applied as outlined in ESRS 1, Appendix C. Where relevant we have also applied the ESRS 'quick-fix' delegated act of July 11, 2025, either in full or partially for the respective topical standards. All datapoints that were connected to the material sub-topics were evaluated individually by assessing their significance in relation to our material IROs and the importance to our stakeholders together with internal experts.

We disclose information based on its significance in relation to our IROs and their importance to the needs of stakeholders.

Sustainability-related policies

[E1-2 24 | E3-1 11 | E5-1 14 | S1-1 19 | S2-1 16 | S3-1 14 | S4-1 15 | G1-1 7]
ABB's Sustainability Agenda is managed on the basis of established policies and procedures, which are continuously adapted to new developments and regulatory requirements. This section of the Sustainability Statement includes the most important policies and related documents that form part of the ABB Way. It covers the ESRS Disclosure Requirements E1-2, E3-1, E5-1, S1-1, S2-1, S3-1, S4-1, the policy-related aspects of G1-1, and the Minimum Disclosure Requirements for Policies (MDR-P). Specific human rights-related datapoints of S2-1 and S3-1 remain in that topical chapter. The IROs that are covered in these policies are listed in the left-hand margin.

[MDR-P 65 (c)] The most senior level that is accountable for the implementation of the policies lies in most cases with the ABB division presidents. Exceptions are:

- CEO: Code of Conduct, Supplier Code of Conduct, Human Rights Policy and Human Rights Due Diligence Framework;
- CFO: Tax Policy;
- Chief Information Officer: Information and Cyber Security Policy; and
- Vendor Onboarding Governance Board: Standard Vendor Onboarding Procedure.

[MDR-P 65 (b)] All ABB codes of conduct, policies, procedures, requirements, approved codes of practice (ACOP), etc. listed below are mandatory for the entire ABB Group, including joint ventures, consortia, working partnerships, and third-party service providers under ABB management control. [MDR-P 65 (e)] Relevant internal and external stakeholders are expected to benefit from the implementation of our policies. [MDR-P 65 (f)] All policies are made available for internal stakeholders through our intranet. Policies are communicated and provided to respective external stakeholders via our website, contractual documents and supplier portals. [MDR-P 65 (a)] Monitoring of the effectiveness of policies is determined in each policy individually, which may designate the policy owner or business functions as responsible, as appropriate.

ABB WAY

[MDR-P 65 (a)] The ABB Way is our operating model, a governance framework that is designed to safeguard ABB from financial and reputational harm and to enable us to work closely with our customers and stakeholders. It defines how we operate and create value through our business model, people and culture, brand, and governance. To ensure strong governance, the ABB Way links mandatory documents such as policies and procedures. Depending on who issues them, they are applicable to one or more business areas or divisions. Policies describe what is and what is not allowed. Procedures explain how to implement and comply with the Code of Conduct or a policy.

S2-R-02 (UPSTREAM)
S3-PI-01

SUSTAINABILITY POLICY

[MDR-P 65 (a)] The Sustainability Policy aims to set out the core sustainability practices that drive the development and implementation of the Sustainability Agenda, ensuring that ABB is enabling a more sustainable and resource-efficient future, hereby meeting evolving stakeholder requirements. The policy is supported by mandatory sustainability procedures and annexed documents and provides a model for functional governance and operational deployment of the Sustainability Agenda.

The Sustainability Accountability Model, an annex to this policy, details the functional governance required to effectively deploy the policy including roles and responsibilities and decision and escalation processes. The Sustainability Council approves the Sustainability Accountability Model and any changes to it.

The Sustainability Policy covers all sustainability topics and some IROs at a high level. Additionally, some IROs are covered by more specific policies as indicated below.

E1-O-01
E1-O-02
E1-O-03
E1-O-04
E1-O-05
E1-R-01
E1-R-02
E1-R-03
E1-PI-01
E1-PI-02
E1-NI-01
E1-NI-02
E1-NI-03
E1-NI-04

CLIMATE PROCEDURE

[MDR-P 65 (a)] In 2025, ABB simplified the procedure structure by creating a Climate Procedure that covers all key climate-related targets and actions, superseding previous policies. Effective since December 1, 2025, the changes to the Climate Procedure have no impact on the targets, actions or metrics linked to the policy and IROs. To reach our overarching target of net-zero emissions by 2050, we have set near-term (2030) and long-term (2050) targets. The Climate Procedure details the key roles and responsibilities associated with delivering upon these targets:

- In reducing our scope 1 emissions we have committed to electrifying our fleet of vehicles in line with the requirements of the EV100 initiative of the Climate Group.
- Our commitment to reach 100 percent of our electricity consumption from renewable sources by 2030 is in line with the RE100 initiative of the Climate Group.
- We want to improve our energy productivity by 20 percent and implement energy management systems meeting our Smart Energy Coalition (formerly EP100) initiative commitment.
- Decarbonization of fossil-fueled assets, SF_6-management and reduction in GHG emissions from refrigerants (HFCs) are the last part of our scope 1 & 2 reduction efforts.
- To decrease absolute GHG emissions in our value chain we need to work with suppliers and customers as 99 percent of our value chain emissions are concentrated in the scope 3 categories 1 (Purchased Goods and Services) and 11 (Use of Sold Products).

Furthermore, the Climate Procedure covers our approach to assessing physical climate risks, climate transition risks and opportunities as well as managing adaptation measures across our facilities.

ENERGY MANAGEMENT REQUIREMENTS

[MDR-P 65 (a)] This policy establishes the minimum requirements to be met for energy management at sites and in operations controlled by ABB. It demands from all ABB units to establish an energy baseline and to classify the significance of their energy footprint. Site managers are asked to consider energy in long-term planning, including the identification and consideration of retrofit requirements. ABB units with significant energy footprints shall introduce a basic energy management system and an action plan. This policy is complemented by an Energy Management ACOP, which includes concrete examples or suggestions of how this can be done.

E5-NI-01
E3-NI-01
E3-NI-02

ENVIRONMENTAL PROCEDURE

[MDR-P 65 (a)] Our Environmental Procedure has been effective from December 1, 2025, superseding previous policies. The change is a result of an internal policy revision process. The document describes specific objectives and targets related to waste, water and biodiversity. It builds on the Sustainability Policy, the Health, Safety, Environment (HSE) & Security Policy and is supported by different standards, that establish minimum requirements for the management of waste and water in entities under ABB's operational control.

Our procedure defines the key aspects and requirements of our following targets and ambitions:

- We aim to send zero waste from our operations to landfill by 2030, wherever this is compatible with local conditions and regulations, while strengthening our capability to prevent and reduce waste generation by utilizing the waste hierarchy principles.
- We aim to strengthen water stewardship at ABB sites located in areas of water stress.
- We are committed to preserving biodiversity and to using land responsibly.
- As set out in ABB's Code of Conduct, ABB complies with environmental laws and regulations in the countries where we operate.

Furthermore, the Environmental Procedure specifies the reporting requirements and the chain of responsibility as well as the exceptions management process.

E5-O-01
E5-O-02
E5-O-03
E5-R-01
E5-PI-01
E5-PI-02
E5-NI-01
E5-NI-02

CIRCULARITY APPROACH

[MDR-P 65 (a)] The key procedure guiding ABB's circularity efforts is the Circularity Approach – Appendix to the Sustainability Policy, which defines how we apply circular economy principles across our products and operations. This procedure defines the targets, governance model, key performance indicators, methodologies and monitoring systems needed to ensure effective implementation of ABB's circularity objectives. It supports the advancement of circular practices throughout the entire value chain, aiming to reduce resource use and improve the environmental performance of our products in alignment with both regulatory requirements and internal sustainability-related targets. Central to our Circularity Approach is the assessment of products against a set of eight KPIs in the ABB Circularity Framework. This includes circular design principles (in product design and serviceability) and sustainable materials content in products (including use of recycled resources). Also included are issues of product efficiency and lifetime duration, such as take-back and recycling services to increase the circularity of the materials used. The reduction of virgin raw materials intensity, resource-efficient manufacturing and packaging, optimized use phase and responsible end-of-life management are also elements of the framework.

E3-NI-02

WATER MANAGEMENT & CONSERVATION REQUIREMENTS

[MDR-P 65 (a)] This document establishes the minimum requirements for the management of water at ABB-controlled sites. Among other things, it stipulates that all aspects and impacts of water withdrawal and use, as well as the discharge of wastewater, shall be identified, assessed and documented in accordance with applicable regulations. It also requires that ABB units that are located in water stressed areas and units with annual water withdrawals of more than 10,000 cubic meters must have an adequate action plan for how to reduce these withdrawals. These requirements are complemented by the Water Management & Conservation Approved Code of Practice (ACOP), which provides guidance and additional resources.

S1-PI-01
S1-PI-02
S1-NI-01
S1-O-01
S1-R-02
S1-R-03
S2-NI-01 (UPSTREAM)
G1-R-02
G1-R-03
G1-O-01
G1-NI-01
G1-PI-02
G1-PI-05
G1-PI-06

CODE OF CONDUCT

[MDR-P 65 (a)] The ABB Code of Conduct (CoC) is the foundation of our commitment to integrity. It provides practical guidance to our workforce, suppliers and other business partners in how we expect business to be conducted worldwide. We are convinced that, in order to continue to be an industry leader in a challenging environment, we must drive the highest standards of integrity, accountability, sustainability and transparency.

The CoC stipulates five integrity principles:

- We behave and do business in an ethical way.
- We work in a safe and sustainable way.
- We build trust with all stakeholders.
- We protect ABB's assets and reputation.
- We speak up and do not retaliate.

The CoC includes 16 integrity focus areas including, among other aspects, anti-bribery and anti-corruption, communication, conflicts of interest, fair competition/antitrust, human rights, prevention of money laundering, privacy, etc. It also outlines how individual concerns can be raised, i.e., via our ABB Ethics hotline, and how potential whistleblowers will be protected.

S1-PI-01
S1-NI-01
S1-R-03
S1-R-04

DIVERSITY, EQUITY AND INCLUSION POLICY

[MDR-P 65 (a)] The ABB Diversity, Equity and Inclusion (D&I) Policy sets out the core elements of our diversity and inclusion practices within the ABB Group. It outlines the mandatory minimum standard by defining what is core within the area of D&I. To secure a sustainable, diverse workforce, all business areas, divisions and functions are required to adhere to our D&I strategy and its related targets and activities. These are intended to guide our decisions, increase awareness and ensure focus.

S1-PI-01
S1-PI-02
S1-NI-01
S1-O-01
S1-R-03
S1-R-05

PEOPLE DEVELOPMENT POLICY

[MDR-P 65 (a)] The People Development Policy underpins our approach to people development. It sets forth the central features of the people development practices that apply to all employees in our business areas and functions. It outlines mandatory minimum standards for each of our human resources focus areas: Employee Engagement, the Open Job Market, and our Learn, Connect, Grow approach.

S1-PI-01
S1-NI-01
S1-O-01

ENGAGEMENT SURVEY PROCEDURE

[MDR-P 65 (a)] This procedure sets out the purpose and outlines the way in which the global ABB Engagement Survey is implemented each year, including the way the results are shared and actions set and followed up. The main purpose of the Employee Engagement Survey is to drive engagement in ABB, ensure that our employees are heard, and that actions based on the survey's outcomes are implemented. The survey allows our business leaders and managers to track employee engagement in their teams year on year, understand what is working well in the organization, and to capture and take action on employees' suggestions for improvement. To achieve this, the policy outlines key principles regarding confidentiality and access rights, as well as guidance on implementation and monitoring.

S1-PI-01
S1-R-05

OPEN JOB MARKET PROCEDURE

[MDR-P 65 (a)] At the core of the ABB Way is our commitment to People and Culture. As such, we are committed to fostering an environment that provides fair and equal access to opportunities for everyone within our organization.

To uphold this commitment, the Open Job Market procedure:

- provides transparency of job opportunities;
- provides guardrails to ensure that our recruitment process is fair and consistent;
- improves sharing and movement of employees across different businesses and functions; and
- empowers employees to pursue their desired career paths within ABB.

S1-PI-02
S1-O-01
S1-NI-02
S1-R-01
S3-NI-01

HEALTH, SAFETY, ENVIRONMENT (HSE) & SECURITY POLICY

[MDR-P 65 (a)] In our Group-wide HSE&S Policy, we confirm to be committed to putting health, safety, environment, and security (HSE&S) at the heart of all our activities. This includes materials sourcing, product design, operations, and services and climate change. Required by the policy is an HSE&S management system based on internationally recognized sustainability standards, principles and commitments and is prepared and maintained in collaboration with business areas.

The management standards cover 15 general topics and provide a framework for how we manage HSE&S across all ABB Sites. These standards will ensure compliance with ISO standards (14001, 45001 and partially other ISO standards due to ISO's high-level structure). The control standards describe the minimum requirements expected by ABB for the management of an HSE&S task or risk. To date, there are 50 standards, but this number may increase as more tasks or risks in our operations are identified.

S1-R-02
S4-R-01
G1-R-01

INFORMATION & CYBER SECURITY POLICY

[MDR-P 65 (a)] As ABB Information and associated systems are critical elements to the continuous development and growth of our business, ABB Information Systems must have appropriate preventative, detective, and response controls implemented and tested to maintain ongoing confidentiality, integrity, and availability of information, as well as ongoing integrity, availability and resilience of ABB systems. Therefore, this policy establishes a structured set of Information Security Policies and Standards as well as Cyber Security Policies and Standards that provide more granular details for those controls and identifies associated roles and responsibilities. Furthermore, it lays out the way of managing security incidents and our Information Security and Cyber Security principles. It also stipulates the Security Policies Structure and Governance and explains the implementation, compliance, monitoring and enforcement of the policy.

E3-NI-01
E3-NI-02
S2-NI-01 (UPSTREAM)
S2-NI-03 (UPSTREAM)
S3-NI-02
G1-NI-01
G1-PI-02
G1-PI-04

SUPPLIER CODE OF CONDUCT

[MDR-P 65 (a)] To make sure that we only work with suppliers who share our commitment to integrity, sustainability and human rights, we ask our suppliers to meet the requirements set out in our Supplier Code of Conduct (SCoC). The term "suppliers" refers to third parties, including individual contractors, that we engage to purchase goods and/or services and/or works from. The SCoC deals with human rights and decent work, health and safety, climate and environment, material compliance and responsible minerals, business ethics, business and information security, and procurement by suppliers. It also includes aspects of documentation, inspections, reporting, corrective actions, reporting concerns, and access to remedy. As a companion to the SCoC, the Supplier Code of Conduct Implementation Guide explains how a supplier can fulfill our requirements and addresses the topic in more detail. Furthermore, our suppliers are urged to comply with all regulations and laws applicable to them and to take appropriate action in case of non-compliance.

[MDR-P 65 (d)] As third-party frameworks, the SCoC refers explicitly to the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGP), the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact (UNGC), the Rio Declaration on Environment and Development, the UN Convention Against Corruption, the Convention on Biological Diversity, the UN Framework Convention on Climate Change (UNFCCC), the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, the Stockholm Convention on Persistent Organic Pollutants (POPs), and the Minamata Convention on Mercury.

S2-R-01 (UPSTREAM & DOWNSTREAM)
S2-R-02 (DOWNSTREAM)
S2-NI-01 (UPSTREAM & DOWNSTREAM)
S2-NI-03 (DOWNSTREAM)
S3-NI-02

HUMAN RIGHTS POLICY AND DUE DILIGENCE FRAMEWORK

[MDR-P 65 (a)] Our Human Rights Policy formalizes and specifies the commitment of ABB to support and respect the human rights of every individual and community as outlined in the ABB Code of Conduct. Furthermore, it provides a common framework that acknowledges the company's responsibility to respect human rights, and it describes the management approach on human rights due diligence for ABB.

ABB's Human Rights Due Diligence Framework commits to implement human rights due diligence throughout its business to proactively assess, cease, prevent and mitigate actual and potential adverse human rights impacts on rightsholders along our value chain. Furthermore, it lays out the governance of an embedded and integrated respect for human rights with a cross-business Human Rights Working Group. The Framework requires us to track and communicate our performance, and it stipulates access to grievance and remedy. The Human Rights Working Group is responsible for defining the human rights roadmap, objectives and targets, including development programs, in collaboration with the Legal & Integrity function.

[MDR-P 65 (d)] The policy supports and respects the following international human rights frameworks: International Bill of Human Rights; ILO Core Labour Conventions (including ILO Convention No. 138 on minimum age for admission to employment and ILO Convention No. 182 on the worst forms of child labor); 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; UNGPs; UNGC; UNICEF's Children's Rights and Business Principles (CRBP); Voluntary Principles on Security and Human Rights.

S2-NI-03 (UPSTREAM)

SUSTAINABLE SUPPLY BASE MANAGEMENT REQUIREMENTS

[MDR-P 65 (a)] The Sustainable Supply Base Management (SSBM) program is our way to verify suppliers' compliance with the Supplier Code of Conduct and to fulfill the company's legal due diligence obligations. This document establishes our minimum requirements to be met for the SSBM program, unless legislation and/or local regulations impose a higher standard, in which case that higher standard shall be followed. The SSBM program requires our divisions to verify the sustainability compliance of new suppliers. They shall perform supplier assessments on existing suppliers following a five-year cycle to ensure compliance with the requirements. Divisions are required to ensure the implementation of the SSBM program within their organization and to allocate sufficient budget to it, including training for suppliers. This document is complemented by the Sustainable Supply Base Management ACOP (see below).

S2-NI-03 (UPSTREAM)

SUSTAINABLE SUPPLY BASE MANAGEMENT ACOP

[MDR-P 65 (a)] Our Sustainable Supply Base Management ACOP provides practical advice and guidance on the approved and recommended methods to ensure that our operations comply with the ABB Way. This ACOP determines the coverage of the SSBM program and its targets, KPIs and the external reporting requirements. Furthermore, it lays out the detailed program approach. The two types of on-site supplier audits that are part of the program – the generic protocol audit and the country-specific assessment – are explained in detail.

S2-O-01
S2-R-01 (UPSTREAM)
G1-PI-04

MANAGE VENDOR ONBOARDING PROCEDURE

[MDR-P 65 (a)] Our Manage Vendor Onboarding Procedure provides the requirements for the onboarding and qualification process of all vendors prior to their set up in local ERPs exclusively via the Master Data Governance system and their engagement. It builds on the minimum requirements, laid out in the Vendor Onboarding and Qualification Policy. The procedure applies in all instances when a new vendor needs to be onboarded for purchasing or sourcing activities by ABB, unless the vendor belongs to a category which is exempted. Assessments included in the vendor onboarding procedure include both integrity assessments and sustainability assessments, covering topics such as human rights, labor rights, health, safety and environment.

S2-R-01 (UPSTREAM)
S2-NI-01 (UPSTREAM)
S2-NI-03 (UPSTREAM)
S3-NI-02

ABB POLICY ON CONFLICT MINERALS

[MDR-P 65 (a)] Responsibly sourcing conflict minerals and other minerals of concern is part of our responsible sourcing commitment. This is also reflected in the ABB Policy on Conflict Minerals. [MDR-P 65 (d)] We have established a Responsible Minerals Program based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas, and other international standards. Within this program, we continue our work to understand and limit our exposure to conflict minerals (tantalum, tin, tungsten, and gold, or "3TG"), as defined by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and EU Directive 2017/821. We request information from our suppliers on the source of these minerals and other minerals of concern, such as cobalt and mica, and work with them to avoid sourcing from smelters or refiners (SORs) in the covered countries (the Democratic Republic of the Congo and neighboring countries) and conflict-affected and high-risk areas (CAHRAs), other than those that have implemented OECD-aligned programs. 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 that have been defined as high-risk.

S4-R-02

DATA PRIVACY – CORPORATE RULES

[MDR-P 65 (a)] At ABB, respecting data protection rights is a priority. We have adopted global data protection standards to ensure a standardized and high level of protection of personal data. The standards stipulate our principles regarding the processing of sensible personal data including the rules of sharing data with data processors. Furthermore, they prescribe the process of handling complaints from data subjects and the third-party rights available to the data subjects.

S4-R-02

PROCEDURE FOR END USERS OF GENERATIVE AI

[MDR-P 65 (a)] Generative artificial intelligence ("Generative AI") tools, their application and outputs have tremendous potential for ABB. These tools are still evolving and so are the risks and regulatory frameworks, both at the local and global level. The objective of this procedure is to enable all ABB personnel to use generative AI tools for work purposes responsibly, in accordance with regulatory requirements, the ABB Code of Conduct, the Generative Artificial Intelligence Policy, and to ensure the associated risks are appropriately managed. It stipulates the rules for ABB licensed generative AI tools as well as publicly available generative AI Tools and embedded generative AI tools.

SUSTAINABILITY REPORTING POLICY

[MDR-P 65 (a)] The objective of the Sustainability Reporting Policy is to establish the rules, requirements, roles and responsibilities related to sustainability reporting to enhance the transparency and credibility of our sustainability performance. It also describes the implementation approach to ensure we can provide accurate and consistent sustainability information to our stakeholders. The policy stipulates that all sustainability data published in ABB's Sustainability Statement adheres to the minimum reporting principles in alignment with ESRS, namely relevance, faithful representation, comparability and consistency, verifiability, and understandability. It explains the sustainability reporting governance at ABB and gives details about the roles and responsibilities involved in the reporting process.

TAX POLICY

[MDR-P 65 (a)] As part of our commitment to the highest standards of corporate governance and responsibility, we apply great care to the management of tax affairs, which is outlined in our Tax Policy. Our approach is to comply with the letter and the spirit of applicable tax laws and regulations in the countries where we operate. The Tax Policy outlines the role of the tax function at ABB and explains our Tax Control Framework. The related ABB Tax Control Framework follows a yearly structured approach with respect to how tax risks are identified, managed and monitored.

G1-R-01 (UPSTREAM)

ABB CYBER SECURITY REQUIREMENTS FOR SUPPLIERS

[MDR-P 65 (a)] Our ABB Cyber Security Requirements for suppliers outline minimum cyber security requirements applicable to ABB suppliers that process, access, interact with or store ABB information and/or Personally Identifiable Information (PII), have access to our information systems or supply software-related products and/or services to ABB. The requirements cover IT security, including but not limited to topics such as incident response, human resource security and network security. Additionally, this document states minimum cyber security requirements that shall be fulfilled for any software-related product that is supplied to ABB pursuant to the respective contract referencing this document.

The following IROs are not linked to any policy: S2-PI-01, S2-NI-02, S4-R-03, S4-R-04, S4-NI-01.

Sustainability-related targets

[E1-4 32 | E5-3 23 | S1-5 46 | S2-5 41] In 2025, we made progress toward our sustainability targets. We achieved our 2025 objective of covering through SSBM at least 80 percent of spend on high-risk suppliers in focus countries and remained on track to meet our 2030 targets and ambitions. We also conducted a review of our targets, as a result of which some have been removed or changed.

In addition to our sustainability targets, we defined ambitions that guide our sustainability efforts. While our targets typically focus on impacts across all of our businesses, our ambitions are typically focused on impacts that are more specific to certain businesses or geographical regions.

For more information on each target, please see the respective targets sections in the topical chapters.

OVERVIEW OF TARGETS

[MDR-T 80 (b), 80 (d), 80 (e), 80 (j)]

Target	Unit	Base year[1]	Baseline value	2025 status	2024 status	2025 reduction compared to base year	
						Absolute value	%
[E1] Protecting the climate							
Reduce own scope 1 and 2 CO_2e emissions by at least 80% by 2030 and by 100% by 2050	$ktCO_2e$	2019	631	134	138	(497)	(79)%
Reduce scope 3 CO_2e emissions by 25% by 2030 and by 90% by 2050[2]	$ktCO_2e$	2022	429,854	425,310	392,299	(4,544)	(1)%
[E5] Committing to circularity							
Achieve 80% alignment score for product-based revenues with the ABB Circularity Framework by 2030[3]	%	2025	-	27%	-	n.a.	n.a.
Send zero waste to landfill while reducing waste generation by 2030[4]	kt	2019	16.8kt equivalent to 8.8% of total waste	10.3 kt, equivalent to 5.3% of total waste	9.3 kt, equivalent to 5.8% of total waste	n.a.	n.a.
[S1] Responsibility for our employees							
Zero life-changing events to our people and contractors	-	2025	-	5	14	n.a.	n.a.
Increase proportion of women in senior management[5] roles to 25% by 2030[6]	%	2019	11.7%	22.6%	21.3%	n.a.	n.a.
Achieve a top-tier[7] employee engagement score	-	2019	71/100	80/100	78/100	n.a.	n.a.
[S2] Social protection in the value chain							
At least 80% of supply spending in focus countries[8] covered by Sustainable Supply Base Management (SSBM) by 2030	%	n.a.	n.a.	Using a risk-based approach, a mid-term 2025 target has been set, focusing on high-risk suppliers in focus countries.		n.a.	n.a.
At least 80% of spending on high-risk suppliers[9] in focus countries covered by SSBM by 2025	%	n.a.	n.a.	At the end of 2025, 80% of high-risk supply spending in focus countries was covered by the SSBM program.	At the end of 2024, 68% of high-risk supply spending in focus countries was covered by the SSBM program.	n.a.	n.a.
[G1] Good business conduct							
Continue to link sustainability targets to executives' variable pay, until 2030 (recurring target that needs to be met every year)	-	2019	Under the AIP, a safety goal was included within the individual measure for some members of ABB's EC.	Target achieved - all EC members have at least one measurable sustainability-related target assigned to their variable compensation.	Target achieved - all EC members have at least one measurable sustainability-related target assigned to their variable compensation.	-	-

1 Where base year applies.
2 Scope 3 Category 1 2024 values have been restated to reflect a refined methodology for the impact of currency conversion as well as an adjustment of emission factors for some spend categories.
3 Product-based revenues are, by default, non-service-related third-party revenues from ABB-owned products, excluding systems, internal sales and non-promoted brands. Exclusions follow documented company guidelines. The Robotics division, which is being divested in 2026, is not included in the target for 2025. For 2025 46% of the product based revenues have been assessed.
4 Waste from demolition and construction are excluded from the target; waste sent to incineration without energy recovery is included. In 2025, the calculation of the KPI was refined to include hazardous waste sent to landfill or incineration, which was previously excluded.
5 At ABB, senior managers are defined as employees in Hay grade 1-7, including division presidents.
6 The target relates to countries where policies legally permit and to the extent that it does not conflict with any applicable local laws, where ABB operates. 13% of total senior management is not included in the disclosure.
7 We define "top-tier" as performance within the Viva Glint Global top 25 percent benchmark and assume consistent participation across business areas, regions and roles.
8 Current focus countries are Brazil, Bulgaria, China, Egypt, India, Malaysia, Mexico, Peru, Saudi Arabia, South Africa, Thailand, Tunisia and Türkiye.

9 High-risk suppliers are suppliers who supply ABB with goods or services for which there is a high occupational health and safety, environmental or social risk.

Ambition	Unit	Base year[1]	Baseline value	2025 status	2024 status
[E1] Protecting the climate					
Ambition to avoid 600 megatons CO_2e emissions throughout lifetime of products sold from 2022 to 2030[2]	$MtCO_2e$	2022	-	285	204
[S3] Protecting vulnerable communities					
Ambition to expand programs for community engagement	-	-	-	In 2025, we launched our new Community of Practice (CoP), incl. colleagues across functions and countries. At Group-level, we set guidance and sign-off priorities, while our CoP connects local practitioners and shares knowledge, enhancing local capabilities.	In 2024, we released an internal guideline to formalize our community engagement strategy and provide direction on developing projects aligned with our Sustainability Agenda and our Four Focus Areas (4Es) of intervention.

1 Where base year applies.

2 Avoided emissions status is cumulative for 2022-2025 and 2022-2024, respectively.

[ESRS 2 MDR-T 80 (h)] At ABB, internal stakeholders are systematically involved in the setting of sustainability-related targets. Targets are typically developed in cooperation between Corporate Sustainability and various sustainability-related workstreams, which involve all business areas. External expertise is included by taking relevant established frameworks into account, which may involve periods of close cooperation. Examples are the Science Based Targets initiative (SBTi) for our climate targets or UL Solutions for the Zero Waste to Landfill target. Targets are discussed and approved by the Board of Directors, after proposal of its Governance and Nomination Committee (GNC).

01

ENVIRONMENTAL INFORMATION

PROTECTING THE CLIMATE

Toward a low-carbon society

Enabling a low-carbon society is at the center of our purpose and value proposition and a key pillar of our Sustainability Agenda. We aim to drive the shift towards a low-carbon society with innovative technologies. Thereby we want to help our customers reduce and avoid emissions through our products, solutions and services. Our expertise in electrification and automation enables greater energy efficiency and the integration of renewable energies into the energy mix. We also work toward reducing emissions in our own operations as well as in those of our suppliers and customers.

[E1-1] TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

Near and long-term targets

[E1-1 14 | E1-1 16 (a)] To achieve net zero, ABB has set near-term and long-term targets aligned with the Corporate Net-Zero Standard of the Science Based Targets initiative (SBTi), which guide our Climate Transition Plan. Both sets of targets employ the absolute contraction methodology as outlined by the SBTi and have been validated by the initiative. They are not only science-based but the long-term targets are also in line with limiting global warming to 1.5°C in line with the Paris Agreement. For further information on our targets, please see below and in the targets section under E1-4.

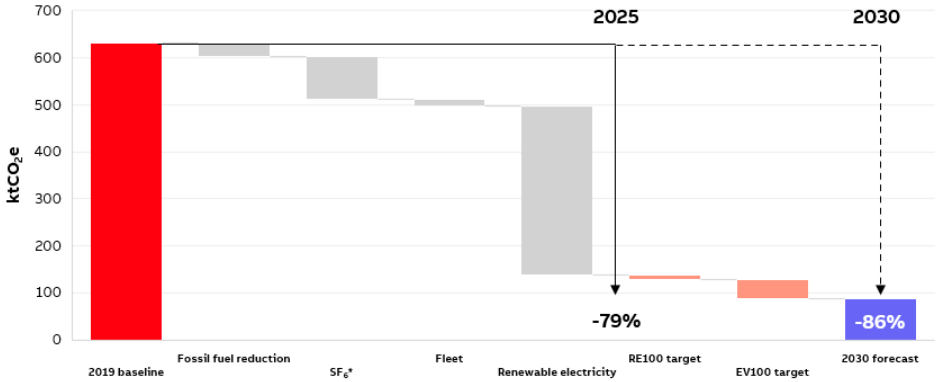
- **Near-term targets (2030)**
  - Decrease absolute scope 1 and 2 (operational) GHG emissions by 80 percent between 2019 and 2030. The target has been approved by the SBTi and is 1.5°C aligned.
  - Decrease absolute scope 3 (value chain) GHG emissions by 25 percent between 2022 and 2030. The target has been approved by the SBTi and is “Well below 2°C aligned”.
- **Long-term targets (2050)**
  - Decrease absolute scope 1 and 2 (operational) GHG emissions by 100 percent between 2019 and 2050. The target has been approved by the SBTi and is 1.5°C aligned.
  - Decrease absolute scope 3 (value chain) GHG emissions by 90 percent between 2022 and 2050. The target has been approved by the SBTi and is 1.5°C aligned.

DECARBONIZING OUR OWN OPERATIONS

[E1-1 16 (b)] To reduce our scope 1 and 2 emissions, we are implementing several measures, such as our commitment to the EV100 and RE100 initiatives of The Climate Group, to reduce emissions from our fleet and operations. Our transition plan quantifies these measures against our emissions base (see graph below).In 2025, we achieved a reduction of 79 percent in our scope 1 and 2 emissions compared to 2019. This progress was driven primarily by the implementation of energy efficiency improvements, the roll-out of renewable energy at our sites and further reduction of SF6 leakages at our sites. As a result, we are on track to reach our near-term 2030 target of 80 percent emission reduction.

The strong progress towards our scope 1 and 2 targets has also been supported by our drive to improve energy efficiency, which has reduced our total operational energy consumption every year from 2020 to 2025.

Scope 1 and 2 reduction plan



The chart above shows the expected effects of each measure in reducing our emissions compared to our base year. The most impactful measure by far is the shift to renewable electricity. However, the other measures are important contributors to our emissions targets and will lead to significant changes in the way we run our operations.

As we approach our 2030 target, we remain committed to our existing targets of sourcing 100 percent of our electricity from renewables and electrifying our vehicle fleet. Delivering against these commitments combined with our strong progress in other areas means we are now forecasting an 86 percent reduction in scope 1 and 2 emissions by 2030 versus our 2019 base. For further information on our actions to achieve progress on our targets, please see section E1-3.

Switch to renewable energy

In line with our RE100 commitment, we plan to consume our electricity from renewable sources by 2030. This commitment applies to our global operations, including factories, warehouses and offices.

Key actions include continued progress on:

- installation of on-site solar panels to directly generate renewable electricity;
- reduction of electricity demand via energy efficiency, for example, upgrade lighting systems to LEDs; and
- sourcing of 100 percent renewable electricity across all ABB sites by 2030.

Electrifying our vehicle fleet

To align with our EV100 commitment, we are in the process of transitioning to an electric vehicle fleet by 2030.

Key actions include continued progress on:

- replacing internal combustion engine vehicles with electric vehicles by 2030; and
- expanding EV charging infrastructure across all ABB-owned locations.

Reducing the use of SF_6

Sulfur hexafluoride (SF_6) is an excellent insulator for the medium-voltage power equipment that we produce, but it is also the most potent greenhouse gas in terms of global warming potential. We are focused on continually reducing SF_6 leakages in our operations and the need for SF_6 in our products. This has the knock-on effect of reducing the need to handle SF_6 at our sites.

Key actions include continued progress on:

- minimizing the use of SF_6 with process improvements in medium-voltage manufacturing;
- introducing SF_6-free products to the market (e.g., UniSec Air); and
- providing additional training to personnel to identify continuous improvements in established procedures to reduce SF_6 leakages.

Reducing the use of fossil fuels

We use fossil fuels (mainly natural gas) in various productions to generate process heat and for general heating. Our aim is to reduce the use of fossil fuels by replacing machinery and innovating production processes that still rely on them. Due to the long lifespan of production assets, full decarbonization will not be achieved by 2030. We expect to fully decarbonize our operations by our long-term target date of 2050.

Key actions include continued progress on:

- replacing fossil-fuel-based heating systems with heat-pump solutions;
- implementing Building Energy Management Systems (BEMS) to optimize energy use; and
- electrifying existing process heat applications.

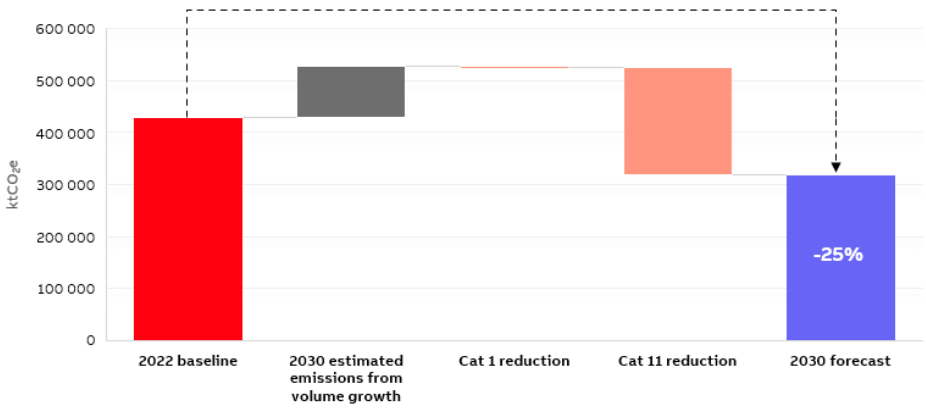
DECARBONIZATION IN OUR VALUE CHAIN

In 2025, although our scope 3 GHG emissions increased compared to 2024, they are 1 percent lower compared to the base year of 2022, with key drivers of the year-on-year increase being strong growth of orders and unit shipments in parts of the business, as well as a shift in sales mix within our product portfolio. We follow the current GHG Protocol guidance under which 97 % of our scope 3 emissions are downstream in the Use of Sold Products category. The guidance indicates that in many cases for ABB the full energy input to our products and not just the energy loss must be accounted for. Reducing emissions that occur downstream with customers during the use of ABB products requires decarbonization of the energy used throughout their lifetime. The increase in scope 3 emissions is a result of energy-intensive products used by customers powered by electricity, which globally still often relies on significant use of fossil fuels. Advanced energy efficiency, electrification and grid decarbonization are key drivers of the global energy transition. The sale of ABB products that support the integration of renewables into the grid, for example, will in turn lead to reductions of our own scope 3 emissions in the long term.

To reduce our scope 3 emissions, we are focusing on the following two categories, which account for 99 % of our value chain emissions:

- Category 1 (purchased goods and services)
- Category 11 (use of sold products)

Scope 3 reduction plan for 2030



Scope 3.1 Purchased goods and services

To reduce our category 1 emissions, we are focused on sourcing key materials with a lower GHG impact, including low-carbon steel, copper, aluminum and plastics. This will also help us meet growing demand from customers for products with a lower carbon footprint. However, switching to low-carbon materials is not without its challenges. One is cost – certain materials, such as low-carbon steel, are considerably more expensive. Another is availability – rising market demand for low-carbon materials can lead to shortages and fluctuating prices, thereby affecting our sourcing strategies.

To manage these challenges, we need to work closely with suppliers and obtain clear information about the emissions linked to the materials we source. In 2025, ABB has been working on collecting more supplier specific emissions data.

To reduce category 1 emissions, we are focused on

- collaborating with suppliers and customers on low-carbon material availability and use;
- increasing availability of product carbon footprints (PCFs) from suppliers; and
- engaging suppliers on carbon reduction roadmaps through to 2030.

Scope 3.11 Use of sold products

Most of our scope 3 emissions come from the use of sold products (category 11). Many of these products are designed to help our customers reduce their emissions, so there is a strong connection between these emissions and our efforts to lower the overall carbon intensity of the energy sector. At the same time, we also rely on other key players to help drive grid decarbonization, and this dependency poses a risk to meeting our climate targets.

To reduce category 11 emissions, we are focused on:

- supporting the decarbonization of electricity grids with innovative technologies;
- improving energy efficiency in industries by working with customers to implement the most efficient products available; and
- developing new products to boost energy efficiency and help reduce carbon emissions.

By increasing the amount of clean energy flowing into the electricity grid – for instance with our solutions to stabilize grids powered by renewables in Spain's Canary and Balearic Islands – we can reduce emissions from our sold products.

Locked-in emissions

[E1-1 16 (d)] ABB's global manufacturing sites have long-lived, capital-intensive assets some of which are powered by fossil fuels. This creates temporary locked-in emissions until machinery and processes are upgraded. However, with our commitment to phase out fossil fuels and cut scope 1 and 2 emissions by 100 percent until 2050, these emissions are not considered locked-in in the long-term.

Products and solutions for the marine market

ABB's scope 3 downstream emissions are the largest contributor to our corporate carbon footprint, primarily due to the significant electric power consumption of sold products, particularly in category 11, which covers their use phase.

The electrification of industry and the decarbonization of electricity grids are widely recognized as important strategies to reach net-zero emissions[3].Given the trajectory of grid decarbonization forecast by the International Energy Agency under the Announced Pledges Scenario, we do not consider these emissions as locked-in.

[3] https://www.iea.org/energy-system/electricity/electrification

The one area of our downstream emissions not associated with grid electricity consumption is in our Marine & Ports business, which supplies propulsion equipment to marine vessels. For this part of the business, we utilize forecasts of shipping decarbonization from the International Maritime Organization. This is a hard-to-abate sector where significant investments are required to shift to alternative fuels. We expect that reducing emissions in this part of our value chain will take longer than in the electricity sector.

ABB is tackling this challenge in the following ways[4]:

- Energy efficiency improvements;
  - providing high-efficiency propulsion solutions that improve the energy efficiency of vessels:
    - Azipod® propulsion;
    - ABB Dynafin™;
  - auxiliary electrification of cargo ships (shaft generators);
  - digital solutions (weather routing);
- Electrification of ports (shore-to-ship power); and
- Electrification of vessels; for shorter distances, ABB has been developing and is now offering customers hybrid and fully electric vessels.

All the solutions we offer are compatible with the shift towards lower carbon and renewable fuels in the shipping industry.

FINANCIAL RESOURCING

[E1-1 16 (c), 16 (e), E1 MDR-A 69 (a), 69 (b)] Our Climate Transition Plan outlines a comprehensive approach to reducing scope 1, 2 and 3 GHG emissions in line with our near- and long-term climate targets. In this phase of implementation, the plan places particular emphasis on operational emissions (scope 1 and 2), which are where we can drive immediate and measurable impact.

Accordingly, the financial investments currently detailed in this plan relate to decarbonization initiatives within our own operations (scope 1 and 2). Investments targeting scope 3 upstream emissions (scope 3 category 1) are under way but not quantified as low-carbon materials are part of our sourcing approach and premiums are not always applicable. Although our current financial investment disclosures are concentrated on scope 1 and 2 emissions, we acknowledge that scope 3 – particularly category 11 (use of sold products) – accounts for most of our carbon footprint. We are actively evaluating appropriate methodologies to quantify our scope 3-related investments. In addition, operational expenditures (OpEx) linked to climate change mitigation are being mapped and integrated into the investment assessment methodology.

In 2025, we allocated $11.8 million in capital expenditure (CapEx) to climate mitigation efforts across our real estate portfolio. Our sustainability team collaborates closely with our real estate teams to assess and categorize individual decarbonization projects.

[4] https://global.abb/group/en/stories/energy-transition/transport/martime-transport

Overview of key climate mitigation measures and investments (FY 2025)

Measure	Scope addressed	Investment ($ in millions)[1,2]
On-site solar panel installations	Scope 2	3.2
HVAC and heat pumps	Scope 1 & 2	4.2
Energy efficiency and building energy management systems (BEMS)	Scope 1 & 2	4.4
Total		11.8

Due to rounding, numbers presented may not add to the totals provided.

Comparatives not shown unless already reported in the 2024 Sustainability report.

1 The reported values reflecting global CapEx investments in scope 1 and 2 decarbonization actions are not fully aligned with EU Taxonomy CapEx reported numbers. While eligibility values under the EU Taxonomy can be assessed globally, alignment requires fulfillment of specific criteria limited to the EU that are not applied globally. A further difference in the Transition Plan numbers is the application of a significance threshold for projects over $250k in the areas solar PV, HVAC (including heat pumps), BEMS, lighting and energy efficiency.
2 Investment projects above $250k in FY25.

EU Paris-aligned benchmarks

[E1-1 16 (g)] The EU Paris-aligned benchmark is a standard set by the European Union to ensure that companies align with the climate goals established by the Paris Agreement. ABB is not excluded from the EU Paris-aligned benchmarks in accordance with the exclusion criteria stated in articles 12.1 (d) to (g) and 12.2 of Commission Delegated Regulation (EU) 2020/1818 (Climate Benchmark Standards Regulation) and thus supports in limiting global warming as per the Paris Agreement.

Climate Transition Plan in overall business strategy and financial planning

[E1-1 16 (h)] The monitoring of our Climate Transition Plan is an ongoing and dynamic process. We have established a robust framework by establishing a 5-year forecast performed by each division and business area for financial and sustainability targets that include decarbonization (scope 1, 2 and 3), reviewed by the Board. We are continually enhancing our methodologies to effectively track progress towards our climate targets. We will monitor and assess our progress made on an annual basis to determine whether any modifications to our plan are required. To incentivize progress on the Climate Transition Plan, a portion of our management's compensation is linked to ABB's climate performance (scope 1 and 2). This is intended to encourage employees across the company to consider climate impacts in their day-to-day work.

Governance and monitoring

[E1-1 16 (i)] Our Climate Transition Plan is reviewed by the Board, which reviews and approves our Sustainability Agenda and targets. Our climate targets, which are SBTi-validated, encompass scope 1, 2, and 3 emissions. The transition trajectory, underlying analysis and associated measures have been reviewed at the Board level.

[E1-1 16 (j)] Progress made in implementing the plan in 2025 includes the following key elements:

- integration of the physical and transitional risk assessment into the plan;
- quantification of scope 1, 2 and 3 emission reductions for the outlined decarbonization levers through to 2030;
- monetary quantification of key CapEx-related actions on scope 1 and 2; and
- formal approval of the Climate Transition Plan by the GNC obtained during 2025.

[E1-7] GHG REMOVALS AND GHG MITIGATION PROJECTS FINANCED THROUGH CARBON CREDITS

[E1-7 60] ABB is a signatory to the Science Based Targets initiative (SBTi). As the SBTi Net Zero standard only allows for Negative Emission Technologies (NETs) to be used for a maximum of 10 percent of residual emissions in 2050, rather than for 2030 targets, we will analyze the respective investment options later.

[E1-8] INTERNAL CARBON PRICING

[E1-8 62] ABB does not apply any internal carbon pricing schemes.

Climate risks: physical and transition

[E1 SBM-3] RESILIENCE IN CLIMATE MATTERS

[E1 SBM-3 18] The allocation of our material climate risks to physical or transition risks is as follows (for the explanation of the IRO-IDs and description of IROs, please see IRO table in ESRS 2 IRO-1 in the chapter “Sustainability at ABB”):

- E1-R-01: transition risk;
- E1-R-02: transition risk; and
- E1-R-03: physical risk.

Climate risk and opportunity assessment

[E1 SBM-3 18 | E1 SBM-3 19 (a), 19 (b) | E1 SBM-3 AR 7 (b)] In addition to the Double Materiality Assessment (DMA) and the dedicated climate gross assessments for physical risks, transition risks and transition opportunities (for more information see E1 IRO-1, p. 59), which identified and assessed risks and opportunities without considering the effects of operational and planned responses, ABB performed a resilience analysis during this reporting year. This analysis evaluated the material net risks and opportunities to the business model against a range of plausible climate scenarios (Intergovernmental Panel on Climate Change (IPCC) RCP8.5, RCP4.5 for physical climate risk, and International Energy Agency (IEA) “Net Zero Emissions by 2050” (NZE 1.5°C) for transition risks and opportunities), reflecting both high-emission pathways and scenarios aligned with the Paris Agreement. The resilience analysis was conducted to identify material net physical risks, transition risks and transition opportunities by assessing how effectively the operational and planned responses mitigate the identified climate-related gross risks and realize gross opportunities. Additionally, the analysis tested the capacity of our existing strategy and risk management processes to adapt to any relevant potential climate-related risks. By understanding where our business is most vulnerable and where opportunities for mitigation and adaptation are located, we ultimately aim to strategically strengthen our operational resilience.

[E1 SBM-3 AR 7 (b)] The resilience analysis focused on material risks and opportunities, applying the same definitions for short-, medium- and long-term time horizons as those used for the gross physical climate risk assessment and the gross transition risk and opportunity assessment (see section E1 IRO-1 below).

[E1 SBM-3 19 (a)] For the physical climate risk resilience analysis, all relevant manufacturing sites worldwide that are exposed to material gross physical risks (e.g., flooding) were in scope. For transition risks, the assessment was performed at business area and corporate function level, with consideration of potential risks and opportunities across the whole value chain, utilizing the risk and opportunity drivers recommended by the Task Force on Climate-related Financial Disclosures (TCFD).

In principle, our approach to assessing ABB’s resilience in relation to physical climate risks consists of three main steps:

- [E1 SBM-3 AR 7 (b)] **Calculation of gross risks**: We perform a forward-looking climate scenario analysis, covering physical climate risks for material sites based on two relevant scenarios and three time horizons (for more information see E1 IRO-1 on p. 59).

- **Prioritization of sites**: We apply a structured methodology to prioritize sites based on their gross risk exposure and the materiality of potential financial impacts.

- **Qualitative assessment of net risks**: For the prioritized sites, we collaborate with local site managers to identify operational and planned adaptation responses. Based on this analysis, we derive a qualitative metric that reflects each site's level of protection, considering the effectiveness of current and planned responses against identified hazards. As a result, we determine the residual net physical climate risks for the prioritized sites. In addition to physical adaptation responses, insurance coverage is available as a non-physical measure further reducing the remaining net risk. Potential uncertainties related to the resilience analysis are rooted in the assumptions made in the underlying gross physical risk analysis (e.g., climate data), as well as the qualitative assessment of the adaptation responses.

[E1 SBM-3 19 (b)] Our approach to assess the resilience towards transition risks builds on the qualitative assessment of gross transition risks (see section E1 IRO-1, p. 59):

We engage with representatives from the business areas and corporate functions to identify and assess the velocity, impact and likelihood of net transition risks and opportunities through the same ERM-aligned methodology as the gross risks and opportunities. Our risk and response owners, as well as representatives from the business areas and corporate functions, assess the effectiveness of operational responses, leading to a qualitative assessment of ABB's resilience towards transition risks.

[E1 SBM-3 19 (c) | E1 SBM-3 AR 8 (b)] In 2025, the physical climate risk-related resilience analysis concluded that ABB faces a relatively low level of net physical climate risk across its operations in all time horizons. Among other temperature and solid mass-related hazards, the major gross physical risk identified (see section E1-9, p. 75) is flooding, which is well managed through robust adaptation responses, including site-specific protections like flood defenses and emergency preparedness protocols. Additionally, our geographically diversified manufacturing footprint and supply chain further enhance the resilience by reducing dependencies on any single location or region. The main focus of the physical climate risk assessment is on own operations, for which a material risk might be more impactful than the upstream and downstream value chain, which is highly diversified. Thereby we follow a top-down approach for identifying physical climate risks in the value chain (see section E1-9). We take steps to mitigate any identified risks through dedicated measures, which include, for example, considering multiple suppliers for components during the R&D process, requesting business continuity plans from suppliers, or establishing such plans internally, if a dependency on a single supplier cannot be avoided (see section G1-2 15 (a), p. 132).

[E1 SBM-3 19 (c) | E1 SBM-3 AR 8 (b)] Although ABB is exposed to transition risks especially in the categories reputation, market, and policy and legal, the 2025 resilience analysis demonstrated that the opportunities from the energy transition, arising mainly in the categories products and services, resource efficiency and markets, can have a greater impact on our business than the risks. The resilience analysis has shown that we are able to address the identified transition risks through our continuous investment in R&D and the ongoing development of our products and strategy. Potential uncertainties related to the resilience analysis are based on assumptions made in the underlying transition climate risk analysis.

[E1 SBM-3 AR 8 (b)] In conclusion, we have established business contingency plans to ensure operational continuity under the various potential effects of climate change. Our climate risk assessments together with our Climate Transition Plan and the identified levers, all support us in adapting our strategy and business model where appropriate. For dedicated actions towards a low-carbon society, please see our Climate Transition Plan (section E1-1 above).

[E1 SBM-3 19 (b)] Going forward, our ERM team triggers an annual review to update the risk landscape based on regulatory requirements and, if necessary, updates the climate-related risk and opportunity assessments.

Climate change as a material topic

[E1 IRO-1] IDENTIFYING AND ASSESSING MATERIAL IROs

[E1 IRO-1 20 (a), 20 (b) | E1 IRO-1 AR 9] ABB's climate-related IROs have been a pivotal factor in our 2025 updated DMA. A number of other processes, analyses and assessments contributed to our understanding of the prevalent risks. This includes our analyses of physical and transition risks resulting from climate change as well as our analyses of company emissions data, publicly available climate change scenarios, and their application in the context of the ABB Group and their potential implications in the future.

Our selection of scenarios for the physical and transition risk analysis reflects a wide range of potential future outcomes. On the one hand, limiting global warming in line with the Paris Agreement is reflected by the International Energy Agency (IEA) "Net Zero Emissions by 2050" (NZE 1.5°C) scenario whereas a high temperature scenario represented by RCP8.5 (ranging from 3.2°C to 5.4°C), developed by the Intergovernmental Panel on Climate Change (IPCC), illustrates climate-related hazards if climate change cannot be mitigated globally.

The assessment of climate physical and transition risks is embedded within our annual ERM cycle. The results of this process are used to inform our DMA at the beginning of each year. Our DMA revealed 14 impacts, risks and opportunities (IROs) regarding climate, of which six were classified as impacts, three as risks and five as opportunities. For more information on these, please see the IRO table in the chapter "Sustainability at ABB", section ESRS 2 IRO-1. Of these three risks, two have been identified as transition risks (E1-R-01 and E1-R-02) and one as a physical risk (E1-R-03). For the process applied to identify these IROs and for more information on the positioning of these risks in the value chain, please see ESRS 2 IRO-1.

[E1 IRO-1 AR 15] Any climate-related assumptions made by ABB, both in the Sustainability Statement and in the Financial Report, take account of the climate scenarios we used in our risk analysis.

PHYSICAL RISKS ASSOCIATED WITH CLIMATE CHANGE

[E1 IRO-1 20 (b)] ABB follows a comprehensive approach for identifying and assessing physical risks arising from climate change. This approach can be summarized in the following key steps.

[E1 IRO-1 AR 11 (a), AR 11 (b), AR 11 (c), AR 11 (d) | E1 IRO-1 21] An annual regulatory screening takes place to ensure compliance with the applicable reporting frameworks on which the relevant business activities and corresponding sites are scoped for the assessment. We collect comprehensive data on sites from our internal systems including the type and level of activity, geo-location data and other supplementary information. We verify this data with relevant stakeholders for accuracy and relevance and use them as an input for the assessment.

For the assessment, we identify high emission climate scenarios, taking into consideration the latest scientific research. We use short- (up to one year), medium- (one to five years) and long-term (more than five to thirty years) time horizons for the assessment based on our ERM methodology.

Geospatial physical risk data is obtained from various specialized tools and data sources and used to perform a detailed risk modeling and assessment.

We conduct an exposure analysis, covering the scoped hazards (climate hazards specified by ESRS E1) based on their respective relevance to our sites and activities, that distinguishes between acute and chronic physical risks. We also perform a vulnerability analysis by incorporating site-specific operational data to assess potential climate-related threats and their sensitivity to business continuity or asset damage. The sites' hazard exposure and business vulnerability are combined to derive gross risks. Sites with material gross risks are then reported and considered for further investigation in the resilience analysis (see section ESRS 2 SBM-3, p. 27).

[E1 IRO-1 AR 11 (a)] The objective of this assessment is to understand how different types of physical climate risks can potentially affect the financial performance of any site in scope of the assessment in terms of potential direct physical damage or business interruption. By analyzing this data, we can gain valuable insights into climate-induced patterns and our physical risk exposures across the entire portfolio. The key datapoints collected for identifying and assessing physical risks included the replacement value of physical assets and the potential revenue exposed to a risk of business interruption. After we identified sites with potential material gross risks, we conducted a bottom-up resilience assessment to assess the physical net risk exposure, which informs future risk mitigation and adaptation strategies.

[E1 IRO-1 20 (b)] The assessment of physical climate risks is based on scientific climate scenarios (IPCC RCP8.5 3.2 to 5.4°C, RCP4.5 1.7 to 3.3°C). The selection of time horizons for physical risks aligns with the current reporting cycle (one year), strategic planning horizons and capital allocation plans (up to five years), as well as expected operational lifetimes of our assets (up to thirty years), which are assumed to be operational either based on their remaining technical lifetime or continuous long-term operation. The assessment included the following considerations:

- The physical climate risk assessment is currently focused on our own operations as a material risk may be more impactful for our operations than for the upstream and downstream value chain, which is highly diversified.
- Regarding physical climate risks in the value chain, reported risks from our ERM process relating to the dependency on a few selected suppliers or customers are considered to validate them in the context of physical climate risk through interviews with the risk owners.
- A number of hazards from the table mentioned in climate hazards specified by ESRS E1 are considered irrelevant for ABB's business activities (e.g., ocean acidification or coastal erosion).
- The materiality criteria of potential risks follows our ERM methodology.

TRANSITION RISKS AND OPPORTUNITIES ASSOCIATED WITH CLIMATE CHANGE

[E1 IRO-1 20 (c)] ABB performs a detailed transition risk and opportunity assessment to understand how the risks and opportunities resulting from a shift to a low-carbon society could affect ABB's business model and strategy. By understanding the interplay between the transition risks and opportunities, we aim to remain well positioned to mitigate and manage the risks, while also being able to leverage the opportunities.

The qualitative transition risk and opportunity assessment involves representatives from our business areas and corporate functions and uses risk and opportunity inputs from climate scenarios, which are then complemented through interviews and focused workshops. This allows these representatives to identify and qualitatively assess specific risks and opportunities that are most relevant to each business area and corporate function.

[E1 IRO-1 20 (c) | E1 IRO-1 21 | E1 IRO-1 AR 12 (a), AR 12 (b), AR 12 (c)] Once the qualitative risks and opportunities are identified, they are further assessed and scored based on their likelihood of occurrence, their velocity of realization, and their magnitude on the respective business areas. Our transition risk and opportunity assessment is based on the IEA “Net Zero Emissions by 2050” (NZE 1.5°C) scenario, which illustrates a pathway consistent with limiting climate change to 1.5°C above pre-industrial levels (equivalent to RCP2.6), at which the results are governed by the pre-defined scenario narrative and corresponding assumptions.

The main drivers of the scenarios are the transition to a low-carbon society with a strong focus on electrification and industrial automation, rising GHG emissions pricing, and increasing stakeholder demands regarding ESG and climate targets. Value chain impacts are also considered as an input for the assessment where appropriate. Risks and opportunities are assessed across three time horizons: short-term (up to one year, to align with the current reporting cycle), medium-term (one to five years, to align with both our financial planning and ERM timeframes) and long-term (more than five to thirty years, to align with the lifetime of assets) and both from a gross and a net risk perspective (see section ESRS 2 SBM-3, p. 27, for further details). This process ensures alignment of the transition risk and opportunity assessment with our overall ERM methodology.

[E1 IRO-1 AR 12 (a)] For risks, the scope includes the categories of “Policy and Legal”, “Technology”, “Market” and “Reputation”, while for opportunities, the categories of “Resource Efficiency”, “Energy Source”, “Products and Services”, “Markets” and “Resilience” are considered. Key datapoints and their risk effects which are assessed include, among other things:

- **Regulatory trends:** information on existing and upcoming regulations, for example, related to carbon emissions or energy use;
- **Market data:** for example, consumer trends towards sustainable products and services or purchasing costs that can affect both the supply chain as well as own operations;
- **Technological developments:** insights into emerging technologies that could disrupt current business models; and
- **Stakeholder expectation and reputation:** feedback from customers, investors and other stakeholders concerning, for example, our climate strategy.

[E1 IRO-1 21 | E1 IRO-1 AR 11 (d)] We chose the IEA “Net Zero Emissions by 2050” (NZE 1.5°C) scenario as the basis for the transition risk and opportunity assessment as it features net zero CO_2 energy sector and industrial process emissions in 2050, while achieving universal energy access in 2030. Uncertainties in the climate risk analysis may arise from assumptions related to transition events which are currently unaccounted for in the scenario assumptions.

Climate change-related policies

[E1-2] POLICIES RELATED TO CLIMATE CHANGE

[E1-2 25] All sustainability-related policies of ABB are described in a dedicated Policies section at the end of the chapter “Sustainability at ABB”.

Climate change-related targets

[E1-4] TARGETS RELATED TO CLIMATE CHANGE

[E1-4 32 | E1-4 33 | E1 MDR-T 80 (f), 80 (g)] To achieve net zero, ABB has set SBTi-aligned near-term and long-term greenhouse gas reduction targets. Both sets of targets employ the absolute contraction methodology as outlined by the SBTi and have been validated by this initiative. [E1 MDR-T 80 (a), 80 (c)] Our targets are group wide and correspond to objectives in the ABB Climate Procedure.

[E1-4 34 (a), 34 (b), 34 (e)] **Near- and long-term targets**

Near-term targets (2030)

- Reduce absolute scope 1 and 2 GHG emissions by 80 percent from 2019 to 2030. Target validated by SBTi and is 1.5°C aligned.
- Reduce absolute scope 3 GHG emissions by 25 percent from 2022 to 2030. Target validated by SBTi and is “Well below 2°C aligned”.

Long-term targets (2050)

- Reduce absolute scope 1 and 2 GHG emissions by 100 percent from 2019 to 2050. Target validated by SBTi and is 1.5°C aligned.
- Reduce absolute scope 3 GHG emissions by 90 percent from 2022 to 2050. Target validated by SBTi and is 1.5°C aligned.

We have also committed to three initiatives of the Climate Group to help us achieve our near-term scope 1 and 2 GHG emissions reduction target:

- Consume 100 percent of our electricity from renewable sources by 2030. Commitment made to RE100 initiative.
- Electrify our global vehicle fleet by 2030. Commitment made to EV100 initiative.
- Improve our energy productivity by 20 percent by 2030 relative to 2019 and implement an energy management system across global operations by 2030. Commitment made to the Smart Energy Coalition (formerly EP100).

AVOIDED EMISSIONS AMBITION

In addition to our SBTi-aligned GHG emissions reduction targets, we have the ambition to avoid emissions in customer operations. Avoided emissions are the reduction in GHG emissions that occur because of the use of a product or solution. We use the category of avoided emissions to describe the volume of greenhouse gas emissions that our customers can avoid by using our products and solutions through their full service lives. The methodology for calculating avoided emissions is based on the 2023 guidance of the World Business Council for Sustainable Development (WBCSD), as explained further below in the methodology section (Gates 1 to 3, p. 73). Avoided emissions are not part of the scope 3 inventory and are not used to claim scope 3 reductions.

- Ambition to avoid 600 Mt CO_2e emissions throughout lifetime of products sold from 2022 to 2030.

GHG emissions reduction targets and avoided emissions ambition

Target	Unit	Base year	Baseline value	2025 status	2024 status	2025 reduction compared to base year	
[E1] Protecting the climate							
Reduce own scope 1 and 2 CO_2e emissions by at least 80% by 2030 and by 100% by 2050	ktCO2e	2019	631	134	138	(497)	(79%)
Reduce scope 3 CO_2e emissions by 25% by 2030 and by 90% by 2050[1]	ktCO2e	2022	429,854	425,310	392,299	(4,544)	(1%)

1 Scope 3 Category 1 2024 values have been restated to reflect a refined methodology for the impact of currency conversion as well as an adjustment of emission factors for some spend categories.

Ambition	Unit	Base year	2025 status	2024 status
[E1] Protecting the climate				
Ambition to avoid 600 megatons CO_2e emissions throughout lifetime of products sold from 2022 to 2030[1]	$MtCO_2e$	2022	285	204

1 Avoided emissions status is cumulative for 2022-2025 and 2022-2024, respectively

Market- and location-based scope 1 and 2 GHG emissions reduction

			2025 reduction compared to base year	
GHG emission category (kt CO_2e)	**Baseline value (2019)**	**2025 status**	**Absolute value**	**Percentage**
Market-based	631	134	(497)	(79)%
Location-based	645	374	(271)	(42)%

The consistency between our GHG emissions reduction targets and the GHG inventory boundaries is ensured through clearly defined and documented inventory boundaries that are reviewed annually. Material changes in our structure, acquisitions or divestments are reflected accordingly. As part of our alignment with SBTi, we have committed to incorporate all significant emission sources in our inventory and to annually report on all relevant scope 3 categories.

[E1-4 AR 25 (a), AR 25 (b)] For scope 1 and 2, the base year remains 2019. Reorganizations, divestments and acquisitions have been reflected in restatements of the 2019 value in the years since 2020. For scope 3, the base year was set to 2022 as the target was introduced during 2023 and the previous year best represented the current business structure. The same applies to the baseline for the ambition to avoid emissions.

[E1-4 AR 30 (c)] For evaluating decarbonization levers ABB has utilized the IEA Announced Pledges Scenario (APS). This is particularly relevant for looking at electricity grid decarbonization which impacts our downstream emissions.

[E1 MDR-T 80 (i)] There were no changes to our targets and the corresponding indicators in the reporting year.

[E1 MDR-T 80 (j)] In 2025, we updated our decarbonization plan. Progress against it is monitored on a quarterly basis. For scope 1 and 2, we were on track as of December 31, 2025, and we expect to reach our target ahead of schedule. For scope 3, as of December 31, 2025, our progress toward our target is slower than originally anticipated due to grid decarbonization having slowed down. During 2026, we will continue exploring additional measures to make progress towards our 2030 target.

Management of climate change

[E1-3] ACTIONS IN RELATION TO CLIMATE CHANGE

[E1-3 28] Our efforts and achievements in addressing climate change are three-fold:

- We are committed to reducing emissions in our own operations.
- We are committed to reducing emissions in our value chain by supporting our suppliers to reduce their emissions.
- We are committed to helping our customers reduce and avoid emissions through our products, solutions and services.

[E1-3 29 (a) | E1-4 34 (f)] To reduce scope 1 and 2 GHG emissions, several decarbonization levers have been defined and are being implemented. These levers can be disaggregated into fossil fuel reduction (through energy efficiency and decarbonization of fossil-fueled assets), a shift to renewable energy, fleet electrification and SF_6 management. The commitments to the RE100 and EV100 initiatives as well as the Smart Energy Coalition (formerly EP100) will support the reduction of scope 1 and 2 GHG emissions by 2030.

For scope 3, the levers to reduce the most material categories, specifically emissions from the use of sold products and purchased goods and services, are disclosed in the transition plan section of this statement.

2025 status of scope 1 and 2 decarbonization levers

[E1-3 29 (b): Achieved]

Scope 1 and 2 decarbonization levers	2025 status	2024 status
Percentage of renewable electricity consumption of total electricity consumption	98%	95%
Percentage of electric vehicles[1] of total fleet of vehicles	33%	26%
Improvement of energy productivity since 2019[2]	61%	43%
Reduction of SF_6 since 2019	(94)%	(92)%

1 Only battery electric vehicles are counted as electric vehicles from 2025 onwards. Plug-in hybrid electric vehicles were removed from the 2024 values

2 The 2024 energy productivity values have been restated in line with the restatement in the 2024 energy consumption values.

More information on ABB's decarbonization levers can be found in the section on our Climate Transition Plan (E1-1). [E1-3 29 (b)] This also includes the achieved and expected GHG reductions.

[E1-3 29 (c) i, 29 (c) ii, 29 (c) iii | E1-3 AR 21] Financial aspects of climate change actions are also covered in the section about our Climate Transition Plan (E1-1).

ACTIONS OVERVIEW (E1)

[E1 MDR-A 68 (a), (b), (c)]

We are already executing all activities listed below.

List of key actions	IROs covered	Scope	Time horizon
Transition Plan	E1-O-01, E1-O-02, E1-O-03, E1-O-04, E1-O-05, E1-R-01, E1-R-02, E1-PI-01, E1-PI-02, E1-NI-01, E1-NI-02, E1-NI-03, E1-NI-04	Global, own operations	Ongoing
Resilience Analysis	E1-R-03	Global, customers	Ongoing

Facts & figures
Energy

[E1-5] ENERGY CONSUMPTION AND MIX

ENERGY CONSUMPTION RELATED TO OWN OPERATIONS

[E1-5 37 (a), 37 (b), 37 (c), 37 (c) i, 37 (c) ii, 37 (c) iii | E1-5 38 (a), 38 (b), 38 (c), 38 (d), 38 (e) | E1 MDR-M 77 (c)]

Total energy consumption (in GWh)[1,2]	2025	2024
Total energy consumption from fossil sources	**559**	**589**
fuel consumption from natural gas	325	342
fuel consumption from crude oil and petroleum products[3]	159	158
fuel consumption from coal and coal products	—	—
fuel consumption from other fossil sources	—	—
consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	75	89
Total energy consumption from renewable sources	**914**	**941**
fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources, etc.[4]	20	11
consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	853	892
consumption of self-generated non-fuel renewable energy	40	38
Total energy consumption (in GWh)	**1,473**	**1,530**

Due to rounding, numbers presented may not add to the totals provided.

1 The 2024 energy consumption figures have been adjusted for changes in methodology relating to estimated consumption for non-reporting sites. In addition, the methodology for fossil fuel consumption from ABB vehicles has been refined.
2 Nuclear energy cannot be separately tracked, and is estimated to not be material, less than 1% of energy consumed.
3 Includes oil and diesel as well as fuel consumption from ABB fleet of vehicles.
4 Use of renewable biogas to substitute natural gas in several sites.

Energy intensity (MWh/Total revenues plus Total revenues from discontinued operations, $ in millions)	2025	2024
Total energy intensity[1]	41.43	46.57

1 The 2024 energy intensity values have been restated in line with the restatement in the 2024 energy consumption values.

NON-RENEWABLE ENERGY PRODUCTION AND RENEWABLE ENERGY PRODUCTION

[E1-5 39| E1 MDR-M 77 (c)] Our total non-renewable production includes on-site electricity generation from natural gas, oil and diesel, as well as combined heat and power and trigeneration production from natural gas. The total renewable production includes on-site solar generation.

Energy production (in GWh)[1]	2025	2024
Total non-renewable energy production[2]	22	13
Total renewable energy production	46	42
Total energy production	**68**	**55**

1 The 2024 energy production figures have been adjusted for changes in methodology relating to estimated production for non-reporting sites.
2 The 2025 non-renewable energy production figures take into account heat and cooling production from combined heat and power as well as tri-generation units, which was previously not collected.

[E1-5 40] The majority of ABB business falls under NACE section C - Manufacturing, which is defined as a high-impact climate sector. Energy intensity from activities in high climate impact sectors therefore refer to ABB's total energy consumption per total net revenue. [E1-5 41] Similarly, energy consumption from activities in high climate impact sectors therefore refers to ABB's total energy consumption.

[E1-5 42] ABB uses NACE section C – Manufacturing as a basis to determine energy intensity from high climate impact sectors.

[E1-5 43] For the calculation of the energy intensity, the ABB Group total revenues plus total revenues from discontinued operations are applied, as all ABB business falls under NACE section C – Manufacturing, which is defined as a high-impact climate sector.

Greenhouse gas emissions

[E1-6] SCOPE 1, 2, 3 EMISSIONS

[E1-6 44] In 2025, we achieved a reduction of 79 percent in our scope 1 and 2 emissions compared to 2019. This progress was driven primarily by the implementation of energy efficiency improvements, the roll-out of renewable energy at our sites and further reduction of SF6 leakages at our sites. As a result, we are on track to reach our near-term 2030 target of 80 percent emission reduction.

In 2025, although our scope 3 GHG emissions increased compared to 2024, they are 1 percent lower compared to the base year of 2022, with key drivers being strong growth of orders and unit shipments in parts of the business, as well as a shift in sales mix within our product portfolio. We follow the current GHG Protocol guidance under which 97 percent of our scope 3 emissions are downstream in the Use of Sold Products category. The guidance indicates that in many cases for ABB the full energy input to our products and not just the energy loss must be accounted for. Reducing emissions that occur downstream with customers during the use of ABB products requires decarbonization of the energy used throughout their lifetimes. The increase in scope 3 emissions is a result of energy-intensive products used by customers powered by electricity, which globally still often relies on significant use of fossil fuels. Advanced energy efficiency, electrification and grid decarbonization are key drivers of the global energy transition. The sale of ABB products that support the integration of renewables into the grid, for example, will in turn lead to reductions of our own scope 3 emissions in the long term.

OVERVIEW OF SCOPE 1, 2 AND 3 GHG EMISSIONS

[E1-6 44 | E1 MDR-M 77 (c)]

(kt CO_2e)	2025	2024
Gross scope 1 GHG emissions, of which		
Use of fuels	69	67
Coolants	4	4
SF_6	5	8
Transport by own fleet	41	40
Emissions from biofuels	1	—
Total scope 1 emissions	119	119
Gross scope 2 GHG emissions, market-based		
District heat	8	8
Electricity	7	10
Gross scope 2 GHG emissions, location-based		
District heat	8	8
Electricity	247	278
Total scope 2 GHG emissions, market-based	**15**	**19**
Total scope 2 GHG emissions, location-based	**255**	**286**
Total scope 1+2 GHG emissions, market-based	**134**	**138**
Total scope 1+2 GHG emissions, location-based	**374**	**405**
Gross indirect (scope 3) GHG emissions		
1 Purchased goods and services[1]	9,718	9,521
2 Capital goods	64	85
3 Fuel and energy-related Activities (not included in scope 1 or 2)	51	55
4 Upstream transportation and distribution	576	617
5 Waste generated in operations	13	12
6 Business traveling	186	169
7 Employee commuting	193	175
8 Upstream leased assets	—	—
9 Downstream transportation	40	43
10 Processing of sold products	—	—
11 Use of sold products	414,229	381,372
12 End-of-Life treatment of sold products	221	230
13 Downstream leased assets	17	18
14 Franchises	—	—
15 Investments	2	2
Total scope 3 GHG emissions	**425,310**	**392,299**
Total scope 1, 2 and 3 GHG emissions (market-based)	**425,444**	**392,437**
Total scope 1, 2 and 3 GHG emissions (location-based)	**425,684**	**392,704**

Due to rounding, numbers presented may not add to the totals provided.

1 Scope 3 Category 1 2024 values have been restated to reflect a refined methodology for the impact of currency conversion as well as an adjustment of emission factors for some spend categories.

Scope 1 and 2 GHG emissions by region

[E1-6 AR 41 | E1 MDR-M 77 (c)]

Scope 1 and 2 GHG emission by region ($kt CO_2e$)	2025	2024
The Americas	49	
Asia, Middle East and Africa	21	
Europe	64	
	134	

Due to rounding, numbers presented may not add to the totals provided.

Comparatives not shown unless already reported in the 2024 Sustainability report.

[E1-6 53 | E1 MDR-M 77 (c)]

Scope 1, 2 and 3 GHG emission intensity ($kt CO_2e$/Total revenues plus Total revenues from discontinued operations, $ in millions)[1]	2025	2024
Market-based	11.97	11.95
Location-based	11.97	11.95

1 2024 values have been restated to reflect restatement in 2024 Scope 3 Category 1 values.

[E1-6 48 (b)] ABB does not participate in any regulated emission trading schemes (ETS) for its scope 1 greenhouse gas emissions.

[E1-6 AR 42 (c)] Reporting periods of value chain and ABB entities do not differ significantly, and limited effects on our GHG emission reporting are expected.

[E1-6 AR 43 (c)] In scope 1, we only consider methane (CH4) and dinitrogen oxide (N2O) biogenic emissions, following SBTi guidance. Biogenic emissions of 4,519 t of CO2 are not included in scope 1. [E1-6 AR 45 (e) | E1-6 AR 46 (j)] Biogenic emissions from scope 2 and 3 are estimated to be low and are not reported separately. The main source of biogenic emissions from scope 2 is the use of district heat from renewable sources, which contributes only a small share of overall energy consumption. For scope 3, most emissions are fossil-based, with a small share of biogenic emissions potentially occurring from individual projects where bioenergy is used in the end application.

[E1-6 AR 45 (d)] A portion of the electricity consumed was met through contractual arrangements for unbundled renewable energy certificates (RECs), while another portion was supplied through bundled renewable electricity contracts, including green tariffs and power purchase agreements (PPAs). Detailed information on the type of instruments used is only available after the close of the reporting year. The calculation of the shares of different types of instruments is therefore based on the electricity consumption of the previous reporting year. For the calculation of bundled and unbundled percentages, electricity consumption (instead of emissions) is used as the denominator as market-based scope 2 emissions for electricity covered by contractual renewable energy instruments are considered zero. Using electricity consumption values aligns with ESRS guidance. As a result, 68.4 percent of total electricity consumption in 2024 was backed by unbundled RECs, and 28.9 percent by bundled renewable electricity contracts, bringing the total share of electricity covered by contractual renewable energy instruments to 97.3 percent.

[E1-6 AR 46 (g)] For the calculation of category 1, 0 percent of category 1 emissions have been calculated based on primary data from suppliers. For methodology changes, such as the change of emission factors, previous reporting years are adjusted based on the thresholds outlined in the methodology section. In 2025, a refinement of the methodology for spend-based emission factors as well as underlying spend data was reflected in a restatement for the prior period.

METHODOLOGY

[E1 MDR-M 77 (a)]

Energy consumption and scope 1 & 2 emissions

[E1-6 AR 39 (b)] We calculate our scope 1 and 2 GHG emissions using detailed methodologies that incorporate assumptions and standardized emission factors, following the standards of the GHG Protocol. For scope 2, we follow the GHG Protocol Scope 2 Quality Criteria. For scope 1 emissions from our fleet vehicles, we collect vehicle-specific data, such as fuel type and emission factors for every vehicle in the fleet. If this is not available, estimations are applied. In particular, the distance travelled is estimated based on the leasing contract duration. Fleet emission factors are based on WLTP/NEDC emission profiles per vehicle and provided in g CO_2/km. They are then adjusted to the lab-to-road factor based on the vehicle's location. Offsite charging of ABB electric vehicles is not included in scope 2 GHG emissions.

Emissions from the on-site use of fuel, coolants and SF_6 are calculated using data reported quarterly or annually, depending on the facility size. Global emission factors are applied for oil and gas, SF_6, diesel, cooling agents and biofuels. For scope 2 emissions from purchased electricity and district heating, we collect and process energy consumption data from facilities worldwide, applying both location-based and market-based emission factors. Location-based calculations use average grid emission factors in kg CO_2e/kWh from IEA, while market-based calculations consider specific contractual arrangements like renewable energy purchases or power purchase agreements, with emission factors obtained from the respective local providers. All emission factors are calculated using CO_2-equivalent (CO_2e) values and are reviewed on an annual basis for accuracy and relevance. We do not apply all conversion factors listed in Annex IV of Directive 2012/27/EU, as several energy sources covered by the Annex are not material to ABB's operations. However, conversion rates used for the underlying energy consumption are in line with Annex IV of the EU Directive 2012/27 of the European Parliament and the Council on energy efficiency. For oil and diesel, we use a joint conversion factor of 43 MJ/kg to simplify reporting. For all biofuels, we use a generic liquid biofuels conversion factor of 39.9 MJ/kg.

Site-level energy consumption is collected through the global ABB reporting system for environmental data, which is used to document the environmental performance from more than 320 production, office and service sites, covering more than 90 percent of our energy consumption and almost 90 percent of our headcount. Smaller sites with energy consumption lower than 100 MWh per year and fewer than 100 employees are exempt from reporting. For these sites, a proxy is applied to estimate the environmental performance. The proxy is based on the consumption of the reporting sites and the respective headcounts from ABB HR systems. The average consumption of the reporting sites (including energy, electricity, gas, water and waste) per person is calculated based on the headcount in our HR systems, excluding outliers. These averages are then multiplied by the headcount of the sites that are not reporting their consumption.

Environmental data for the fourth quarter is estimated because actuals for October to December are not available in time for year-end reporting. The months of October to December of the previous calendar year are applied as an estimate for the period of October to December of the current reporting period. If material differences between the two periods of both years with an impact of more than 5 percent of the Group total are expected, an adjustment of the Group totals is applied.

Scope 3 emissions

[E1-6 AR 39 (b) | E1-6 AR 46 (d)] For scope 3 emissions, we report all scope 3 categories that are relevant to ABB and that are not covered in scope 1 and 2 (please see the table "Overview of scope 1, 2 and 3 GHG emissions" above). As the vast majority of our emissions stem from the use of sold products reported in category 11, this category represents the most significant contribution. For the calculation of scope 3 emissions, and for the assessment of the materiality of the different scope 3 categories, we refer to the GHG Protocol Corporate Value Chain Accounting and Reporting Standard. The calculation of scope 3, category 11 emissions is based on a bottom-up model for the diverse offerings across our divisions. This bottom-up model utilizes sales or order data to develop an estimate of the products sold that would serve as an input into the model to determine the total energy consumed. For certain ABB businesses with project-related sales, our methodology is based on order date in lieu of delivery, due to better data availability. This introduces timing differences between when the model considers a product sold (i.e., at order date) as opposed to the beginning of use of the product by the customer and the start of the emissions output (i.e., at delivery or installation). Inherently, this results in an accelerated rate of recognition of scope 3 emissions. The model considers both the technical specifications and the operating conditions associated with each product, including product energy consumption metrics and efficiency specifications. We use two primary methods to estimate energy consumption during the operational phase of sold products:

- Energy Input Method: Applied to products that require specific power inputs to perform their tasks, such as motors, automation systems and robotics.
- Energy Loss Method: Used for products where energy efficiency losses are critical, such as electrical drives and switchgear.

The total energy consumed is converted to GHG emissions using regional emissions factors from the IEA, as well as other databases (including ICCT[5] for marine oil mix average). These factors are updated annually.

The remaining scope 3 emissions (everything apart from category 11) encompass a broad range of indirect emissions. Depending on the category, we use different methods to calculate these emissions:

- Spend-Based Method: Applied to categories such as transportation or capital goods, where we calculate emissions based on the financial expenditure. Emission factors are derived from Exiobase and are adjusted for inflation on an annual basis, using conversion factors from GOV.UK and World Bank, which are updated annually.
- Activity-Based Method: For categories such as business travel, emissions are approximated using activity data such as travel miles, number of trips and transportation modes. Emission factors are retrieved from DEFRA[6], GaBi[7], CRREM[8], Climatiq[9], NREL[10] and IEA and are updated annually, where applicable.

[5] International Council on Clean Transportation
[6] Department for Environment, Food and Rural Affairs (UK)
[7] GaBi Life Cycle Assessment Database / Software (by Sphera)
[8] Carbon Risk Real Estate Monitor
[9] Climatiq Emission Factor Database
[10] National Renewable Energy Laboratory (U.S. Department of Energy)

- Mix of spend-based and average data method: For the calculation of category 1, a mix of spend-based and weight-based data is applied. Where available, material weight combined with external emission factors from EcoInvent is applied for the calculation of emissions. EcoInvent emissions factors are reviewed annually. Where available, supplier product carbon footprints are utilized. When weight or product information is not available, the spend-based method is applied. If spend-based emission factors are replaced by EcoInvent or supplier product carbon footprints, the restatement of prior-year category 1 emissions is evaluated based on the restatement thresholds outlined in the methodology section for total GHG emissions.

- For category 12, emissions are calculated primarily using physical emission factors, except for electronics, which use a conservative spend-based factor assuming 5 percent allocation to landfill end-of-life treatment. Materials weight is estimated from spend data, except for SF_6 where direct weight data is used. Plastic emissions apply region-specific end-of-life treatment shares from the OECD Data Explorer (latest update March 2024). SF_6 emissions account for use-phase leakage and defined end-of-life recycling and leakage rate.

As full-year data is not available for most categories in time for year-end reporting, the full year is approximated using the following approaches by category:

- Category 11: Activity data from the first to third quarters is extrapolated based on the financial forecast by the divisions.

- Category 1: Full-year actuals are used for the spend- and weight-based data, which constitute the majority of category 1 emissions. For a subset of the category 1 emissions relating to water, the underlying activity data is extrapolated for the fourth quarter based on the proxy described for environmental data.

- Category 13: Based on the building stock as of June 30, 2025.

- Categories 3, 5 and 12: Activity data from the first to third quarters is extrapolated based on the proxy described for environmental data.

- All other categories: Data from the fourth quarter is estimated as an average of the first three quarters.

[E1-6 AR 46 (i)] ABB does not operate franchises, hence emissions from category 14 are 0. Category 8 (upstream leased assets) is accounted for in our scope 1 and 2 GHG emissions. Additional inclusion in scope 3 would lead to double counting. Category 10 emissions are collected together with category 11 emissions, but have equaled 0. ABB products are installed directly as part of the end application and not as intermediary products under the current GHG Protocol Cat. 11 definition. Installation of ABB products is based on manual processes, including, e.g., bolting or wiring, hence incurring limited category 10 emissions.

The scope 3 categories included in our inventory are shown in the table “Overview of scope 1, 2 and 3 GHG emissions”.

[E1-6 AR 46 (h)] We report scope 3 GHG emissions following the boundaries and methodologies defined by the GHG Protocol Corporate Standard. The reporting scope covers both upstream and downstream activities, including categories as defined in E1-6 AR 46 (i), ensuring comprehensive representation of our value chain. Emissions are attributed based on our operational and value chain control.

Avoided emissions

For the calculation of avoided emissions, ABB has developed a methodology based on guidance from the WBCSD, tailored to its product portfolio. According to WBCSD's guidance, "avoided emissions" refers to the reduction in GHG emissions achieved by comparing our products or solutions to a reference scenario where the solution is not used. Both the product and reference scenario are assessed through their entire life cycles. Three scenarios are considered: replacement, retrofit and new installation. Consistent with scope 3 GHG emissions data collection, data is collected covering the percentage of sales or orders as applicable, reported in kWh or tCO_2e. The data is drawn from our sales teams and the products' technical specifications. Alongside the three scenarios, several factors provided by the WBCSD guidance for avoided emissions affect the eligibility of avoided emissions against our ambition:

- **Gate 1 (climate action credibility):** ABB transparently reports on 100 percent of its value chain emissions on an annual basis. This covers 13 of the 15 scope 3 GHG Protocol categories. Using this comprehensive GHG inventory, we have set SBTi targets, which had been validated in 2024. As mandated by current guidance, we do not use avoided emissions to claim any GHG inventory-related emissions reductions nor net-zero status.
- **Gate 2 (climate science alignment):** We do not consider avoided emissions from product lines or solutions sold to sectors and applications linked to exploration, extraction, mining, production, distribution or sale of fossil fuels.
- **Gate 3 (contribution legitimacy):** We only consider avoided emissions that arise from installations, which drive change within their respective markets. For example, for the product category of motors, only high-efficiency motors in a higher energy-efficiency class than the current installed average and used in replacement projects would be eligible for inclusion. For the product category of variable speed drives, we consider the retrofit of existing direct-on-line motor-driven systems as mainly eligible for avoided emissions. In new installations of motor-driven systems, we exclude applications where the customer has already decided to install a drive. We only include sales where the customer has been convinced to install a drive with the motor, thereby improving overall efficiency.

Examples of ABB's climate mitigation options which lead to avoided emissions linked to mitigation options from the IPCC AR6 Working Group III Summary for Policymakers

Product category	Solution	Recognized mitigation potential
Variable speed drives (VSD)	Low and medium VSDs added to motor-driven systems to regulate load ratio of the motor so as to decrease the demand of energy input to the system itself.	Energy efficiency – Direct impact – Reduced demand for energy input of a motor-driven system.
High-efficiency low-voltage motors	High-efficiency solution replacing old, inefficient electric motors with an efficiency rate higher than installed base average.	Energy efficiency – Direct impact – Increased efficiency of a motor-driven system.
Gearless mill drives (GMD)	Installation of GMDs on grinding mills to eliminate mechanical components such as ring gears and pinions, leading to increased efficiency of the application system.	Energy efficiency – Direct impact – Increased efficiency of the application.

Electrical marine propulsion solutions	Marine propulsion units developed and installed to increase maneuverability of the ship/vessel and reduce fuel consumption.	Shipping: efficiency and optimization – Direct impact – Increased efficiency of the application and reduced fuel consumption.
Shaft generators	Generator/alternator used in the marine sector to support the main engine of a ship/ vessel and increase the efficiency of power generation.	Shipping: efficiency and optimization – Direct impact – Reduced fuel consumption.
Shore-to-ship connections	Integrated systems that connect ships to the port's electricity grid via a shore-to-ship power connection and reduce consumption, pollution and noise while ship is docked.	Shipping: efficiency and optimization – Direct impact – Increased efficiency and reduced emissions of a system.
Selected modernization service for electrification equipment	Replacements, extensions, upgrades and retrofits of existing equipment that make it possible to avoid substituting an application package	Material efficiency – Decarbonizing impact – Avoidance of emissions from the production of new equipment.

Calculations for avoided emissions are product specific. The calculation is highly sensitive to external data or analysis not always available to product- or market-specific assumptions. A percentage change in either assumption will result in an equivalent percentage change in the calculated avoided lifetime emissions. Consistent with our application of the estimates on products sold for scope 3, the determination of avoided emissions uses sales or order data to develop an estimate of the products sold that would serve as an input into the model to determine the total energy consumed. For certain ABB businesses with project-related sales, our methodology is based on order date in lieu of delivery, due to better data availability. This introduces timing differences between when the model considers a product sold (i.e., at order date) as opposed to the beginning of the use of the product by the customer and the start of the emissions output (i.e., at delivery or installation). Inherently, this results in an accelerated rate of recognition of avoided emissions ahead of actual reduction to customers' emissions.

Total GHG emissions

[E1-6 47] The scope of consolidation for GHG emissions reporting follows the Group standards outlined in the section "Approach to reporting" at the beginning of this Sustainability Statement. GHG emissions of prior reporting periods are adjusted for mergers & acquisitions as well as calculation errors or methodology changes if the cumulative impact exceeds 5 percent, or lower if deemed necessary or appropriate, of the Group total per type of adjustment (M&A and methodology changes/errors, respectively). If adjustments to past reporting periods are made, the respective tables are annotated accordingly.

[E1-6 55] For the calculation of the GHG emission intensity, the ABB Group total revenues plus total revenues from discontinued operations are applied.

Physical and transition climate risks and opportunities

[E1-9] ANTICIPATED FINANCIAL EFFECTS

PHYSICAL RISKS

[E1-9 66 (c) | E1-9 AR 69 (b)]The qualitative physical climate risk assessment outlined in section E1 IRO-1 on p. 59 classified approximately 400 sites in low- to high-risk categories for different hazards and focused on the material gross risks. The sites in scope are located in 60 countries globally, represented by all manufacturing and selected non-manufacturing sites, which may have EU Taxonomy aligned activities. Materiality is defined by taking into consideration the risk level, the type of activity and the potential magnitude of financial effects resulting from the different hazards. Physical risks were assessed across the short- (up to one year), medium- (one to five years), and long-term (more than five to thirty years) time horizons. The selection of time horizons for physical risks reflects our strategic planning horizons and capital allocation plans as well as expected operational lifetimes of our assets, which are assumed to be operational either based on their remaining technical lifetime or continuous long-term operation at those sites. The long-term horizon also considers the expectation that adverse climate-related events could become more frequent and increase in severity.

[E1-9 66 (c)] Based on the assessment, the results indicate that less than 10 percent of the assessed sites could potentially be exposed to a material gross physical climate risk. These sites are geographically distributed across the three regions where we operate including locations in Australia, Brazil, China, Germany, India, Mexico, Switzerland and the United States. However, the resilience analysis (see E1 SBM-3 section, p. 57) confirmed that these sites have adequate risk mitigation measures in place, reducing the net risk to non-material levels.

[E1-9 AR 69 (a)] Our assessment indicates that the hazards identified are expected to have a medium impact under the moderate RCP4.5 scenario. However, the severity of these hazards and the impact on our business may increase under the more extreme RCP8.5 scenario (e.g., through pluvial floods), which confirms the understanding that higher rates of global warming increase susceptibility to those climate-related risks.

When examining applicable hazards under a strong global warming RCP8.5 scenario, we observe a slight increase in the severity levels between the medium- and long-term time horizons. In addition, the United States and China have the highest number of gross risks within our portfolio. In principle, the sites could be temporarily impacted through reduced production capacities in the hypothetical absence of mitigation measures. However, the resilience analysis demonstrates that these sites have adequate risk mitigation measures in place, reducing the net risk to non-material levels.

Regarding physical climate risks in the upstream and downstream value chain, interviews with risk owners of the enterprise risks relating to dependencies on key customers and suppliers confirmed that the drivers of the reported risks reflect more general business drivers and not physical climate risks specifically. There are a few historical examples, which demonstrated an exposure to physical climate risk in some business areas. However, we take steps to mitigate these risks through dedicated measures, which include, for example, considering multiple suppliers for components during the R&D process, requesting business continuity plans from suppliers, or establishing such plans internally if a dependency on a single supplier cannot be avoided. To facilitate awareness within our value chain, we conducted a supplier summit in June 2025, at which sustainability was one of the key considerations.

TRANSITION RISKS AND OPPORTUNITIES

[E1-9 64 (c) | E1-9 AR 72 (b)] The results of the qualitative transition risk and opportunity assessment, based on the low emission scenario (1.5°C) outlined in section E1 IRO-1, p. 59, indicate that the following risk categories would have the most material financial effect across the assessed time horizons of short- (up to one year), medium- (one to five years), and long-term (more than five to thirty years), which align with our financial planning and ERM timeframes:

- Reputation risks associated with potential litigations arising from possible shortfalls in climate performance of upstream and downstream business counterparts as well as potentially lagging behind competitors in implementing sustainability standards.
- Market risks associated with potential increases in production costs due to increased demand for critical raw materials, as well as potential tender penalties due to inadequate environmental performance data.
- Policy and legal risks associated with the ban of climate potent or environmentally harmful substances potentially affecting some specific products in our portfolio.

On the other hand, the opportunity categories that are expected to have the most positive effect on the financial performance of ABB are:

- Product and service opportunities associated with capitalizing on the growing demand for products/services, which support the energy transition, as well as implementing automation solutions in different industries to increase productivity, efficiency and reduce carbon emissions.
- Resource efficiency opportunities associated with the adoption of resource efficient practices and technologies.
- Market opportunities associated with positioning ABB as a thought-leader for sustainability and an enabler of the energy transition to a lower carbon economy.

[E1-9 AR 72 (a) | E1-9 AR 73 (a) | E1 IRO-1 AR 12 (d)] The results of the assessment for transition risks scored by the business areas and corporate functions also conclude that asset stranding does not represent a material risk compared to other transition risks. This is established through a complementary assessment performed to identify the risk of stranded assets, based on the specific energy consumption of buildings in our real estate portfolio. The results of the assessment show that a relatively small portion of our real estate might be at risk of stranding in the medium-term when compared with the stringent decarbonization pathways outlined in the “Net Zero Emissions by 2050” (NZE 1.5°C) scenario of the International Energy Agency (IEA). Furthermore, ABB's products may be used in sectors such as oil and gas. We recognize the transitional role of oil and gas in securing energy supply and support a phase-out of fossil fuel in the energy system by 2050. Our business activities in this sector may be adjusted as a result of efforts to be compatible with the transition to a low-carbon society.

COMMITTING TO CIRCULARITY

Strategic approach to circularity

[E5] RESOURCE USE AND CIRCULAR ECONOMY

Preserving resources is a key pillar of ABB's Sustainability Agenda and a core element of our value creation model. Our Circularity Approach is a company-wide effort to implement a resource-efficient business.

Beginning with the design stage, we are committed to increasing the reusability and recyclability of our products and making them more durable by means of our lifetime extension and modernization services. We are working with customers, suppliers and partners to embed circularity throughout our entire value chain. The relevant functions assess the impact of our offerings through their complete life cycle. This process builds cooperation and partnerships with key stakeholders across industries and sectors – from recovering scrap from production to enabling take-back schemes in many markets. Within our own operations, we avoid waste by being more efficient and increasing the use of sustainable materials in our products and packaging, and by expanding recycling activities at our sites. Our Circularity Approach is managed by the ABB Circularity Working Group, which coordinates initiatives relating to circularity among our business areas, clarifies and updates the ABB Circularity Framework, defines circularity KPIs and establishes the guidelines by which the KPIs are assessed.

[E5 IRO-1] IDENTIFYING AND ASSESSING MATERIAL IROs

The 2025 DMA identified eight material impacts, risks and opportunities (IROs) in the field of resource use and circularity. Four of these were classified as impacts, one as a risk, and three as opportunities. For more information on our process to identify these IROs, their place in the value chain, their time horizons etc., please see the IRO table in the chapter "Sustainability at ABB", section IRO-1.

[E5 IRO-1 11 (a)] In order to identify the IROs, we mapped the value chain taking into account ABB's business activities.

[E5 IRO-1 11 (b)] In the course of our regular consultations, stakeholder opinions were taken into account in arriving at our IROs.

Policy commitments to circular resource management

[E5-1] POLICIES RELATED TO RESOURCE USE AND CIRCULARITY

All sustainability-related policies of ABB are described in a dedicated Policies section at the end of the chapter "Sustainability at ABB".

[E5-1 15 (a), 15 (b)] ABB manages its resource use and contribution to the circular economy through a range of policies and procedures. Some, such as the Sustainability Policy; Supplier Code of Conduct; and Health, Safety, Environment (HSE) & Security Policy are broad in scope and referenced in the policy section referred to above. This also includes more specific policies such as the Circularity Approach (an appendix to the Sustainability Policy) and waste management-related aspects in the Environmental Procedure.

Targets relating to resource use and circularity

[E5-3] TARGETS RELATED TO RESOURCE USE AND CIRCULARITY

[E5-3 23 | E5-3 24, 24 (b), 24 (c)] We are assessing our products against a set of eight KPIs in the ABB Circularity Framework, including circular design principles in product design and serviceability, product efficiency and lifetime duration. These include take-back and recycling services to increase the circularity of the materials used and reduce the use of virgin raw materials.

[E5-3 24 (e)] We have a quantitative target of sending zero waste to landfill while reducing waste generation by 2030. We apply this approach to recycling and limiting waste generation in our operations and production processes.

[E5-3 24] We have adopted a company-wide approach to circularity. By 2030, we aim to achieve an 80 percent alignment score for product-based revenues with the ABB Circularity Framework by assessing the performance against clearly defined KPIs across all stages of the product life cycle (for further information see section “ABB Circularity Approach”).

[E5 MDR-T 80 (a)] Our target represents a key measurement of the pillar within our Sustainability Agenda, as outlined in our Sustainability Policy: To preserve resources, we embed circularity in our products, reduce waste, protect water and biodiversity, and use land responsibly. This objective reflects our commitment to integrating circular principles and responsible resource management across our operations. In this context, our target “Zero waste to landfill” is one of the KPIs within the ABB Circularity Framework, contributing directly to the target of the Sustainability Agenda.

[E5 MDR-T 80 (c)] Our Circularity target is Group-wide and our Zero Waste to Landfill target applies to all operations, wherever it is compatible with local conditions and regulations.

[E5 MDR-T 80 (f), 80 (g)] The Circularity target has been defined based on internal assessments and strategic priorities, taking into account key circularity principles and stakeholder expectations. In designing ABB’s Circularity Approach, several critical parameters were considered, including:

- concepts developed by leading experts in the field such as the Ellen MacArthur Foundation;
- technical and regulatory requirements, notably those outlined in the EU Taxonomy for sustainable activities; and
- expectations of ABB’s customers and investors.

These elements aim to ensure alignment with international sustainability frameworks and reflect the broader context of sustainable development and the specific local conditions in which our operations take place.

To define our Zero Waste to Landfill target we used the UL Solutions framework and considered conclusive scientific evidence that it is better for the environment to recycle waste than sending it to landfill. It will be accomplished with no more than 10 percent of waste sent to thermal processing with energy recovery, waste-to-energy (WTE).

[E5 MDR-T 80 (i)] In 2025, hazardous waste was added to the scope of the Zero Waste to Landfill target to align further with the UL 2799 standard. Furthermore, starting in 2025, our disclosures regarding the Circularity target include both the number of products assessed and their corresponding scoring values rather than reporting the share of assessed products only. As this is the first year applying this enhanced methodology, explicit comparability with previous years is not possible. This change provides deeper insights into both the evaluation outcomes and the extent of product coverage.

[E5 MDR-T 80 (j)] 2025 is the first year ABB is reporting on the scoring values of the circularity assessment. Going forward, our future performance and progress will be monitored annually by the Circularity Workstream. Reporting on the Zero Waste to Landfill target is part of the process for site-level environmental reporting including results aggregated across divisions and business areas. The overall review of all our targets is part of the annual performance planning cycle and the Long-Term Performance Plan (LPP) under oversight of the Group Head of Sustainability and the Sustainability Council. For our performance against the targets, please see the table below.

Target	Unit	Base year	Baseline value	2025 status	2024 status
[E5] Committing to circularity					
Achieve 80% alignment score for product-based revenues with the ABB Circularity Framework by 2030[1,2]	%	2025	-	27%	n.a.
Send zero waste to landfill while reducing waste generation by 2030[3]	kt	2019	16.8kt equivalent to 8.8% of total waste	10.3 kt equivalent to 5.3% of total waste	9.3 kt equivalent to 5.8% of total waste

1 Product-based revenues are, by default, non-service-related third-party revenues from ABB-owned products, excluding systems, internal sales and non-promoted brands. Exclusions follow documented company guidelines. The Robotics division, which is being divested in 2026, is not included in the target for 2025. For 2025 46% of the product based revenues have been assessed.

2 The reported target for 2025 is calculated based on data for Q1 to Q3 2025.

3 Waste from demolition and construction are excluded from the target; waste sent to incineration without energy recovery is included. In 2025, the calculation of the KPI was refined to include hazardous waste sent to landfill or incineration, which was previously excluded.

[E5-3 24 (a)] There are no additional targets relating to product design. [E5-3 24 (d)] Similarly, there are no additional targets relating to renewable resources, [E5-3 24 (f)] or other matters relating to resource use or circular economy, [E5-3 24 (d) | E5-3 25] including information on the waste hierarchy to which any such targets would relate. [E5-3 27] None of our targets are mandatory in the sense of being required by legislation.

Circularity management

[E5-2] ACTIONS RELATED TO RESOURCE USE AND CIRCULARITY

TAKE-BACK AND RECYCLING PROGRAM FOR MOTORS

[E5-2 19] ABB has operated a global Take-Back and Recycling program since 2023, aimed at increasing circularity at the end-of-life stage of ABB Motion products, specifically motors, including non-ABB equipment. The program aims to ensure that returned assets are responsibly recycled. While globally supported, execution is locally driven, with active operations in nine countries.

This initiative applies our Circularity Approach principles to enable more efficient resource use and reduce negative environmental impacts. It also strengthens ABB's market positioning by fostering partnerships with waste management companies, customers and channel partners.

WASTE OPTIMIZATION AND REDUCTION PROGRAMS

[E5-2 19] ABB is implementing site-level programs across its operations to optimize waste management and to prevent and reduce waste, with the objective of eliminating landfill disposal of waste under our operational control by 2030, wherever compatible with local conditions and regulations. This includes both hazardous and non-hazardous waste, with formal exclusions for specific categories such as demolition waste and other one-off or mandated disposals.

Execution is the responsibility of our divisions and follows the ABB Way operating model. The waste optimization and reduction programs contribute directly to the waste-related KPIs of our Circularity Framework and focus on waste generated within our direct operations and at sites under ABB's operational control.

ACTIONS OVERVIEW (E5)

[E5 MDR-A 68 (a), 68 (b), 68 (c)]

We are already executing all activities listed below.

List of key actions	IROs covered	Scope	Time horizon
Take-Back and Recycling Program for Motors	E5-PI-01, E5-PI-02	The action covers ABB's direct operations and downstream value chain, focusing on end-of-life management of Motion products.	Ongoing program, initiated in 2023
Waste Optimization and Reduction Programs at Site-Level	E5-PI-01, E5-NI-01	For all sites in ABB's direct operations, each division decides how to implement measures based on prioritization and evaluation.	2030

Facts & figures Resource use and circular economy

[E5-4] METRICS: RESOURCE INFLOWS

[E5-4 30] ABB publishes the weight of the four main material groups, which make up the main share (around 80 percent) of our products' weight. All four material groups fall under the definition of "technical materials" according to ESRS. At this stage, packaging materials have not been included in the calculation, due to insufficient internal data quality.

[E5-4 31 (a) | E5 MDR-M 77 (c)] During the reporting period the total weight of products and technical materials used for the manufacturing of our products amounted to:

Materials used (kilotons)[1]	2025	2024
Metals	**623**	
Copper	73	
Aluminum	29	
Steel (incl. iron casting)	521	
Plastics	**53**	
Total weight of materials used	**676**	

1 Values reported in 2024 are not comparable as they were prepared following the GRI definition.

[E5-4 31 (c)] The weight of secondary reused or recycled components, secondary intermediary products, and secondary materials used is not reported, as this information is not yet captured with sufficient accuracy in our internal systems.

[E5-5] METRICS: RESOURCE OUTFLOWS

[E5-5 35] ABB is committed to using materials with a low environmental footprint and to designing components and products that are resource-efficient throughout their life cycle. By maximizing the share of sustainable materials, we reduce environmental and human health impacts during use, while also enabling materials to be recovered and reintroduced multiple times once products reach their end-of-life. The following are key circular design portfolios in our business areas.

- **Motion**: This business area is subdivided into two clusters:
  - **Electric Motion:** ABB's comprehensive portfolio of high-efficiency motors, generators and variable speed drives improve energy efficiency, productivity and reliability across industries, while also extending asset lifetimes. They are designed for high efficiency, reducing life cycle energy consumption, durability and resource efficiency to minimize resource use and waste and for modular and upgradable architectures enabling serviceability and recyclability.
  - **Traction Solutions:** Our propulsion, auxiliary and energy storage systems for rail and e-mobility, supported by life cycle maintenance and retrofit services, are built to maximize energy efficiency and reduce emissions over their life cycle; to ensure longevity through durability, retrofit and modernization. They also help to adopt modular designs that enable reuse, serviceability and recyclability.

- **Electrification**: This is a range of products and solutions that connect, protect, control and measure electrical systems across residential, commercial and industrial sectors, spanning low- and medium-voltage applications and supporting diverse industries including infrastructure, manufacturing, energy and transportation. Across this portfolio, our approach to circular design is anchored in a comprehensive framework that spans the entire product life cycle, from design and sourcing to end-of-life. Products are designed for modularity, durability and recyclability, with sourcing practices focused on sustainable materials and close

supplier collaboration. Manufacturing and logistics operations are optimized to reduce and recycle waste, while packaging is tailored for minimal environmental impact. Once products are deployed, ABB enables customers to extend asset lifetimes through energy-efficient use, modernization services and predictive maintenance. End-of-life strategies include take-back programs and recycling partnerships to ensure responsible disposal and material recovery. Transparency is ensured through the ABB EcoSolutions™ program.

- **Automation**: This business area is subdivided into several divisions with individual circular design portfolios.
  - The solutions in **Energy Industries** are built to ensure longevity through durability, retrofit, modernization and digital upgrades; and to adopt modular designs that enable reuse, serviceability and recyclability, supporting material recovery at end-of-life. They also help expand the lifetime of assets through servicing, upgrades and digital monitoring.
  - Our main circularity offering in **Marine & Ports** is electric propulsion systems, which reduce fuel consumption and enable the use of alternative fuel sources. The products are designed for repairability and appropriate recycling at end-of-life.
  - The comprehensive sensor portfolio of **Measurement & Analytics** enables a wide range of industries to maximize uptime, minimize manual intervention and streamline sustainable operations, all of which are complemented by life cycle maintenance and retrofit services.
  - With their digital tools, the **Process Industries** division helps mining, pulp & paper and metals customers maximize efficiency and sustainability by reducing energy use and costs, transitioning to low-carbon operations and ensuring process control to minimize waste. Upgrades enable serviceability, ensure longevity through durability, retrofit and modernization.
  - The **Machine Automation** portfolio combines motion control, vision systems, robotics and intelligent pick-and-place mechanics for maximizing efficiency over the entire life cycle, thus minimizing product deficiencies (resource consumption) and maximizing energy efficiency at our customers' facilities.

[E5-5 36 (a), 36 (b)] Due to our highly diversified product portfolio, which includes millions of products and product variants across a wide range of industries and applications, it is not feasible to provide durability and repairability data at a level of granularity that would be meaningful for stakeholders. Furthermore, industry-wide benchmarks for product durability are not consistently available or comparable across the relevant product groups. We will continue to monitor the relevance of this datapoint in future reporting cycles and reassess its materiality as appropriate.

[E5-5 36 (c)] In 2025, we achieved a recyclable content of 78 percent in our products. The recyclability rate is calculated based on the total weight of the main four purchased material groups reported above (ESRS E5-4 31a); packaging is excluded due to insufficient internal data quality. This proxy reflects recyclability of materials acquired rather than those incorporated in final products. This approach is considered a reasonable interim methodology until detailed product sales data becomes available to enable more accurate calculations.

[E5-5 38 (a), 38 (b)] Waste streams reported across ABB's manufacturing and service sites reflect the company's operational profile in the electrical equipment and automation sector. In 2025, commonly reported waste streams in this sector included scrap metal, packaging materials, wood, electronic components, solvents and thermoplastic resins. These are generated primarily through machining, assembly, testing and maintenance activities, as well as logistics and warehouse operations.

In 2025, the main waste material tracked at Group level was scrap metal, including ferrous and non-ferrous metals, which is tracked across sites due to its relevance

for ABB operations. As a leading manufacturer of motors, metal waste from, for example, electrical steel, constitutes a major share of ABB's total waste. Additional materials such as plastics, wood, solvents, packaging and electronic components are present in the waste streams of specific locations but are not centrally tracked or aggregated at Group level. The extent to which these materials are reported depends on site-specific operations, local requirements and waste infrastructure.

[E5-5 37 (a), 37 (b), 37 (c), 37 (d) | E5-5 39 | E5 MDR-M 77 (c)] Overall waste generation increased between 2024 and 2025 mainly due to larger construction and demolition projects in several sites, update of waste inventories and a refined methodology for several waste categories.

	2025	2024
Total amount of waste generated (in kt)[1]	**218**	**189**
Total amount of hazardous waste (in kt)	**6**	**7**
Total amount of hazardous waste diverted from disposal (in kt)	**3**	
Recycling	3	
Preparation for reuse	—	
Other recovery operations	—	
Total amount of hazardous waste directed to disposal (in kt)	**3**	
Incineration	2	
Landfill	1	
Other disposal operations	—	
Total amount of non-hazardous waste (in kt)	**212**	**182**
Total amount of non-hazardous waste diverted from disposal (in kt)	**173**	**153**
Recycling	170	153
Preparation for reuse	2	
Other recovery operations	1	
Total amount of non-hazardous waste directed to disposal (in kt)	**39**	**30**
Incineration	9	10
Landfill[2]	12	20
Other disposal operations	18	
Total amount of non-recycled waste, hazardous and non-hazardous (in kt)	**42**	**32**
Percentage of non-recycled waste	**19%**	**17%**

Due to rounding, numbers presented may not add to the totals provided.
Comparatives not shown unless already reported in the 2024 Sustainability report.

1 The 2024 waste figures have been adjusted for changes in methodology relating to estimated consumption for non-reporting sites.

2 For 2024 Landfill and Other disposal operations were presented together.

METHODOLOGY

[E5 MDR-M 77 (a)]

Total weight of products

[E5-4 32] In 2025, ABB introduced a new methodology for calculating and reporting the total weight of products and materials used based on the four main material groups, marking a significant evolution from previous years' practices under the GRI reporting framework. This methodological update was designed to enhance consistency and alignment with our scope 3.1 emissions calculation approach, thereby improving the reliability and comparability of the reported data.

The revised methodology is based on the implementation of a dedicated internal tool capable of extracting product weight information from our internal databases, where available. Where direct data is not accessible, the tool applies structured logic to extrapolate weight values based on product specifications and classifications. In cases where weight data is missing or incomplete, the methodology relies on reasonable assumptions, such as using comparable products with similar characteristics and price-to-weight relationships, to estimate values based on spend data. These assumptions are applied consistently to maintain reliability and minimize estimation bias. For the 2025 reporting cycle, we focused on primary material groups, which account for approximately 80 percent of our total raw material weight. This targeted scope was chosen to ensure a high level of data quality and relevance.

Data related to the E-mobility business is currently excluded, as this area is not considered financially material for the purposes of this metric and therefore falls outside the defined scope.

Recyclability rate

Recyclability is assessed at the material level using proxies derived from IEC/TR 62635 and EN 45555:2020 standards, complemented by scientific literature. The most conservative recycling scenario described in IEC/TR 62635 is applied to ensure prudence. For simplification, a single proxy is assigned per material type, and conservative factors are included to account for product characteristics that may affect recyclability (e.g., coatings, disassembly). These factors are based on expert judgment and may evolve over time as data quality improves.

Waste

[E5-5 40] Waste data is reported at site level through the global ABB reporting system for environmental data. For more information on our reporting system and exceptions, please see the methodology section under E1-6 (Greenhouse gas emissions). More information on estimation methodology can also be found there.

Definitions of waste types:

- **Waste diverted from disposal, breakdown by hazardous and non-hazardous waste and treatment type**: We consider waste as diverted from disposal when it is recycled, prepared for reuse or through another recovery operation. Recycling is any recovery operation by which waste materials are reprocessed into products, materials or substances, whether for the original or other purposes. It includes the reprocessing of organic material but does not include incineration with energy recovery. Preparation for reuse is checking, cleaning or repairing operations, by which products or components of products that have become waste are prepared to be put to use for the same purpose for which they were conceived. Recovery is any operation, the principal result of which is waste serving a useful purpose by replacing other materials which would otherwise have been used to fulfill a particular function, or waste being prepared to fulfill that function, in the plant or in the wider economy.

- **Waste directed to disposal, breakdown by hazardous and non-hazardous waste and treatment type**: We consider waste as directed to disposal

when it is sent to incineration, landfill or other disposal types. Incineration is the controlled burning of waste at high temperature with or without energy recovery. Landfill is a waste disposal site for the deposit of the waste onto or into land. Waste sent to other disposal operations covers all other disposal types.

Data entry for waste is typically done in tons, kilograms or pounds. If additional conversion is needed (e.g., from m^3 into tons), the conversion is calculated locally using conversion rates from local sources and providers.

Waste figures from the baseline reporting period are not adjusted for mergers & acquisitions, calculation errors or methodology changes. The comparative period is adjusted if the cumulative impact of mergers & acquisitions, calculation errors and methodology changes exceed 5 percent, or lower if deemed necessary or appropriate, of the Group total. If adjustments to the comparative reporting period are made, the respective tables are annotated accordingly.

WATER MANAGEMENT AT ABB

Water as a material topic

Water management at ABB is especially relevant in areas of increased water stress. We apply our environmental management system and specific water standards to manage the associated challenges.

[E3 IRO-1] IDENTIFYING AND ASSESSING MATERIAL IROs

[E3 IRO-1 8 (a)] In the DMA update carried out at ABB in 2025, the materiality of water was identified as being driven by the impact of water stress in production sites in those locations where this is an issue. Hence, the focus of the analysis was on the real or potential impact that water consumption has in areas of water risk or high water stress. The aspect of marine resources does not apply to any of our locations or activities.

Regarding material IROs, the DMA revealed two actual negative impacts with regard to water, both in the upstream value chain, with one of them also applying to own operations. These are further outlined in the IRO table under “Sustainability at ABB”, section IRO-1.

Among the tools we use to monitor and manage water-related risks across our operations is the World Resources Institute’s Aqueduct tool. Aqueduct lets us assess our facilities according to the level of baseline water stress of the local watershed. We use it to track levels of groundwater depletion, flood risk and seasonal variability of water availability at our sites. In 2025, the Aqueduct tool includes information on all ABB sites that report water consumption.

[E3 IRO-1 8 (b)] In the course of our regular consultations, stakeholder opinions were taken into account in arriving at our IROs.

Water-related policies

[E3-1] POLICIES RELATED TO WATER

All sustainability-related policies of ABB are described in a dedicated Policies section at the end of the chapter “Sustainability at ABB”.

COVERAGE OF ABB’S WATER POLICIES

[E3-1 12 (a), 12 (a) i, 12 (a) ii, 12 (a) iii, 12 (b)] ABB’s Water Management and Conservation Requirements and its associated ACOP address the use and sourcing of water in the company’s operations, requiring that all ABB units must confirm with all legal requirements applying to the withdrawal of water and its use. The policy also includes the prevention of pollution. If a site sends contaminated wastewater offsite for treatment the policy stipulates that only licensed service providers shall be used.

In addition, we have introduced a new Environmental Procedure in 2025 that specifies the requirements for sites located in areas of water stress as outlined below (see [E3-3 23]). The management standard, ACOP and the Environmental Procedure refer to water management at site level and do not include specific requirements for product design.

[E3-1 12 (c)] ABB's water policies ensure that water consumption in areas of water stress, both in own operations and in the value chain, are responsibly managed. Respective units and locations must have an adequate action plan in place for how to reduce withdrawals. In our policies, we follow the World Resources Institute's Aqueduct global water risk tool.

Water-related targets

[E3-3] TARGETS RELATED TO WATER

[E3-3 22 | E3-3 23 (a), 23 (c) | E3-3 25 | ESRS 2 72 | E3 MDR-T 81 (b) i, 81 (b) ii] We have not set an ESRS-aligned target related to water yet as the materiality for our operations is lower than for other topics of our Sustainability Agenda, including Climate and Circularity. We nevertheless aim to strengthen water stewardship at sites located in areas of water stress, based on the framework of the Alliance for Water Stewardship. We require

- ABB sites located in extreme and high water stress areas to perform a self-assessment on water stewardship and to develop an adequate action plan by the end of 2026.
- Basic features of the plan to be implemented by the end of 2027 and to be continually improved on an annual basis.

The level of ambition to be achieved as well as any qualitative and quantitative indicators to evaluate progress depend on the local situation at our sites. In line with our decentralized operating model, the ABB Way, the business areas are accountable for coordinating the development of a high-level roadmap with their countries and divisions. They review on an annual basis and assess whether appropriate progress is being made.

Water stewardship is the responsible and sustainable management of water resources by considering environmental, social and economic impacts. It involves collaboration with relevant stakeholders and continuously improving practices. We support the sustainable management of water as a common public resource, which includes managing one of our water-related IROs.

Water-related actions

[E3-2] ACTIONS RELATED TO WATER

[E3-2 17 | E3-2 19 | E3 MDR-A 62] Currently, ABB has no ESRS-aligned action plan for sites in areas of water stress. However, our sites take action to reduce the use of water. As for ABB's new Environmental Procedure, we aim to strengthen water stewardship at sites that are located in areas of water stress. These sites are required to plan for and implement adequate water stewardship measures based on the framework of the Alliance for Water Stewardship.

Facts & figures Water

[E3-4] WATER CONSUMPTION

[E3-4 28 (b) | E3 MDR-M 77 (c)]

Water consumption (in m^3)	2025	2024
Total water consumption in areas at water risk, including areas of high water stress	309,545	283,123

Total water consumption in areas at water risk, including areas of high water stress increased between 2024 and 2025 due to an increase in locations classified as such areas in the Aqueduct Water Risk Atlas tool. In addition, water discharge may decrease during the roll-out of water stewardship projects, leading to a higher difference between water withdrawal and discharge. In 2025, 107 sites are located in areas of high water stress. The majority of these sites are located in Europe and in the Americas.

[E3-4 28 (e)] Water consumption in areas of water risk is calculated as water withdrawn less water discharged. Water withdrawn is based on direct measurements, while the majority of water discharged is not directly measured and is calculated using individual site-usage patterns.

Based on these prerequisites, in 2025, 100 percent of the amount of water withdrawn and 2 percent of the water discharged was based on direct measurement, as described in the Methodology section below.

METHODOLOGY

[E3 MDR-M 77 (a)]

Water withdrawal and discharge are collected through the global ABB reporting system for environmental data. For more information on our reporting system and exceptions, please refer to the methodology section under E1-6 (Greenhouse gas emissions). When water discharge is not available it is estimated using an average rate of 26% for manufacturing sites and 13% for non-manufacturing sites for the current year. These rates are based on averages from ABB reporting sites. For some sites, based on local regulation, water withdrawn is considered equal to water consumed if water is not released back to the municipality but instead is reused within the premises.

Water figures of the comparative reporting period are adjusted if the cumulative impact of calculation errors and methodology changes exceed 5 percent, or lower if deemed necessary or appropriate, of the Group total. If adjustments to the comparative reporting periods are made, the respective tables are annotated accordingly.

Water withdrawal data is typically primary data and extracted from utility bills or meters. Water discharge is estimated as typically water outflow is not metered or measured, except for water discharge categories that involve third-party transactions and which are documented by invoices.

The assessment of exposure of our sites to water risk is based on the Aqueduct Water Risk Atlas tool of the World Resources Institute. According to its definitions, areas at water risk are water catchments where several physical factors related to water cause one or more water bodies to have less than good status and/or deteriorate in status. Areas of high water stress are defined as regions that withdraw 40–80 percent of their renewable water supply; extremely high stress occurs when more than 80 percent is withdrawn.

EU TAXONOMY: DISCLOSURES FOR FINANCIAL YEAR 2025

EU Taxonomy: Background

The EU Taxonomy Regulation establishes a standardized framework to define which economic activities can be considered "environmentally sustainable". It aims to direct capital flows into such activities, enhancing transparency on corporate performance for investors and stakeholders.

The EU Taxonomy categorizes "environmentally sustainable" business activities into six pre-defined environmental objectives[11]. It distinguishes between "Taxonomy-eligible" and "Taxonomy-aligned" economic activities. An economic activity is considered "eligible" if it is described in the adopted EU Taxonomy Climate and Environmental Delegated Acts. An eligible activity is only considered environmentally sustainable, and thus "aligned", if it meets the specified technical screening criteria:

- Substantial contribution to one of the six environmental objectives;
- Do no significant harm (DNSH) to other five environmental objectives; and
- Minimum safeguards, primarily related to human rights and social and labor standards.

Companies are required to disclose the following KPIs: turnover, capital expenditure (CapEx) and operating expenditure (OpEx), associated with both Taxonomy-eligible and -aligned activities.

Since 2021, ABB has been preparing its EU Taxonomy disclosures in accordance with Article 8 of the EU Taxonomy Regulation and the related Delegated Acts. The legal framework for EU Taxonomy reporting continues to evolve. This year, as part of the broader EU Omnibus package to simplify sustainability reporting, a new Delegated Act was adopted "amending Commission Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of information to be disclosed concerning environmentally sustainable activities and Commission Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 as regards simplification of certain technical screening criteria for determining whether economic activities cause no significant harm to environmental objectives" (the Omnibus Delegated Act). Specifically, the Omnibus Delegated Act introduced materiality thresholds, new reporting templates and targeted adjustments to DNSH pollution criteria (Appendix C). For 2025, ABB applied the Omnibus Delegated Act to our reporting. In line with the new rules, we introduced a materiality threshold to our EU Taxonomy activities, which required updating our reporting methodology compared to last year. EU Taxonomy alignment remains challenging as the revised Appendix C criteria still go beyond sectoral legal obligations.

The EU Taxonomy Regulation is a dynamic, evolving legislation. Its formulations and terms are sometimes subject to uncertainty in interpretation and require further clarification. These disclosures rely on our current understanding and interpretation of the Regulation; the approach applied for this year's reporting is updated in comparison to last year and may not apply in the same way in the future.

[11] Climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystem.

ABB's implementation of the EU Taxonomy

Following the ABB Way and our decentralized operating model, we adopted a decentralized approach to EU Taxonomy reporting in close cooperation with our business areas and divisions. The Sustainability Reporting Steering Committee and the FACC oversee our compliance with EU Taxonomy reporting obligations and are kept informed on an ongoing basis.

ELIGIBILITY ASSESSMENT

There were no changes to our eligibility assessment process compared to last year. To determine the eligibility of our revenues[12], we re-examined our global product offering in relation to the economic activities outlined by the EU Taxonomy Delegated Acts. Our revenues were mapped following the ABB product tree by business area, division, product group, product line and industry usage. Most of our eligible products and services fall under the category of "enabling activities", which refers to economic activities that "directly enable other activities to make a substantial contribution" to one of the environmental objectives, as per Article 16 of the EU Taxonomy Regulation. Business activities, products and solutions that do not fit into the descriptions of the EU Taxonomy Delegated Acts are classified as "non-eligible" and are therefore not included in the scope of the EU Taxonomy reporting. We guided our analysis by the descriptions of the activities, the relevant Nomenclature of Economic Activities (NACE) codes and, if necessary, the substantial contribution criteria. All ABB divisions assessed their offerings at the appropriate level of granularity to be able to determine eligibility.

Our revenue-generating activities are eligible under the objectives of "Climate Change Mitigation" (CCM) and "Transition to a Circular Economy" (CE). The most significant turnover-generating activity for ABB is CCM 3.20 "Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution".

Our eligible CapEx and OpEx were identified centrally or at the division and project levels, where necessary. More details on CapEx and OpEx assessment methodology are included in the KPI section.

For both CapEx and OpEx, CCM 3.20 is the largest eligible activity due to the applied revenue allocation key.

In line with the new Omnibus Delegated Act, ABB applied a de minimis threshold of 10 percent to its turnover EU Taxonomy activities.

The following EU Taxonomy activities were therefore in focus of the turnover eligibility and alignment assessment, as material to us:

- **CCM 3.20** Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution;
- **CE 1.2** Manufacture of electrical and electronic equipment;
- **CCM 3.6** Manufacture of other low-carbon technologies;
- **CCM 4.9** Transmission and distribution of electricity; and
- **CCM 7.6** Installation, maintenance and repair of renewable energy technologies.

For CapEx and OpEx, materiality thresholds were applied indirectly through the revenue-based allocation key, where applicable. For individual measures (CapEx C), no materiality threshold was applied at the level of eligible EU Taxonomy activities.

[12] The terms turnover and revenue are used interchangeably throughout the EU Taxonomy disclosures.

ALIGNMENT ASSESSMENT

SUBSTANTIAL CONTRIBUTION

The first step of the alignment assessment was to analyze whether the material activities fulfill the substantial contribution criteria laid down in the respective Delegated Acts.

The criteria for substantial contribution vary significantly across different activities. For the activities most relevant to ABB, it can be summarized as follows:

- **CCM Activity 3.20** (turnover): The substantial contribution requirements related to the inclusion of specific types of equipment were considered already during our eligibility screening; we assessed applicable energy efficiency classes, and we excluded revenues from products used in fossil fuel industries, as well as switchgear containing SF_6.
- **CE Activity 1.2** (turnover): It was not possible to demonstrate full conformity with the comprehensive substantial contribution criteria this year, resulting in no aligned products under this activity.
- **CCM Activity 3.6** (turnover): Due to the limited availability of Life Cycle Assessments (LCAs) and difficulties in operationalizing the concept of “best performing alternative”, the criteria were not fully met.
- **CCM Activity 4.9** (turnover): Specific ABB products for strengthening and balancing the grid correspond to the equipment outlined in the substantial contribution.
- **CCM Activity 7.6** (turnover and CapEx): ABB offering and investments were classified into the specified types of renewable energy technologies.
- **CCM Activity 7.7** (CapEx): Substantial contribution criteria are challenging due to limited availability of data related to energy performance certificate of the buildings.

DO NO SIGNIFICANT HARM (DNSH)

Activities identified as significantly contributing to an environmental objective were subsequently evaluated for compliance with the DNSH criteria. This assessment was conducted at the product, site and company levels, depending on the criteria:

- For DNSH to **Climate Change Adaptation** (Appendix A), we evaluated physical climate risks and, where needed, possible adaptation measures for our manufacturing sites.
- For DNSH to **Sustainable Use and Protection of Water and Marine Resources** (Appendix B), we assessed the water impacts from the perspective of water quality preservation and water stress avoidance. If water risks are identified, sites are required to take appropriate mitigation measures in line with ABB’s environmental policies. In addition, many of our sites are certified according to ISO 14001 environmental management systems and ISO 9001 quality management systems.
- For DNSH to **Transition to a Circular Economy**, we leveraged our company-wide Circularity Approach and policies on sustainable materials, circular design principles and “zero waste to landfill” targets.
- For DNSH to **Pollution Prevention and Control** (Appendix C), we leveraged our comprehensive company-wide material compliance systems and processes which are in place at ABB in order to meet applicable sectoral regulatory requirements. Although the Omnibus Delegated Act simplified the DNSH criteria, these remain complex and differ from the relevant sectoral legislation, especially with regard to data availability on suitable alternatives to Substances of Very High Concern, which continues to be the primary reason of non-alignment for ABB.
- For DNSH to **Protection and Restoration of Biodiversity and Ecosystems** (Appendix D), a dedicated assessment was conducted for all EU and non-EU sites in scope. Sites in or near biodiversity-sensitive areas were further analyzed for their potential impacts on those areas.
- For DNSH to **Climate Change Mitigation**, direct GHG emissions from on-site generation of heat/cool or co-generation including power were evaluated at the site level, utilizing ABB’s Scope 1 reporting.

MINIMUM SAFEGUARDS

The Minimum Safeguards are based on Article 18 of the EU Taxonomy Regulation and require compliance with principles laid down by the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises (2023 OECD Guidelines), the UN Guiding Principles on Business and Human Rights (UNGPs), the eight fundamental conventions of the International Labour Organization (ILO) on Fundamental Principles and Rights at Work, and the International Bill of Human Rights.

In 2025, we refreshed our assessment to confirm compliance with the Minimum Safeguards. Overall, our assessment covers ten areas: 1) human rights policies, 2) human rights due diligence & risk assessment, 3) addressing human rights impacts, 4) human rights communication, 5) grievance mechanisms, 6) consumer interests, 7) anti-corruption, 8) competition, 9) taxation and 10) science, technology and innovation.

For further information, please refer to the relevant chapters on “Sustainability at ABB” and “Social information” of this Sustainability Statement.

EU Taxonomy KPI calculation

ABB FINANCIAL AND NON-FINANCIAL REPORTING

ABB prepares its consolidated financial statements in accordance with United States Generally Accepted Accounting Principles (US GAAP), while the EU Taxonomy Regulation references KPI disclosures in accordance with International Financial Reporting Standards (IFRS). The two standards are largely converged; however, research & development (R&D) costs are expensed as incurred under US GAAP and reported as part of the OpEx KPI. Most other differences in revenue recognition, tangible and intangible assets, and leases are minor, with no significant impact on data comparability.

Calculations were made by considering the contribution of our business activities under one economic activity, without double counting.

The Taxonomy KPIs were calculated using data for the financial year ended December 31, 2025. In the Financial Report 2025, the results of operations for the Robotics division have been presented as discontinued operations for all periods presented. Accordingly, to maintain consistency with the financial reporting, the Robotics division was also excluded from the Taxonomy KPIs.

TURNOVER KPI

The proportion of Taxonomy-eligible and/or -aligned turnover has been calculated as the part of net turnover derived from products and services associated with Taxonomy-eligible and/or -aligned economic activities (numerator) divided by net turnover (denominator) for the financial year ended December 31, 2025.

The denominator is the Group’s net turnover as presented in the Financial Report 2025 in the Consolidated Income Statements under the line item “Total revenues,” in accordance with U.S. GAAP. Accordingly, the discontinued operations of ABB’s Robotics division are excluded from the denominator.

For the year ended December 31, 2025, 39 percent of ABB's revenues are Taxonomy-eligible under the objective of Climate Change Mitigation (CCM) and 6 percent under the objective of Transition to Circular Economy (CE). The aligned revenue is reported only under CCM, and despite the targeted simplification of the DNSH pollution criteria, it remains at 1 percent. The turnover considered non-material accounts for 8 percent. This non-material turnover is associated with the NACE codes C26 "Manufacture of computer, electronic and optical products", C27 "Manufacture of electrical equipment", C28 "Manufacture of machinery and equipment not elsewhere classified", and J62 "Computer programming, consultancy and related activities".

In comparison, in 2024, 54 percent of our revenues were Taxonomy-eligible, and 0 percent of our revenues were Taxonomy-aligned. However, due to the regulatory changes introduced by the Omnibus Delegated Act, results from this year and previous years are not entirely comparable, since some activities that we reported last year were not included in this year's reporting due to the applied materiality thresholds.

Against this background, most of our Taxonomy-eligible turnover is reported under:

- **CCM 3.20** Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution;
- **CE 1.2** Manufacture of electrical and electronic equipment; and
- **CCM 3.6** Manufacture of other low-carbon technologies.

Aligned turnover is reported under the following activities:

- **CCM 3.20** Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution;
- **CCM 4.9** Transmission and distribution of electricity; and
- **CCM 7.6** Installation, maintenance and repair of renewable energy technologies.

The details of the turnover KPI and breakdowns are provided on p. 141 of the Sustainability Statement.

CAPEX KPI

The CapEx KPI is defined as Taxonomy-eligible and/or -aligned CapEx (numerator) divided by total CapEx (denominator) for the financial year ended December 31, 2025. According to the EU Taxonomy definition, ABB's total CapEx includes:

- Total additions to tangible and intangible assets before depreciation, amortization, revaluations and impairments, which are included in the Capital expenditures as presented in Note 23 "Operating segment and geographic data" of Consolidated Financial Statements included in the Financial Report 2025.
- Leases (finance and operating), where corresponding values are derived from our internal reporting systems but are not directly reconcilable with the figures presented in Note 16 "Leases" of Consolidated Financial Statements included in the Financial Report 2025, that only discloses the additional operating lease for the reporting period and does not include finance lease as they are deemed immaterial for disclosure.
- Assets acquired as part of business combinations, where corresponding values are derived from our internal reporting systems but are not directly reconcilable with the figures presented in the consolidated Financial Report 2025.

In the numerator, Taxonomy-eligible or -aligned CapEx includes CapEx related to assets or processes associated with eligible or aligned EU Taxonomy activities, and CapEx related to the purchase of output for eligible or aligned activities and individual measures. ABB did not consider "CapEx plans" in 2025.

The CapEx numerator calculation was performed in two steps:

1. Eligible real estate initiatives and large investments were analyzed on a case-by-case basis and directly mapped to the relevant EU Taxonomy activities by our business areas and divisions (CapEx C). Aligned CapEx is calculated based on a dedicated alignment assessment for those investments, conducted by ABB's global real estate function, and is primarily related to individual measures (e.g., CCM 7.6 "Installation, maintenance and repair of renewable energy technologies").

2. All remaining CapEx additions were allocated per division based on a revenue allocation key that reflects the share of eligible and aligned revenue-generating EU Taxonomy activities (CapEx A).

For the year ended December 31, 2025, 34 percent of our CapEx are eligible under the objective of Climate Change Mitigation (CCM) and 3 percent are eligible under the objective of Circular Economy (CE). The aligned CapEx is reported only under CCM and accounts for 1 percent.

In comparison, in 2024, 44 percent of our CapEx were eligible, and 1 percent of our CapEx were aligned. However, due to the regulatory changes introduced by the Omnibus Delegated Act, CapEx results from this year and previous years are not entirely comparable, as this year materiality thresholds were indirectly applied to CapEx A through the revenue allocation key.

Against this background, most of our Taxonomy-eligible CapEx is reported under:
- **CCM 3.20** Manufacture, installation and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution;
- **CCM 7.7** Acquisition and ownership of buildings; and
- **CE 1.2** Manufacture of electrical and electronic equipment.

Aligned CapEx is primarily related to individual measures and purchase of output from EU Taxonomy activities, with most of our aligned CapEx being reported under:
- **CCM 7.7** Acquisition and ownership of buildings; and
- **CCM 7.6** Installation, maintenance and repair of renewable energy technologies.

As in the previous year, CCM 7.7 "Acquisition and ownership of buildings" accounts for the biggest portion of CapEx eligibility in ABB's real estate portfolio. The difference between Taxonomy-eligible and -aligned CapEx is primarily due to challenges in applying EU Energy Performance of Buildings Directive to our global real estate portfolio outside of the EU and energy certificates not meeting the substantial contribution criteria for energy efficiency of buildings.

The details of the CapEx KPI and breakdowns are provided on p. 142 of the Sustainability Statement.

OPEX KPI

The OpEx KPI is defined as Taxonomy-eligible and/or -aligned OpEx (numerator) divided by total OpEx (denominator) for the financial year ended December 31, 2025. According to the EU Taxonomy definition, the total OpEx used for the denominator consists of direct non-capitalized costs related to R&D, short-term leases (less than one year), repairs and maintenance, building renovation measures, and any other direct expenditures associated with the day-to-day servicing of assets including property, plant and equipment.

Following EU Taxonomy definition of OpEx and our accounting policy, our total OpEx includes:
- R&D costs, derived from the line item "Non-Order related research and development expenses" in the Consolidated Income Statements of the Financial Report 2025; and

- "Other OpEx", where corresponding values are derived from our internal reporting systems but are not directly reconcilable with the figures presented in the Consolidated Income Statements. Expenses related to building renovation projects would be capitalized under US GAAP and, therefore, are out of scope of the OpEx KPI.

The OpEx numerator calculation was performed in two steps:

1. R&D expenses, which are specifically attributable to developing SF_6-free alternatives and are particularly relevant for achieving alignment under the activity CCM 3.20, are allocated to the activity CCM 3.20.

2. For the rest of the R&D expenses and other OpEx, the revenue allocation key is applied.

For the year ended December 31, 2025, 36 percent of OpEx are eligible under the objective of Climate Change Mitigation (CCM) and 6 percent under the objective of Circular Economy (CE). Mirroring the turnover results through the applied revenue allocation key, less than 0.5 percent, being rounded to 0 percent, of OpEx are aligned.

In comparison, in 2024, 51 percent of our OpEx were Taxonomy-eligible and 0 percent were Taxonomy-aligned. However, due to the regulatory changes introduced by the Omnibus Delegated Act, OpEx results from this year, and previous years are not entirely comparable, as this year materiality thresholds were indirectly applied to OpEx KPIs through the revenue allocation key.

Mirroring the turnover eligibility results, most of our Taxonomy-eligible OpEx is reported under:

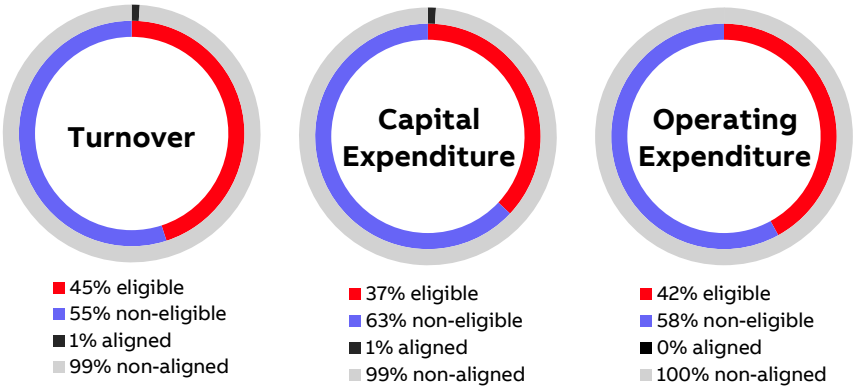
- **CCM 3.20** Manufacture, installation and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution;
- **CE 1.2** Manufacture of electrical and electronic equipment; and
- **CCM 3.6** Manufacture of other low-carbon technologies.

Mirroring the turnover alignment results, Taxonomy-aligned OpEx is reported under the following activities:

- **CCM 3.20** Manufacture, installation, and servicing of high, medium, and low voltage electrical equipment for electrical transmission and distribution;
- **CCM 4.9** Transmission and distribution of electricity; and
- **CCM 7.6** Installation, maintenance and repair of renewable energy technologies.

The details of the OpEx KPI and breakdowns are provided on p. 143 of the Sustainability Statement.

2025 ABB ASSESSMENT RESULTS UNDER THE EU TAXONOMY: TURNOVER, CAPEX, OPEX KPIs



02

SOCIAL INFORMATION

RESPONSIBILITY FOR OUR EMPLOYEES

Identification of material IROs

[S1 SBM-3] MATERIAL IROs AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[S1 SBM-3 14] All people in ABB's own workforce as well as workers in the upstream and downstream value chain, who could be materially impacted by our own operations and those of the value chain are included in our disclosures according to ESRS. In this specific chapter on ESRS S1, the following disclosures relate to our own workforce only. Employees of our suppliers are covered in chapter S2, "Workers in the value chain".

[S1 SBM-3 14 (a)] ABB's own workforce includes administrative and management functions as well as industry workers in the diverse business areas and divisions that collectively make up ABB. Our "own employees" comprise regular employees (including apprentices, interns and trainees) with fixed and temporary contracts, full-time and part-time. "Non-employees" refers to all persons contracted from third party (e.g., external personnel, labor agencies or other third-party bodies). They work under the supervision of ABB but are not on the payroll as they are not directly hired by ABB.

[S1 SBM-3 14 (c)] Our own employees are positively impacted through factors such as competitive and performance-related remuneration, a range of social benefits, as well as our prioritization of health and safety, the championing of diversity and inclusion, and opportunities for professional and personal development.

[S1 SBM-3 14 (b)] Potentially negative impacts on our own workforce include health and safety risks (related to individual incidents) and gender inequality at leadership levels. Policies, such as the ABB Way (with specific policies for the protection of the environment and of health and safety), the ABB Code of Conduct, and the D&I Policy are intended to actively prevent any such negative impacts.

[S1 SBM-3 14 (d)] For material risks or opportunities arising from such impacts or from dependencies on our workforce, please see the table of IROs in the chapter "Sustainability at ABB", section IRO-1.

[S1 SBM-3 14 (e)] ABB did not identify any material workforce impacts from its environmental transition plans.

[S1 SBM-3 14 (f) i, 14 (f) ii] No operations were assessed as being at significant risk of forced or compulsory labor.

[S1 SBM-3 15] As represented in the IRO table in the Double Materiality Assessment section, through internal outreach and workshops, we identified that women in roles related to STEM areas (science, technology, engineering, mathematics) may be at greater risk of underrepresentation due to systemic factors.

[S1 SBM-3 16] No other specific groups within our workforce were identified as being disproportionately affected by material risks or opportunities.

Employee-related policies

[S1-1] POLICIES

[S1-1 19] All sustainability-related policies of ABB are described in a dedicated Policies section at the end of the chapter “Sustainability at ABB”.

HUMAN RIGHTS-RELATED INFORMATION IN ABB POLICIES

[S1-1 20, 20 (a), 20 (b), 20 (c)] For human rights policy commitments including engaging with own workforce, labor rights of value chain workers and the provision of remedy for human rights impacts, see the policy descriptions at the end of the chapter “Sustainability at ABB”, in particular, the ABB Code of Conduct, the Human Rights Policy and the Human Rights Due Diligence Framework. Information about remedy are included in section S1-3 (Processes to remediate negative impacts and channels available to raise concerns).

[S1-1 21] The Human Rights Policy is aligned with internationally recognized standards, including the UN Guiding Principles on Business and Human Rights.

[S1-1 23] For the workplace accident prevention policy and management system in place, see our Health, Safety, Environment (HSE) & Security Policy and HSE&S management system descriptions in the dedicated Policies section at the end of the chapter “Sustainability at ABB”.

[S1-1 24 (a), 24 (b),24 (c), 24 (d)] The ABB Code of Conduct frames our approach on discrimination, including preventing harassment, promoting equal opportunities and other ways to advance diversity and inclusion. Discrimination based on personal characteristics or attributes is unacceptable. Examples include, but are not limited to, behavior that harasses or intimidates people with a disability and/or on the basis of any other characteristic protected by law. We implement our anti-discrimination approach and the D&I Policy through dedicated procedures, training and anonymous reporting channels, as well as global campaigns and employee resource groups to proactively advance diversity and inclusion.

Involving employees

[S1-2] EMPLOYEE INVOLVEMENT IN DECISION-MAKING PROCESSES

[S1-2 27, 27 (a)] As outlined in our approach to stakeholder engagement (see chapter “Sustainability at ABB”, section “Stakeholder engagement”), ABB maintains regular, structured and transparent dialogue with all key stakeholder groups, including employees. Within this framework, we consider employee involvement essential to building a culture of trust, inclusion and accountability.

ABB regularly engages with employees and their representatives to ensure workforce perspectives inform business decisions and operational changes. This is key to managing workforce impacts and enhancing organizational resilience. Engagement occurs through direct mechanisms such as the annual Employee Engagement Survey and through formal consultation structures.

[S1-2 27 (c)] Responsibility for ensuring meaningful engagement with employee representatives lies with our Labor Relations function, in collaboration with HR and business leaders.

[S1-2 27 (d)] ABB maintains structured and ongoing engagement on transnational topics with employee representatives through the Employee Council Europe (ECE). This body serves as our main platform for social dialogue across multiple countries in Europe, particularly in the context of planned transnational changes. Engagement typically occurs early in the decision-making process and includes confidential consultations, written exchanges and joint meetings, ensuring that workforce perspectives are considered before initiating labor processes on a national level.

Our voluntary agreement with the ECE enables consistent and transparent discussions on matters such as restructurings, M&A activities, organizational changes and respect for labor rights. Responsibility for these engagements lies with the Corporate Labor Relations team, supported by global HR and global business leaders as needed. The effectiveness of our dialogue is assessed through open dialogues and bi-directional feedback, quality of consultation outcomes and monitoring of agreed follow-up actions – helping us continuously strengthen trust, inclusion and compliance across the organization.

ABB EMPLOYEE ENGAGEMENT SURVEY

[S1-2 27 (b)] The ABB Employee Engagement Survey is conducted globally on an annual basis. We cooperate with local works councils and union representatives to ensure that the survey meets local consultation requirements. It is available in approximately 40 languages and participation is entirely voluntary and confidential.

The survey invites active employees, excluding externals, students, interns, casuals and employees on extended leave. Exclusions align with local labor laws or HR leadership approvals. E-mobility employees are excluded due to separate governance and a tailored listening strategy under development.

Listening to feedback from our employees mitigates the risk of failing to address critical topics at the team and business levels. We share the global survey results with employees, summarizing our overall participation rate and engagement score, as well as the most notable strengths and areas for improvement. Our business areas, divisions, country organizations and functional teams are encouraged to discuss the feedback and take action. Failure to deal with critical topics could lead to less engaged and motivated employees, as well as avoidable attrition. Over the past seven years, the participation rate for the survey has steadily improved, from a response rate of 65 percent in 2019 to 85 percent in 2025. Compared to 2024, it remained stable.

[S1-2 27 (e)] To evaluate our overall progress, we track our performance against the top 25 percent of global organizations using the same engagement platform. This aligns with our Sustainability Agenda target “Achieve a top-tier employee engagement score”. This engagement score has improved from 71 in 2019 to 80 in 2025. Compared to 2024, it increased by two points. The engagement score is the key survey metric that we track from year to year. In essence, it reflects the answers given by our employees to two core items: “How happy are you working at ABB?” and “I would recommend ABB as a great place to work”.

In 2025, all topics except one improved compared to the previous year. No scores declined. One score remained the same and another was newly added with no trend. “Safety”, “integrity” and “role clarity” remained the top-rated areas. Despite improvements since 2019 in removing barriers to execution, opportunities for further improvement remain.

DIVERSITY AND INCLUSION: INVOLVING VULNERABLE GROUPS

[S1-2 28] D&I at ABB involves developing and supporting workforce diversity across all dimensions. We seek to cultivate an inclusive environment that welcomes and respects every individual.

We have guidelines to promote D&I across ABB, such as our policies, people strategy and values. The Code of Conduct additionally sets forth how we expect employees to act in matters of inclusion, respect and fairness.

Among our commitments to inclusion, we have re-committed to the UN Women’s Empowerment Principles and the European Roundtable and supported the “Standards of Conduct for Business” as set forth by the United Nations.

Channels available to raise concerns

[S1-3] PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS AVAILABLE TO RAISE CONCERNS

[S1-3 32 (a), 32 (b), 32 (c), 32 (d), 32 (e) | S1-3 33 | S1-3 34] Information on reporting channels available to our own workforce is included in the chapter "Good business conduct", section G1-1, "Whistleblowing and reporting channels".

Own workforce-related targets

[S1-5] TARGETS

[S1-5 47 (a), 47 (b)] The process for setting targets and ambitions for our employees (own workforce) and our tracking of performance is included in the chapter "Sustainability at ABB", section "Stakeholder engagement" (SBM-2). [S1-5 47 (c)] Identifying areas for improvement is part of this process. It occurs on an ongoing basis and is reported annually.

[S1-5 46] The following table summarizes ABB's key targets and the indicators applied to measure and track progress over time.

	Target	Unit	Base year	Baseline value	2025 status	2024 status
[S1] Responsibility for our employees						
	Zero life-changing events to our people and contractors	-	2025	—	5	14
	Increase proportion of women in senior management[1] roles to 25% by 2030[2]	%	2019	11.7%	22.6%	21.3%
	Achieve a top-tier[3] employee engagement score	-	2019	71/100	80/100	78/100

1 At ABB, senior managers are defined as employees in Hay grades 1-7, including division presidents.

2 The target relates to countries where policies legally permit and to the extent that it does not conflict with any applicable local laws, where ABB operates. 13 percent of the total senior management is not included in the disclosure.

3 We define "top-tier" as performance within the Viva Glint Global top 25 percent benchmark and assume consistent participation across business areas, regions and roles.

ZERO LIFE-CHANGING EVENTS IMPACTING OUR EMPLOYEES AND CONTRACTORS

[S1 MDR-T 80 (a)] The targets relating to our own workforce are linked to the objectives of different policies. A low number of serious incidents and fatalities can indicate an effective HSE&S management system. A positive downward trend implies that the principles and rules outlined in the HSE&S Policy and corresponding procedures are applied effectively and that critical risks are identified and mitigated successfully. [S1 MDR-T 80 (c), 80 (f)] Furthermore, the policy applies Group wide, and its definition of employee safety is in line with the UN Global Compact. [S1 MDR-T 80 (i)] In 2025, we evolved our safety target from "Zero harm" to "Zero life-changing events," focusing on preventing serious incidents and fatalities. This shift aligns with global best practices and strengthens our commitment to proactive learning, resilience and protecting what matters most – our people. [S1 MDR-T 80 (j)] The monitoring and review process depends on the target. Our HSE target is monitored and reviewed monthly.

INCREASE PROPORTION OF WOMEN IN SENIOR MANAGEMENT ROLES

[S1 MDR-T 80 (a)] Our target to increase the proportion of women in senior management roles supports the principles outlined in our Code of Conduct and our D&I Policy. [S1 MDR-T 80 (c)] The target relates to countries where legally permitted and to the extent that it does not conflict with any applicable local laws where ABB operates. [S1 MDR-T 80 (f)] It is guided by ongoing global benchmarking and internal tracking of female representation and is aligned with international standards such as the UN Women's Empowerment Principles. [S1 MDR-T 80 (i)] There were no changes in the target in the reporting year. [S1 MDR-T 80 (j)] We review progress quarterly, and ABB continues to perform in line with expectations. If the current positive trend continues, we are on track to reach 25 percent women in senior management by 2030, supported by continued focus on inclusive recruitment, leadership development for women and strong accountability mechanisms within our D&I Strategy 2030.

ACHIEVE A TOP-TIER EMPLOYEE ENGAGEMENT SCORE

[S1 MDR-T 80 (a)] Our top-tier employee engagement score target supports the objectives of our Code of Conduct and our Engagement Survey Procedure. [S1 MDR-T 80 (c), 80 (f)] This is a global target, benchmarked annually through a globally standardized engagement survey administered by our third-party provider, Glint. [S1 MDR-T 80 (i)] No changes were made to the target in the reporting year. ABB's employee engagement target is defined as a rolling target, with the ambition to be in the top tier every year through 2030. As the Glint top-tier threshold changes annually, meeting the target in one year does not guarantee that it will be achieved in subsequent years.

[S1 MDR-T 80 (j)] ABB's management reviews the employee engagement target in an annual process. In 2025, ABB reached its employee engagement target, achieving a score of 80 and placing the company within the "top tier" 25 percent of global organizations using the same engagement platform. This upward trajectory suggests that our workforce is increasingly aligned, engaged and empowered to contribute to the company's purpose and transformation journey.

Employee-related actions

[S1-4] TAKING ACTION FOR OUR OWN WORKFORCE

[S1-4 39] ABB identifies relevant actions in response to actual or potential impacts on our workforce following best practices.

DIVERSITY & INCLUSION ACTIONS

[S1-4 37 | S1-4 38 (a), 38 (b), 38 (c), 38 (d) | S1-4 40 (a), 40 (b)] ABB has implemented a Diversity & Inclusion Strategy 2030, structured across three pillars: Governance, Inclusive Leadership and Culture, and Partnership. These address material matters including gender equality, LGBTQ+ inclusion, intergenerational workforce management, disability inclusion, and employee wellbeing.

To support the implementation of this strategy, we took actions that, for example, operationalize measures for globally applicable, gender-neutral parental leave, ensuring equitable treatment. We also supported Employee Resource Groups (ERGs) that provide structured forums for dialogue, networking, and participation in inclusion initiatives. We continued our formal partnerships with UN Women Empowerment Principles, UN Standards of Conduct for LGBTQ+ inclusion, Society of Women Engineers, Special Olympics, and Workplace Pride. In 2025, we also launched new inclusion training.

To track the effectiveness of these actions, we monitor them in comparison with inclusion and belonging indices in the annual Employee Engagement Survey, the growth of ERGs, the diversity representation in talent and leadership pipelines, and the global participation rates in inclusion activities.

ABB has established a target of 25 percent female representation in senior management by 2030. As of December 31, 2025, female senior managers constituted 22.6 percent, an increase from 21.3 percent in 2024.

WELLBEING ACTIONS

[S1-4 37 | S1-4 38 (a), 38 (b), 38 (c), 38 (d) | S1-4 40 (a), 40 (b)] ABB delivers global and local initiatives to support employee wellbeing, addressing both urgent risks and long-term work-life balance.

Our well-established global Employee Assistance Program (EAP) offers a wide range of programs for employees, including a Rapid Response Critical Incident service that addresses urgent negative impacts and risks related to employee wellbeing. The service supports our employees affected by incidents such as natural disasters, accidents at work or the death of a colleague. It helps us track utilization rates on an anonymized basis to rapidly identify areas where early intervention measures would help.

The Global Parental Leave Program supports our commitment to equal treatment and work-life balance. This action sets a global minimum standard of 12 weeks of paid leave for the primary caregiver and four weeks for the secondary caregiver, applicable to all employees regardless of gender or location (except the US and Sweden where the periods differ). The program supports inclusive caregiving responsibilities and contributes to gender equality in career development across the organization. The tracking mechanism to measure the success of this program is under development.

We also run global wellbeing campaigns like the World Mental Health Day. These global programs are complemented by other actions conducted on a local basis. For example, in the US, we provide Health Advocacy and Family Building support, including mental health resources, while in China, employees benefit from health check-ups and doctor consultations.

In 2025, we continued to provide our global wellbeing application for line managers. The tool supports managers in strengthening individual and team resilience while promoting a mentally healthy and inclusive work environment.

PEOPLE DEVELOPMENT AND ENGAGEMENT ACTIONS

[S1-4 37 | S1-4 38 (a), 38 (b), 38 (c), 38 (d) | S1-4 40 (a), 40 (b)] ABB fosters a culture where employees can reflect on growth objectives and access the support they need to succeed, strengthening employability and readiness for future challenges.

We have created leadership courses that address specific challenges in our organization. Additional leadership learning resources are available to our employees through the Harvard ManageMentor and Harvard ManageMentor Spark platforms. Coaching and mentoring are embedded in development programs for key talent groups. Training opportunities are also provided by our businesses to their respective employee populations.

In 2025, our Learn Connect and Grow Day engaged over 45,000 participants across over 300 locations in more than 50 countries, highlighting the company's commitment to inclusive learning.

The people performance management process is intended to ensure that all employees have clear performance expectations and regular opportunities to reflect on results, behaviors and development. The process includes mandatory annual reviews for every employee, mandatory annual goal setting, and regular updates to goals as business needs evolve. In addition, global campaigns encourage managers and employees to hold check-ins, performance reviews, exchange feedback and update objectives throughout the year.

The implementation of this action is monitored through employee-related indicators such as completion of annual reviews, goal setting and feedback practices documented in Workday.

REGULATORY REQUIREMENTS ON PAY EQUITY AND TRANSPARENCY

[S1-4 37 | S1-4 38 (a), 38 (b), 38 (c), 38 (d) | S1-4 40 (a), S1-4 40 (b)] In 2025, ABB initiated a global baseline assessment of wage structures and employment practices across all regions. Changes to existing regulations and/or issuance of new regulations are periodically monitored. This action supports our ongoing efforts to ensure fair, transparent and competitive compensation for all employees. The initiative helps identify gaps, promote internal equity and prepare for increasing regulatory requirements, such as those under the EU Pay Transparency Directive. Findings from the baseline will guide further improvement actions and support alignment with our sustainability and inclusion objectives.

HEALTH AND SAFETY-RELATED ACTIONS

[S1-4 37 | S1-4 38 (a), 38 (b), 38 (c), 38 (d) | S1-4 40 (a), 40 (b)] The divisions of our business areas undergo self-assessment cycles of one, three or five years under the HSE&S management system and submit their results to HSE audit. Independent HSE auditors are responsible for identifying areas for improvement. We also track the effectiveness of our health- and safety-related actions. Our management information system allows us to gather data on hazards and incidents and assign actions to managers.

Each division is encouraged to develop safety programs that are appropriate for their operations. We coordinate preparations and responses to emergency situations, conduct internal safety inspections and obtain third-party verifications for our health, safety and wellbeing reporting. We have well-defined procedures to investigate work-related injuries and incidents and act promptly to mitigate negative impacts. We continuously strive to further reduce health and safety hazards.

PREVENTING NEGATIVE IMPACTS

[S1-4 41] ABB has a number of policies and management systems in place that aim to prevent negative impacts from occurring. These include the Code of Conduct; the HSE&S management; the Information & Cyber Security management; etc. Employees are trained in these policies in order to raise awareness of these topics and their potential negative impacts.

[S1-4 43] In our current understanding, none of the actions above are financially significant.

ACTIONS OVERVIEW (S1)

[S1 MDR-A 68 (a), 68 (b), 68 (c)]

We are already executing all activities mentioned below.

List of key actions	IROs covered	Scope	Time horizon
Diversity Celebration Days	S1-PI-01, S1-R-03	Worldwide	Ongoing
Employee Resource Groups (ERGs)	S1-PI-01, S1-NI-01, S1-R-03	Worldwide	Ongoing
Parental Leave Program	S1-PI-01, S1-PI-02, S1-NI-01, S1-R-05	Worldwide	Ongoing
Performance Review Process	S1-PI-01	Worldwide	Ongoing
Employee Assistance Program (EAP)	S1-PI-02, S1-R-05, S1-R-03	Worldwide	Ongoing
Local Health-Related Initiatives	S1-PI-02	Region-specific	Ongoing
Training Programs for Employees	S1-PI-01, S1-R-05	Worldwide	Ongoing
Engagement Survey and Follow-Up Action Planning	S1-O-01	Worldwide	Ongoing
Global Baseline of Pay Transparency	S1-PI-02, S1-R-04	Worldwide	2025
HSE Continuous Improvement Program	S1-NI-02, S1-R-01	Worldwide	Ongoing

Facts & figures
Own employees

All figures disclosed in this section are as of December 31, 2025, unless otherwise stated.

[S1-6] CHARACTERISTICS OF ABB'S EMPLOYEES

[ESRS 2 SBM-1 40 (a) iii | S1-6 50 (e), 50 (f)] The tables below present the breakdown of employees by gender and region as well as type of employment contract per headcount.

Headcount by region

[S1-6 50 (a) | S1 MDR-M 77 (c)]

Region	2025	2024
Europe	53,407	53,597
The Americas	28,055	27,210
Asia, Middle East and Africa	32,830	31,962
Total	**114,292**	**112,769**
Average	**113,438**	**112,280**

Due to rounding, numbers presented may not add to the totals provided.

Characteristics of ABB employees

[S1-6 50 (a), 50 (b) | S1 MDR-M 77 (c)]

	Permanent employees 2025	Temporary employees 2025	Non-guaranteed hours employees 2025	2025	2024
Male	77,126	3,878	364	81,368	81,407
Female	30,122	1,521	163	31,806	31,361
Other	21	12	-	33	-
Not reported	1,019	66	-	1,085	1
Total employees	**108,288**	**5,477**	**527**	**114,292**	**112,769**

Due to rounding, numbers presented may not add to the totals provided.

Temporary contracts are most commonly used for project-based roles and/or seasonal demand, depending on local practice.

[S1-6 50 (c) | S1 MDR-M 77 (c)]

Turnover rate	2025	2024
Total number of employees who left during the reporting period	16,483	15,538
Rate of employee turnover during the reporting period	15%	14%

Countries where ABB has at least 50 employees representing at least 10 percent of the total number of employees

[S1-6 50 (a) | S1 MDR-M 77 (c)]

Country	Number of employees at December 31, 2025 (headcount)	Number of employees at December 31, 2024 (headcount)	Average number of employees 2025	Average number of employees 2024
United States	14,907	14,127	14,550	13,837
China	12,737	12,523	12,887	12,549
India	11,422	10,844	11,104	10,478

[S1-8] COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

[S1-8 60 (a)] 52 percent of our employees worldwide are covered by collective bargaining agreements (CBAs), either by collective labor agreements at the industry level (generally with unions) or at the company or location level (generally with employee representative bodies such as works councils or unions).

[S1-8 60 (b) | S1-8 63 (b)] Through the European Works Council (EWC) agreement, employees are represented in discussions on transnational matters concerning the European Economic Area (EEA), the United Kingdom and Switzerland.

For employees not covered by CBAs, there are different scenarios regarding the determination of working conditions. In many countries where not all employees are represented by the CBA, among other factors, the conditions in the CBA that go beyond local labor market practices, are considered in determining working conditions and terms. Regardless of the application of a CBA, we generally aim to offer working conditions that meet or exceed the typical standards in the respective local employment markets.

[S1-8 60 (c) | S1-6 AR 70 | S1 MDR-M 77 (c)]

Coverage rate	Coverage – Non-EEA employees 2025 (estimate for regions with > 50 employees, representing >10% of total employees)
0-19%	
20-39%	AMEA, Americas
40-59%	
60-79%	
80-100%	

The metrics are calculated as of September 30, 2025 and are based on headcount.

[S1-8 63 (a)] ABB does not have any individual EEA country where the number of employees exceeds 50 and represents at least 10 percent of our total global workforce. Therefore, country-level disclosure of social dialogue and collective bargaining coverage within the EEA is not applicable.

[S1-9] DIVERSITY METRICS

Gender diversity

[S1-9 66 (a) | S1 MDR-M 77 (c)]

	Number At December 31,		Percentage At December 31,	
Gender (top management)[1]	**2025**	**2024**	**2025**	**2024**
Male	343	410	77.4%	78.7%
Female	100	111	22.6%	21.3%
Other	—	—	—	—
No Response	—	—	—	—

[1] The disclosure relates to countries where policies legally permit and to the extent that it does not conflict with any applicable local laws, where ABB operates. 13% of total senior management is not included in the disclosure.

Age distribution across our workforce

[S1-9 66 (b) | S1 MDR-M 77 (c)] ABB recognizes the importance of engaging employees of all generations and values the unique perspectives and expertise that employees of all ages bring to the organization.

	Percentage	
Age (all employees)	**2025**	**2024**
Under 30	18%	20%
30-50	55%	55%
> 50	27%	25%

[S1-10] ADEQUATE WAGES

[S1-10 70 | S1 MDR-M 77 (c)] 99.95 percent of our employees globally are paid an adequate wage, in line with ESRS applicable benchmarks. Employees who are paid below the ESRS applicable adequate wage were identified in the following territories:

Territory	Percentage of employees in territory paid below applicable adequate wage benchmark	Number of employees in territory paid below the applicable adequate wage benchmark
Germany	0.05%	4
United Kingdom	0.14%	2
United States	0.36%	51

ABB plans to review and address pay gaps for all above stated employees over the course of 2026. For above stated employees whose minimum wage is established through a collective bargaining agreement (CBA), we already maintain their pay above the minimum wage established by statutory legislation.

[S1-14] HEALTH AND SAFETY METRICS

[S1-14 88 (a), 88 (b), 88 (c), 88 (d), 88 (e) | S1 MDR-M 77 (c)]

	Employees		Non-employees		Other workers	
	2025	**2024**	**2025**	**2024**	**2025**	**2024**
The percentage of people covered by ABB's health and safety management	100%	100%	100%	100%		
Number of fatalities as a result of work-related injuries	—	2	—	—	—	—
Number of work-related accidents[1]	274	321	20	19		
Rate of work-related accidents[1]	1.22	1.46	1.36	1.54		
Number of cases of recordable work-related ill health	7	8	1	—		
Number of days lost to work-related injuries, accidents, ill health[1]	3,740	4,121	224	223		

1 2024 values have been restated to reflect improved data quality.

Zero life-changing events to our people and contractors

	2025	2024
Number of fatalities as a result of work-related injuries	—	2
Number of serious/high-consequence work-related incidents	5	12
Total life-changing events to our people and contractors	**5**	**14**

[S1-16] REMUNERATION METRICS

Gender pay gap

[S1-16 97 (a)] In 2025, ABB's global gender pay gap was 16.30 percent.

Annual total remuneration ratio

[S1-16 97 (b)] For 2025, ABB's annual total remuneration ratio, as defined in S1-16, was 64.5.

[S1-17] INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

[S1-17 103 (a), 103 (b), 103 (c) | S1-17 104 (a), 104 (b) | S1 MDR-M 77 (c)]

Number of reported incidents of discrimination and harassment

	Reported incidents / Amount of fines, penalties and compensation 2025	Reported incidents / Amount of fines, penalties and compensation 2024
Discrimination and harassment incidents[1]	**234**	**515**
Other workplace incidents[1]	**944**	
Complaints filed to National Contact Points for OECD Multinational Enterprises	—	
Fines, penalties and compensation for damages resulting from incidents / complaints	—	
Confirmed severe human rights incidents[2]	—	
Fines, penalties and compensation for damages resulting from confirmed severe human rights incidents	—	

Comparatives not shown unless already reported in the 2024 Sustainability report.

Numbers reported without regard to level of substantiation. In FY24 incidents related to bullying were reported under discrimination and harassment incidents. For FY25, to facilitate more accurate reporting, incidents related to bullying are reported under other workplace incidents.

For FY25 ESRS reporting, S1-17 104a is defined as substantiated incidents of child labor or modern slavery (including human trafficking and forced labor) identified via relevant categories in ABB's case management system and internal guidance.

METHODOLOGY

[S1 MDR-M 77 (a)]

A. EMPLOYEE-RELATED DATA

Headcount

[S1-6 50 (d) i] ABB reports employees by headcount, counting each individual with an employment contract and being on the payroll of an ABB company, regardless of work percentage (e.g., 0.5 FTE counts as one). This approach highlights the human impact in sustainability KPIs but differs from financial reporting, which uses FTE calculations. As a result, employee numbers may vary between the Sustainability Statement and the Financial Report. [S1-6 50 (d) ii] We report our employee headcount per region as headcount at year-end as well as an average across the reporting period.

Gender

[S1-9 AR 71] The gender distribution in percentage of employees at top management level is calculated by dividing the number of female active employees at top management level based on headcount, excluding externals, by the number of active employees (headcount, male and female) at top management level.

Top management

ABB's internal definition of top management includes all employees classified within Hay grades 1 to 7, including division presidents. Division presidents have grades A, B, C. Gender is considered as a person's legal sex rather than gender identity.

Turnover

Turnover rate is calculated as the number of employees (full-time and part-time) who left ABB during the reporting period, divided by the average headcount over the preceding 12 months.

Adequate wages

The adequate wage benchmark applied per territory is primarily determined by the minimum wage established through a CBA or statutory legislation. ABB is committed to ensuring that all employees receive wages that meet or exceed the local regulatory required threshold in the territories where we operate. In territories where no local regulatory minimum wage is defined, the applied adequate wage benchmark represents a living wage, provided by WageIndicator Foundation, in line with the Sustainable Trade Initiative (STI).

For the purpose of the adequate wage analysis, the employee population excludes interns, apprentices, employees on long-term leave who receive social benefits by a third party due to their leave status (e.g., by the state for a maternity leave), and employees for whom reliable information (e.g., data related to wage or work degree) is not available. "Wage" is defined as the sum of the basic wage and any fixed additional payments that are contractually guaranteed to all employees within the respective territory.

Gender pay gap

[S1-16 97 (a)] ABB's gender pay gap is calculated as the difference between the average gross hourly pay of male and female employees, expressed as a percentage of the average gross hourly pay of male employees. This uses the Total Base Pay and Annual Incentive Plan awards of all active employees (excluding interns and apprentices).

[S1-16 97 (c)] While the disclosure provides a high-level indicator of pay differences between genders at ABB, it should be noted that the gender pay gap calculated using this approach is determined on an unadjusted basis as per ESRS S1-16, which does not account for pay differences due to gender-neutral factors including but

not limited to position, seniority, experience, performance, education, geography, etc.

ABB is transitioning from a country-specific Human Resources Information System (HRIS) into a new globally centralized one (Workday). Currently, our global gender pay gap is calculated based on only the reliably available Total Base Pay (or Primary Compensation in countries where it is used in place of Total Base Pay) and Annual Incentive Plan (AIP) award data in Workday. Total Base Pay comprises basic salary, as well as other fixed pay elements that may vary from country to country, such as period salary (e.g., 13th month, vacation premium, etc.) and allowances. The AIP is a form of bonus program at ABB and is payable in cash after each performance period that is aligned to the financial year. In future reporting cycles, we aim to expand our current scope of disclosure by incorporating additional relevant elements of pay, such as other variable compensation, benefits-in-cash and benefits-in-kind into the gender pay gap calculation when these elements also become available from a globally consolidated and auditable source.

Annual total remuneration ratio

[S1-16 97 (c)] This ratio shows the factor by which the annual total remuneration of the median paid employee, adjusted for purchasing power parity, would have to be multiplied to match the annual total remuneration of the highest-paid employee. The highest-paid individual in ABB is the CEO. The median paid employee was identified excluding the highest-paid individual. Employees considered to determine the median paid employee of our global workforce are defined as employees having a direct employment relationship with ABB via an employment contract or otherwise according to local law and practice.

Our analysis comprises full-time and part-time employees if they were actively employed at December 31, 2025. We included trainees, international assignees and temporary employees. Interns and apprentices were excluded, for consistency with the gender pay gap calculation, as their pay structures are substantially different from other employees, and in many jurisdictions ABB is not fully controlling their pay.

We extrapolated the values of remuneration elements of part-time employees and new employees who started during the year to consider full-time and full-year equivalent values in our calculation, where needed.

We identified the median paid employee, considering the Total Base Pay recorded in our global Human Resources information system only and subsequently added values of any other remuneration element of the identified employee. As a result, total remuneration includes Total Base Pay, paid short-term incentive, granted long-term incentive, paid pension benefits and other paid benefits. "Paid" in that context means paid by ABB to the median paid employee and the CEO in the year of reporting.

B. HEALTH AND SAFETY-RELATED DATA

Coverage

All employees have automatic access to the health and safety (HSE&S) management system, which covers 100 percent of employees and non-employees. The HSE&S management system complies entirely with ISO 14001, ISO 45001 and partially with ISO 50001 and ISO 9001 standards.

Fatalities

Fatalities occurring directly as a result of a work-related incident (including injury and illness), including those that occur some time after the incident as a direct result of the injuries sustained or occupational diseases, are reported in our Management Information System. Excluded are fatalities arising from natural causes, unless there is evidence of a failure in the application of health and safety procedures.

Accidents

All accidents are reported in our Management Information System, verified and categorized by an HSE professional. The number includes fatal, lost time injury, medical treatment, restricted work-day cases and serious injury, and is aggregated as a single figure.

The rate of recordable work-related accidents for employees and non-employees alike is calculated as follows: (Employee) * 1,000,000 / number of hours worked. The number of hours worked equals the number of full-time employees (FTEs) * 2,000 (estimated hours worked per FTE per annum).

Ill health

All cases of ill health are reported in our Management Information System, verified and categorized by an HSE professional. The number includes occupational diseases and work-related illnesses, and is aggregated as a single figure.

Days lost

Number of days lost to work-related injuries, work-related ill health and fatalities are recorded in our Management Information System and verified by an HSE professional. The number includes days that an injured person (employee or contractor) is away from work due to work-related injuries or fatalities, work-related ill health and fatalities from ill health, and is aggregated as a single figure. For fatalities, the default number of days lost is 183.

Life-changing events

Life-changing events include fatalities and serious/high-consequence work-related incidents that result in any of the following:

- Hospitalization: for treatment of more than 24 hours (hospitalization for observation or diagnostic testing is not calculated as hospitalization hours).
- Amputation: of a limb or a part of a limb, regardless of whether they occur at the workplace or later as a result of the incident.
- Loss of a sense: permanent or long-term loss of sensory functions, such as sight or hearing, on one or both sides.
- Major fractures: that are complex and involve multiple bones. Comminute fractures (fracture into more than two separate pieces) or compound fractures (open fracture breaking the skin) or necessitate extensive surgical intervention to repair.
- Serious burns: that cover a significant portion of the body or that are categorized as severe based on medical assessment.
- Loss of consciousness: requiring resuscitation.
- Life-threatening condition: Injuries that pose an immediate threat to the life of the injured person or that require immediate medical intervention to prevent loss of life.
- Permanent Disabilities: Injuries that result in permanent or long-term disabilities, impairments, or limitations in an individual's physical or cognitive abilities, significantly affecting their quality of life and/or ability to perform essential job functions.

D. INCIDENT REPORTING

The number of own workforce incidents has been calculated by compiling cases and matters categorized by relevant categories in our case management system and our dispute management system, as well as relevant data privacy incidents tracked outside of these systems. [S1-17 104 (a)] For severe human rights incidents, we also considered relevant Group-level media monitoring.

SOCIAL PROTECTION IN THE VALUE CHAIN

The employees of our suppliers and service providers contribute their share to ABB's sustainability value proposition. In return they benefit from protection against risks associated with their work for us through provisions in the ABB Supplier Code of Conduct (SCoC). This requires suppliers to adhere to human rights and provide a safe and healthy place to work. Compliance with the SCoC is regularly reviewed.

The ESRS wording "Workers in the value chain" as an element of sustainability reporting refers to the employees of our value chain partners and how we involve them in our sustainability management. The objective of involvement is that our value chain partners contribute to ABB's sustainability targets and to protect their employees, as best as possible, from potentially negative impacts of the work they do as part of the ABB value chain.

Involvement of value chain workers

[S2 SBM-3] MATERIAL IROs AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[S2 SBM-3 11] All value chain workers who are likely to be materially impacted by ABB are included in the scope of disclosures.

[S2 SBM-3 11 (a), (a) i, 11 (a) ii, 11 (a) iii, 11 (a) iv, 11 (a) v] ABB has a vast supplier network across all its divisions, consisting of suppliers and sub-tier suppliers operating in a diverse global context. The type of workers in our entire upstream and downstream value chain is diverse as well. It can include workers in raw materials and minerals extraction and processing, employees in factories, contractors at ABB (project) sites and workers in logistics and distribution. These different groups of workers may include workers from vulnerable groups, such as migrant workers, young people and/or women.

[S2 SBM-3 11 (b), 11 (c)] ABB acknowledges that, through its internal risk assessment processes, certain geographies within its value chain have been identified as presenting potential risks related to child labor, forced labor, or compulsory labor. Within these geographies, it is primarily mineral and metal extraction, which is linked to these human rights violations. These assessments are based on structured risk indicators and external data sources, and are not necessarily indicative of confirmed violations, but rather of areas where due diligence and supplier engagement are warranted. While these risks are not considered prevalent across ABB's operations or its first-tier suppliers, systemic challenges related to labor rights may exist in some countries and regions within the broader, sub-tier value chain, particularly where national legislation provides limited or no protection for workers. ABB evaluates country-level risk using an external information provider and prioritizes its due diligence efforts in geographies classified as high or extremely high risk for human rights violations.

[S2 SBM-3 11 (c)] To date, ABB has not observed direct correlations between its operations and adverse impacts on value chain workers arising from the transition to greener and climate-neutral operations. Nonetheless, we remain attentive to emerging risks associated with the increased demand for critical raw materials. Systemic issues of work-related rights may potentially exist in some of the countries and regions that are part of the entire (sub-tier) value chain due to national laws having no or low requirements for labor protection standards.

[S2 SBM-3 11 (e)] ABB is committed to support and respect human rights and labor standards, and to comply with internationally recognized standards, laws and regulations, including the elimination of modern slavery and child labor, as well as the right to work under fair and safe conditions. It encompasses, amongst others, access to fair wages, the right to freedom of association and collective bargaining, and respecting the rights of individuals when providing security for people and assets. We also recognize our responsibility to promote an organizational culture that supports human rights and to respect and promote human and labor rights along our value chain. This includes assessing and monitoring any human rights risks that customers, suppliers, business partners and other parties directly linked to ABB operations, products and services might present.

[S2 SBM-3 11 (d)] Of the seven impacts, risks and opportunities (IROs) identified in our DMA, one was regarded as an actual positive impact. All of our IROs are described in more detail in the table in the chapter “Sustainability at ABB”, section IRO-1.

Supplier-related policies

[S2-1] POLICIES

[S2-1 17] The policies applicable to workers in the value chain, namely our Code of Conduct, Supplier Code of Conduct, Policy on Conflict Minerals, Sustainability Policy, Human Rights Policy and Due Diligence Framework, Manage Vendor Onboarding Procedure and our Sustainable Supply Base Management Requirements & ACOP are all described in accordance with the MDR-P in the Policies section at the end of the chapter “Sustainability at ABB”.

FURTHER HUMAN RIGHTS COMMITMENTS

[S2-1 17 (a), 17 (b), 17 (c)] For human rights policy commitments including labor rights of value chain workers and the provision of remedy for human rights impacts, see the policy descriptions at the end of the chapter “Sustainability at ABB”, in particular for the Human Rights Policy and the Human Rights Due Diligence Framework. These policies support and respect the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

The Human Rights Due Diligence Framework refers to the Sustainable Supply Base Management (SSBM) Program as part of the supply chain due diligence ABB executes. Engagement with value chain workers, in the format of worker interviews, is an integral part of this program. Measures to provide and/or enable remedy for human right impacts are detailed in S2-3: Channels available to raise concern.

[S2-1 18] The ABB Supplier Code of Conduct addresses the themes of trafficking in human beings, forced labor, compulsory labor and child labor. Additionally, it covers decent work practices and health and safety. The ABB Supplier Code of Conduct is aligned with the ILO standards.

[S2-1 19] ABB’s policies with regard to value chain workers are aligned with internationally recognized instruments and frameworks; see Policies section referred to above and, in particular, the disclosure under MDR-P 65 (d).

Engaging with value chain workers

[S2-2] ENGAGING ABOUT IMPACTS

[S2-2 22 (a)] To address human rights risks related to our suppliers, we rely on our Sustainable Supply Base Management (SSBM) program and our Responsible Minerals program (see section “Workers in the value chain – Related actions”).

We aim for trusting and stable relationships with the entities that provide products and services to ABB, including equipment and human resources.

Depending on the concrete subject and initiative, we engage directly with workers in the value chain or with legitimate representatives or through their employers by:

- monitoring through our SSBM program;
- on-site evaluations and audits;
- sourcing activities;
- providing training and engaging in special projects on sustainability performance; and
- town hall and supplier day events.

A more detailed stakeholder engagement plan is in development.

[S2-2 22] The perspective of value chain workers, gathered through the various engagement mechanisms, especially via the SSBM program, are systematically integrated into the development of action plans and the management of identified actual and potential impacts. Division presidents are ultimately responsible for this to happen.

A specific example is the worker interviews, conducted as part of the SSBM program. If any discrepancies are identified with the requirements of our SCoC or with local legislation, such as working excessive overtime, not providing the right personal protective equipment for personnel or other labor rights violations, the supplier is required to create a Corrective and Preventive Action Plan to solve the non-compliance within agreed timelines. [S2-2 22 (e)] We track the closure rate of identified risks to determine the effectiveness of the SSBM program. [S2-2 23] Workers selected for the worker interviews can include workers that are more at risk, such as women workers, migrant workers or workers with disabilities.

[S2-2 22 (b)] We work directly with Tier 1 and some Tier 2 suppliers. Via the Responsible Minerals Initiative, of which we are an active member, we reach suppliers in the upper part of our supply chain, typically Tier 4-6 suppliers. Interactions happen with different frequencies, depending on the topic, the type of supplier and tier in the supply chain. We will explore options to further increase visibility beyond Tier 1.

[S2-2 22 (c)] The principles guiding our engagement on human rights matters are embedded in our Human Rights Policy and Due Diligence Framework. The SSBM program is how we conduct this due diligence in our supply chain. Division presidents are accountable for executing this program.

Channels available to raise concerns

[S2-3] PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS AVAILABLE TO RAISE CONCERNS

[S2-3 27 (a), 27 (b), 27 (d)] Information on ABB's approach to and processes for providing or contributing to remedy where it has identified to have caused or contributed to a material negative impact is included in the chapter "Good business conduct", section G1-1, "Whistleblowing and reporting channels". The paragraphs below contain supplementary information relevant to ABB's expectations in its SCoC and SSBM program.

In case of red flag findings during an SSBM assessment, which are linked to actual material negative impacts, the supplier is required to sign a red flag cooperation statement, and immediate action needs to be taken, which can include remediation. Follow up is done on a regular basis, until the finding is solved satisfactorily. Depending on the type of finding, follow up can be done via on-site or desk-top audit. If the supplier is not able to demonstrate closure on red flag points during a follow-up audit, the supplier will be blocked for any new business with ABB. If a supplier is not able or not willing to close the findings, the ultimate consequence is termination of the business relationship. This process is described in the SSBM Approved Code of Practice. Furthermore, the SCoC requires suppliers to inform ABB immediately if they suspect a violation of the SCoC has taken place in their own supply chain, and work with their own suppliers to mitigate, prevent further violations and remediate negative events.

[S2-3 27 (c) | S2-3 28] Information on how ABB supports the availability of reporting channels and on how we assess their effectiveness is included in section G1-1. With regards to dedicated processes for value chain workers, our SCoC states that suppliers are expected to cascade information on adhering to the SCoC and the use of ABB reporting channels as appropriate within their organization and to their suppliers. During SSBM worker interviews, workers are reminded of our reporting channels.

Workers in the value chain-related targets

[S2-5] TARGETS

[S2-5 41 | S2 MDR-T 80 (a), 80 (c)] The Human Rights Due Diligence Framework refers to the Sustainable Supply Base Management (SSBM) Program as part of the supply chain due diligence ABB executes. The SSBM program is a risk-based program, and as described in the SSBM Approved Code of Practice, ABB aims to have a large part of the suppliers that have been identified as posing a high risk to ABB undergo a sustainability assessment. We have set both a mid-term and a long-term target for the program. Our target is group wide.

[S2 MDR-T 80 (f)] Suppliers can pose a risk to ABB if they are located in a country where the overall ESG risk or the risk for human rights violations is considered high or extremely high and if they supply ABB with parts or services where the occupational health and safety risks and environmental risks are high or very high. Country risks are assessed using an externally developed management tool. Supplier risks are assessed using an internal tool that analyzes inherent risks of manufacturing processes and the susceptibility of suppliers to these risks.

Target	Unit	2025 status	2024 status
[S2] Social protection in the value chain			
At least 80% of supply spending in focus countries[1] covered by Sustainable Supply Base Management (SSBM) by 2030	%	Using a risk-based approach, a mid-term 2025 target has been set, focusing on high-risk suppliers in focus countries	
At least 80% of spending on high-risk suppliers in focus countries[1] covered by SSBM by 2025	%	At the end of 2025, 80% of high-risk supply spending in focus countries was covered by the SSBM program.	At the end of 2024, 68% of high-risk supply spending in focus countries was covered by the SSBM program.

1 Current focus countries are Brazil, Bulgaria, China, Egypt, India, Malaysia, Mexico, Peru, Saudi Arabia, South Africa, Thailand, Tunisia and Türkiye.

The mid-term target for the SSBM program is to cover 80 percent of high-risk spend in focus countries between the years 2021 and 2025. The current set of focus countries include Brazil, Bulgaria, China, Egypt, India, Malaysia, Mexico, Peru, Saudi Arabia, South Africa, Thailand, Tunisia, and Türkiye. The long-term target is to cover 80 percent of all spend in these countries in the period 2026 to 2030.

[S2 MDR-T 80 (i)] If there is a change in the group of focus countries during this period, then spend in newly added countries is added to the calculation and spend related to countries that were removed from the list is no longer used in the calculation. In 2025, Peru was added as a new focus country. Due to the low level of high-risk spend in Peru compared to the overall high-risk spend in focus countries, adding Peru did not have a significant impact on the risk-covered calculation and the 2024 percentage covered remained the same.

[S2 MDR-T 80 (j)] The targets are monitored and reviewed on a monthly basis by the SSBM program management. At the end of 2025, we reached the 2025 target as 80% of high-risk supply spending in focus countries was covered by the SSBM program.

We currently have no targets relating to workers in the downstream value chain.

METHODOLOGY

[S2 MDR-M 77 (a), 77 (c)]

The SSBM target considers high-risk spend in focus countries. Focus countries are defined as those countries where the overall ESG risk or the risk for human rights violations is considered high or extremely high and the total spend on high-risk sourcing categories (high-risk spend) has reached a certain threshold. ABB uses an external source to determine the ESG and human rights risks in countries. High-risk spend is defined as spend on those parts or services where the occupational health and safety risks and environmental risks are high or very high. This risk is assessed using an internal tool that analyzes inherent risks of manufacturing processes and the susceptibility of suppliers to these risks.

Spend is covered by the SSBM program if it is allocated by ABB towards purchasing high-risk materials and services in focus countries with those suppliers who have completed an on-site assessment within the last five years or a self-assessment in the last two years.

Furthermore, to calculate the percentage of high-risk spend covered in focus countries, the sum of high-risk supply spend that is covered by the SSBM program is divided by the total high-risk supply spend that ABB has in focus countries.

Actions for workers in the value chain

[S2-4] TAKING ACTION FOR VALUE CHAIN WORKERS

At ABB, we recognize the importance of doing business ethically and maintaining ethical and sustainable business relationships in our value chain, both upstream and downstream. In 2025, we built upon existing actions to further embed integrity processes and to promote sustainable business operations.

SUPPLY CHAIN DUE DILIGENCE

[S2-4 32 (a), 32 (b)] ABB's main program to conduct supply chain due diligence, mitigate negative impacts and provide positive impacts on workers in the value chain is the Sustainable Supply Base Management (SSBM) program. It is part of the wider Third-Party Management (TPM) Buy program, the ABB risk management process related to suppliers. The SSBM program addresses sustainability topics and performance at each stage of the supplier life cycle. It is part of our "Beyond Audit" approach.

With the SSBM program, we integrate sustainability principles into our supplier selection and qualification processes and continuously monitor suppliers during their life cycle with us. Through the program, we address topics including human rights and decent work, health and safety, climate and environment, business ethics, business and information security, procurement by supplier, as well as approaches to reporting any concerns in these areas. Employee interviews are an integral element of the on-site assessments that are part of the program.

The management and implementation of the SSBM program is handled by our business areas. The program is governed by a steering committee comprised of representatives from business areas and the corporate sustainability team and a working group comprised of representatives from all our divisions.

As part of our yearly risk review process, in 2025 we have updated the list of focus countries to reflect both the changed composition of the ABB supplier base and changes in country risk levels. We also reviewed our portfolio of sourced materials and parts and have updated our commodity HSE risk matrix. Temporary labor agencies were added as a high-risk sourcing category.

[S2-4 32 (d) | S2-4 33 (a)] On-site audits as part of the new supplier onboarding process are conducted by trained ABB employees. The on-site assessments in focus countries for existing suppliers are executed by a combination of externally certified ABB employees and assessors from third-party auditing companies.

Under the SSBM program, new suppliers must complete a self-assessment. Depending on the results, further due diligence is carried out, which could include conducting an on-site audit. Only vendors that fulfill our minimum sustainability requirements can become a supplier to ABB. If during the on-site audit any non-conformities are found related to mandatory requirements, a vendor needs to improve their performance before they can be onboarded as a new supplier.

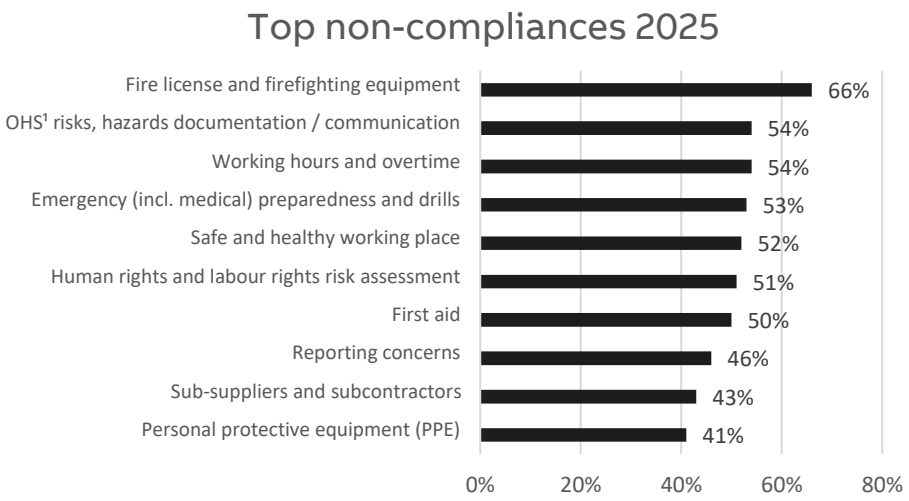
Identified high-risk suppliers in our existing supplier base undergo on-site assessments in a five-year cycle. During these assessments, we check adherence to requirements of our SCoC and of local legislation.

If during these assessments any discrepancies are found, the supplier is required to create and implement a Corrective and Preventive Action (CAPA) Plan to solve the non-compliance within agreed timelines. Discrepancies can refer to both actual and potential negative impacts on value chain workers. Effective implementation of the CAPA Plan is verified during a CAPA audit.

On average, 97 percent of supplier assessments result in one or more findings. The severity of the findings will determine how quickly the non-conformance needs to be solved and is an indication of the risk level of a supplier. We track the closure rate of identified risks to determine the effectiveness of the SSBM program.

CASES OF NON-COMPLIANCE

The top cases of non-compliances found during assessments in 2025 can be found in the graph below. These cases inform our interventions with suppliers.



1 – Occupational Health and Safety ("OHS")

[S2-4 33 (b)] ABB is an active member of different multi-stakeholder initiatives, such as the UN Global Compact and the Global Business Initiative on Human Rights (GBI), with the aim of peer learning and defining best practices to tackle human rights. In 2025, we organized an event in collaboration with the GBI in India to explore effective stakeholder engagement strategies in global supply chains, with a focus on human rights and responsible business practices.

[S2-4 33 (c)] ABB has a process in place to provide or enable remedy in case of material negative impacts; please see chapter "Good business conduct" (G1), section "Whistleblowing and reporting channels".

Additionally, in case of red flag findings during an SSBM assessment that are linked to actual material negative impacts, actions taken can include remedy. Follow up is done on a regular basis, until the finding is resolved satisfactorily. Depending on the type of finding, follow up can be done via on-site or per desktop audit.

[S2-4 34 (a)] To mitigate material risks that arise from ABB's impact and dependencies on value chain workers, we make relevant training available to our suppliers via different channels. As part of the SSBM program, we provide awareness training to suppliers on all topics that will be assessed during the on-site assessments. We also train our Procurement organization on human rights and SSBM. We do not yet track the effectiveness of this training in a consistent manner.

[S2-4 34 (b)] We continue to enhance the tools we use to perform human rights due diligence. To this purpose, we have started a project to add supplier adverse media screening on ESG topics to the program. Planned implementation is in 2026.

[S2-4 32 (c) | S2-4 35] ABB has increased awareness raising and capacity building by enhancing the different training offerings:

- New deep dive training promoted to suppliers covering topics such as child labor and modern slavery.
- Role specific training at ABB covering human rights training for procurement.

- Expansion of our human rights training offerings with two new modules focused on salient human rights issues. These include underlying factors relevant to human rights due diligence, such as corruption, HSE, and privacy, as well as environmental issues impacting human rights.

[S2-4 36] There have been no substantiated cases of severe human rights issues and incidents reported in 2025.

CONFLICT MINERALS AND OTHER MINERALS OF CONCERN

[S2-4 32 (a), 32 (b)] Some of the IROs are linked to the extraction of raw materials, therefore sourcing minerals in an environmentally and socially sustainable manner is part of our responsible sourcing commitment. This is also reflected in our Policy on Conflict Minerals.

The ABB Responsible Minerals program is based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas, and other international standards. Within this program, we continue our work to understand and limit our exposure to conflict minerals (tantalum, tin, tungsten and gold, or "3TG"), as defined by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and EU Directive 2017/821. We request information from our suppliers on the source of these minerals and other minerals of concern, such as cobalt and mica. Where needed, we train our suppliers on the topic. We work actively with them to avoid sourcing from smelters or refiners (SORs) in the covered countries (the Democratic Republic of the Congo and neighboring countries) and conflict-affected and high-risk areas (CAHRAs), other than those that have implemented OECD-aligned programs. 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. We also work to transition away from smelters and refiners that have been reported publicly for money laundering or human rights violations, with geopolitical and sourcing risks, or are based in countries under sanctions.

We continue to participate in outreach efforts to smelters and refineries through the Responsible Minerals Initiative (RMI) and its member companies. The RMI, of which ABB is an active member, is an organization working to address responsible mineral sourcing in the supply chain. In 2025, we conducted tin smelter outreach in Indonesia. The outreach aided smelters implementing Correct Actions Plans post the RMI's Responsible Minerals Assurance Process (RMAP). Assistance was also provided to smelters that are required to undergo the next RMAP. ABB continues to be the single point of contact for various smelters and refiners in Asia.

In addition to carefully tracking our sources for tantalum, tin, tungsten and gold, we have expanded our survey to cover the use of other minerals in our products. Using the Extended Minerals Reporting Template developed by the RMI, we conduct due diligence on our cobalt and mica supply chains. In 2025, ABB had an increased focus on mica, including management engagements with key suppliers to strengthen traceability, transparency and compliance.

HUMAN RIGHTS RISKS ASSESSMENT IN SALES

[S2-4 31] To address the identified impacts along the value chain, ABB collaborates with suppliers and business partners where appropriate, leveraging long-term business relationships. In 2025, in the sales domain, we continued to screen for human rights risks in sales opportunities to ensure consistency with our values and broader human rights due diligence efforts.

Our third-party management program is designed to assess and manage risks associated with third-party engagements across the value chain, including both suppliers and sales partners. This program includes risk-based due diligence prior to engagement, structured approval processes and ongoing risk monitoring throughout the life cycle of the relationship.

ACTIONS OVERVIEW (S2)

[S2-4 31 | S2 MDR-A 68 (a), 68 (b), 68 (c)]

We are already executing all activities listed below.

List of key actions	IROs covered	Scope	Time horizon
Sustainable Supply Base Management Program	S2-O-01, S2-R-02 (upstream), S2-NI-01 (upstream), S2-NI-03 (upstream)	Global tier 1 suppliers, with enhanced due diligence focused on suppliers in high or extreme-high risk countries, supplying high-risk goods and services	Ongoing
Responsible Minerals Program	S2-R-02 (upstream), S2-NI-01 (upstream), S2-NI-03	Global minerals supply chain	Ongoing
Human Rights Risk Assessment in Sales	S2-NI-01 (downstream)	Worldwide	Ongoing

PROTECTING VULNERABLE COMMUNITIES

Impacts and opportunities

[S3 SBM-3] MATERIAL IROs AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[S3 SBM-3 9, 9 (a), 9 (a) i, 9 (a) ii, 9 (a) iii, 9 (a) iv | S3 SBM-3 11] ABB's activities impact communities along its value chain. These communities consist of people living or working in the vicinity directly impacted by our operations as well as those affected indirectly through our value chain, irrespective of the distance between these communities and our operations. These communities are implicitly included in the scope of reporting in this Sustainability Statement.

[S3 SBM-3 9 (b), 9 (c), 9 (d)] ABB's updated DMA revealed three IROs in the communities field, all of which were classified as impacts. There were no material risks or opportunities identified. The three IROs are explained in the IRO table in the chapter "Sustainability at ABB", section ESRS-2 IRO-1.

[S3 SBM-3 9 (b)] One of the impacts was classified as potentially negative, namely that our operations can lead to disruption and to health issues of nearby communities due to noise, environmental pollution or hazardous materials handled at ABB directly. Another potentially negative impact concerns our upstream value chain if resources that are regarded as "conflict minerals" contribute to fueling unrest.

[S3 SBM-3 9 (c)] We also identified a potentially positive impact of our business activities through contributing to local development in the communities where we operate, for example through the ABB Community Engagement program.

Community-related policies

[S3-1] POLICIES RELATED TO AFFECTED COMMUNITIES

[S3-1 16] ABB uses several policies and procedures to manage its impact on affected communities. Our negative impacts concerning human rights of all affected communities are covered in the ABB Human Rights Policy and Due Diligence Framework, the ABB Code of Conduct and the ABB Supplier Code of Conduct. Potential negative impacts on nearby communities, such as disruptions or health risks from noise, environmental pollution or hazardous materials, are covered by the Health, Safety, Environment (HSE) & Security Policy. To address the potential negative impact on communities near our supply chain mining activities we refer to the ABB Policy on Conflict Minerals. Specific information about these policies and their alignment with internationally recognized standards can be found in a dedicated Policies section at the end of the chapter "Sustainability at ABB".

[S3-1 15 | S3-1 16 (a)] Our policies are designed to protect communities broadly, with indigenous peoples recognized as an essential part of those they aim to support, even if not explicitly mentioned.

[S3-1 16 (b)] Our current policies do not include a dedicated engagement process with affected communities. While we recognize the value of direct and meaningful engagement, especially in understanding and addressing the needs and concerns of those impacted by our operations, such mechanisms have not yet been formally integrated into our policy framework.

[§16.c] For information about how we provide or enable remedy for human rights impacts please refer to the chapter "Good business conduct", section G1-1, "Whistleblowing and reporting channels".

[S3-1 17] The relevant ABB policies are aligned with internationally recognized instruments such as the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises involving affected communities, either within our own operations or across our upstream and downstream value chain. We continue to monitor our activities and those of our partners to ensure alignment with these international standards.

Engaging with communities

[S3-2] PROCESSES FOR ENGAGING WITH COMMUNITIES ABOUT IMPACTS

[S3-2 24] ABB has initiated the development of a stakeholder engagement plan during the reporting period. The process involves reviewing internal structures and resource considerations that may support future engagement activities. Initial planned steps include identifying and profiling stakeholder groups, mapping and prioritizing them based on relevance and potential impact and exploring engagement levels and methodologies. Implementation of the plan is expected to begin in 2026.

At present, ABB does not have a formal community engagement process in place specific to local communities.

Channels available to raise concerns

[S3-3] PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS AVAILABLE TO RAISE CONCERNS

[S3-3 27 (a)] Information on reporting channels available to affected communities, including assessments of their effectiveness, is included in the chapter “Good business conduct”, section G1-1, “Whistleblowing and reporting channels”.

Community-related targets

[S3-5] TARGETS RELATING TO AFFECTED COMMUNITIES

[S3-5 41 | ESRS 2 72 | S3 MDR-T 81 (b) i, 81 (b) ii] Although ABB has not established a specific target related to affected communities, primarily due to the current maturity level of our internal processes, we are committed to expanding our community engagement programs with the ambition of generating measurable impact. To support this ambition, we have developed internal voluntary guidelines and processes intended to facilitate a more structured and consistent approach. These efforts aim to enhance social engagement, promote community involvement, and align with ABB’s commitment to fostering positive impacts in the communities where we operate.

Ambition	2025 status	2024 status
[S3] Protecting vulnerable communities		
Ambition to Expand Programs for Community Engagement	In 2025, we launched our new Community of Practice (CoP), including colleagues across functions and countries. At Group-level, we set guidance and sign off priorities, while our CoP connects local practitioners and shares knowledge, enhancing local capabilities.	In 2024, we released an internal guideline to formalize the company’s community engagement strategy and provide direction on developing projects aligned with our Sustainability Agenda and our Four Focus Areas (4Es) of intervention.

Taking action in communities

[S3-4] TAKING ACTION FOR AFFECTED COMMUNITIES

[S3-4 32 (a)] ABB's Health, Safety, Environment and Security (HSE&S) management system is designed to ensure the responsible management of our operations. By maintaining high standards in environmental and safety performance, we reduce the risk of negative impacts on nearby communities, such as those related to noise, pollution or hazardous materials. All divisions undergo regular self-assessment cycles and independent HSE audits to identify areas for improvement. Our centralized system tracks hazards and incidents, assigning corrective actions to responsible managers. Divisions develop tailored safety programs, conduct internal inspections, and coordinate emergency preparedness and response. Third-party verifications support the credibility of our health, safety and wellbeing reporting. In the event of a material impact, ABB applies structured procedures to investigate incidents and implement corrective actions. Although no specific targets are set for community-related impacts, our systems ensure that any actual issues are addressed.

ABB has implemented a Responsible Mineral program to manage risks associated with the sourcing of minerals such as tin, tantalum, tungsten, gold (3TG), mica and cobalt. These materials may originate from conflict-affected and high-risk areas where there is potential for human rights violations and the financing of armed groups.

We are an active member of the Responsible Minerals Initiative (RMI), a global multi-industry association with over 500 member companies. The RMI provides tools and standards to support responsible mineral sourcing, including the Responsible Minerals Assurance Process (RMAP), a third-party audit mechanism that verifies whether smelters and refiners have systems in place to source minerals responsibly. We participate in outreach efforts to encourage smelters to undergo RMAP audits and implement corrective actions where needed.

For more information, including on resources, refer to the previous chapter, section "Actions for workers in the value chain". Although the program is not specifically designed to address community-level impacts, its implementation contributes to reducing the likelihood of adverse social and environmental conditions in sourcing regions.

[S3-4 32 (c)] ABB carries out community engagement activities in the areas where it operates. These activities are based on four areas of focus (the "4Es": Education, Emergency and disaster relief, Empowering communities, Environment and conservation), which are aligned with ABB's Sustainability Agenda. The aim is to contribute to local development and respond to identified community needs.

The approach includes engagement with local stakeholders, collaboration with external partners, and implementation of projects at the country level. These initiatives are intended to support the wellbeing of communities and contribute to ABB's role as a responsible presence in the local context.

ABB has a long-standing commitment to social impact through partnerships with organizations such as Junior Achievement and the Special Olympics. In 2025, ABB continued to strengthen these collaborations, supporting inclusive sports through employee volunteering at the Special Olympics and advancing youth education and entrepreneurship with Junior Achievement.

All actions described reflect activities carried out during the reporting year, as part of ABB's ongoing commitment to continuous improvement.

ACTIONS OVERVIEW (S3)

[S3 MDR-A 68 (a), 68 (b), 68 (c)]

We are already executing all activities listed below.

List of key actions	IROs covered	Scope	Time horizon
HSE Continuous Improvement Program	S3-NI-01	Communities close to our operations	Ongoing
Responsible Minerals Program	S3-NI-02	Communities close to upstream mines	Ongoing
Annual Community Engagement Programs	S3-PI-01	Communities close to our operations	Ongoing

PROTECTING CONSUMERS

Management of consumer-related risks

[S4 SBM-3] MATERIAL IROs AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[S4 SBM-3 10 (a) i, 10 (a) ii, 10 (a) iii, 10 (a) iv] Consumers and end-users subject to material impacts are industrial consumers of electrical, automation and robotics equipment, and end-users of building automation and home electrical equipment.

ABB's current impacts and risks mitigation measures in place cover the IROs identified as material in our DMA process. The IROs correspond to the following ESRS sub-sub-topics: Privacy; Access to (quality) information; and Health, safety and security of a person. As part of the DMA we identified one potential negative impact on consumers and/or end-users linked to harm from the use of our products.

[S4 SBM-3 10 (b)] ABB identified risks associated with product malfunctions due to extreme usage or intense external factors (e.g., extreme weather conditions) that may damage our reputation, lead to workforce fluctuations and increase service demands, raising the risk of errors and warranty costs in situations of critical utilization of products. System failure can lead to safety incidents and/or operational disruptions for consumers and end-users. This would result in business losses and financial repercussions.

Cyber attacks on our systems can threaten brand reputation, customer operations and satisfaction, especially in critical infrastructure. Exploited software vulnerabilities can compromise customer data, while threats like RaaS, AI-driven attacks and supply chain risks emerge. Geopolitical factors may increase cyber risks. Sophisticated state-sponsored and organized crime attacks can increase exposure to data breaches, regulatory non-compliance and business disruption.

Consumer-related policies & processes

[S4-1] POLICIES RELATED TO CONSUMERS AND END-USERS ABOUT IMPACTS
[S4-3] PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END-USERS TO RAISE CONCERNS

[S4-1 15] All sustainability-related policies of ABB are described in a dedicated Policies section at the end of the chapter "Sustainability at ABB".

In addition, ABB is in the process of developing a stakeholder engagement policy to fully cover downstream requirements. We have initiated the development of a stakeholder engagement plan during the reporting period. The process currently involves reviewing internal structures and resource considerations that may support future engagement activities. Initial planned steps include identifying and profiling new relevant stakeholder groups, mapping and prioritizing them based on relevance and potential impact, and exploring engagement levels and methodologies. Implementation of the plan is expected to begin in 2026.

[S4-3 25 (c)] For processes to remediate negative impacts and channels available to consumers and end-users to raise concerns and have them addressed, please see the description of the Business Ethics Helpline in chapter "Good business conduct", section "Whistleblowing and reporting channels".

Consumer-related targets & actions

[S4-4] TAKING ACTION ON MATERIAL IMPACTS ON CONSUMERS AND END-USERS
[S4-5] CONSUMER-RELATED TARGETS

[S4-5 41] ABB has not yet set any consumer-related targets and action plans for fiscal year 2025. We intend to develop and implement targets and action plans, and the results will be included in subsequent reports as they become available.

03

GOVERNANCE INFORMATION

GOOD BUSINESS CONDUCT

ABB's Sustainability Agenda is underpinned by a culture of integrity and transparency that we aim to embed across our value chain. We see integrity as part of our license to operate, and we are committed to the highest standards of ethical business conduct and professional behavior.

Ethical business practices

[G1 GOV-1] ROLE OF THE ADMINISTRATIVE, SUPERVISORY AND MANAGEMENT BODIES

[G1 GOV-1 5 (a)] The Board of Directors has ultimate accountability for compliance and integrity matters, in accordance with Swiss law including to review and approve ABB's integrity program including

- preventative measures undertaken by ABB;
- oversight of significant integrity matters and ongoing investigations;
- benchmarking against other companies' integrity programs as appropriate; and
- monitoring relevant legal developments.

The Finance, Audit and Compliance Committee (FACC) of the Board supports the Board of Directors in oversight of ABB's compliance with legal and regulatory requirements and provides oversight of the Integrity Program. The General Counsel has accountability and responsibility for our legal function, including oversight of ABB's compliance with applicable law. The Chief Integrity Officer has responsibility for implementing, managing and continuously enhancing our integrity program and resourcing the function appropriately with qualified staff.

[G1 GOV-1 5 (b)] The expertise of our administrative, management and supervisory bodies on business conduct matters is outlined in the ABB Ltd Board Governance Rules. The FACC membership is comprised of seasoned individuals with expertise in financial and non-financial business conduct matters. Ensuring that the competency of all Board members fits to our strategy and purpose is the responsibility of the Governance and Nomination Committee.

Business conduct as a material topic

[G1 IRO-1] IDENTIFYING AND ASSESSING MATERIAL IROs

[G1 IRO-1 53 (b)] We have reported on sustainability for many years and therefore have a solid approach to governing the topic. To ensure alignment with the CSRD and ESRS, we performed a double materiality assessment (DMA) in 2024 and an update to the DMA outcome in 2025. For more information on the process, see the chapter "Sustainability at ABB".

Through the DMA we identified nine material impacts, risks and opportunities (IROs) in the business conduct field. Of these, five have been categorized as impacts, three as risks and one as an opportunity. To identify these IROs we considered all relevant criteria, including location, historical events, peer benchmarking and stakeholder prospectives.

For more detailed information on these IROs including a description, whether the impacts are positive or negative, actual or potential, their place in our value chain, and the time horizons in which we expect them to occur, please see the IRO table (ESRS 2 IRO-1) in the chapter "Sustainability at ABB".

Business conduct-related policies

[G1-1] CORPORATE CULTURE AND BUSINESS CONDUCT POLICIES

[G1-1 9] Our values are the cornerstone of our culture. They shape everything we do, guide our behavior and interactions with our colleagues, customers, partners and society as a whole, and help us realize our purpose. By living our four ABB values (courage, care, curiosity, collaboration), we lead by example in how we do business and behave.

At ABB, integrity and transparency define how we do business. They are the foundation of our Sustainability Agenda and underpin our value creation. We recognize the importance of doing business ethically and maintaining ethical business relationships. The ABB Code of Conduct (CoC) expresses our collective and individual commitment to integrity and provides practical guidance to our workforce, suppliers and business partners on how we conduct business worldwide. The CoC applies globally to all our employees, managers, officers and directors, including our wholly owned affiliates and subsidiaries, as well as employees of joint ventures or other entities in which ABB has majority ownership interest or exercises effective control.

ABB uses several other policies and procedures to manage its business conduct in support of the CoC, such as the Supplier Code of Conduct and the Human Rights Policy & Human Rights Due Diligence Framework. These and other relevant policies are described in a dedicated Policies section at the end of the chapter “Sustainability at ABB”.

WHISTLEBLOWING AND REPORTING CHANNELS

[G1-1 10 (a), 10 (e) | G1-3 20] All global ABB employees, contractors, suppliers, consumers and end-users and other stakeholders, such as potentially affected communities, can report any concerns of possible breaches of the CoC, the Supplier Code of Conduct or other policies, as well as applicable laws, including matters relating to human rights, via the following channels:

1. Internal stakeholders globally can report to ABB managers or the Human Resources and Legal & Integrity departments.

2. Internal and external stakeholders globally can report to the ABB Business Ethics Helpline, hosted on an independent third party’s technical platform. This is available to external stakeholders such as value chain workers (see chapter S2), communities (see chapter S3) and consumers and end-users (see chapter S4).

These channels were established and are managed by ABB.

Any reports received in the Business Ethics Helpline are classified according to a relevant case category at the triage stage and updated during the investigation as required. Relevant categories include HSE, security, human resources, human rights, corruption and bribery, and other integrity issues (as well as more detailed subcategories within these). These categories and sub-categories facilitate appropriate attention, resourcing and internal escalation.

The Integrity Investigations and Monitoring (IIM) team is responsible for overall administration of the Business Ethics Helpline. This includes reviewing all reports received and determining the appropriate assignment for addressing reports, subject to confidentiality and whistleblower protection considerations. The IIM team is responsible for independently and objectively carrying out thorough investigations into the highest-risk business conduct reported incidents. This function reports to the Chief Integrity Officer who reports to the General Counsel and makes periodic updates to the FACC, as outlined in the ABB Ltd Board Governance Rules. We have additional investigations teams in each business area who are responsible for lower-risk business conduct and workplace reported incidents. Reporting lines and any potential conflicts of interest are considered in the assignment of investigators to matters.

These procedures are in accordance with EU Directive 2019/1937.

Training and awareness

[G1-1 10 (c)] We support the availability of our reporting channels to internal and external stakeholders by publishing information about how to access and use these reporting channels on our website (here). Reports to our Business Ethics Helpline can be made via an online form, but we also support the accessibility of this channel via an international telephone hotline with local phone numbers applicable to over 50 countries.

We also support the availability of channels to our workforce via training. All new employees are required to review and understand the CoC, for which we provide micro learnings that are accessible to all employees through our Integrity Awareness Portal, to facilitate training on the CoC. This training covers available reporting mechanisms beyond the Business Ethics Helpline, such as reporting to an ABB manager, Legal & Integrity or Human Resources.

Furthermore, employees have access to internal training modules on human rights topics, which also highlight the channels available for employees to report any human rights concerns. Section S2-3 contains further information on how we support the availability of channels in the value chain.

Measuring the effectiveness of reporting channels

ABB maintains a real-time case dashboard to continuously monitor incidents reported in the Business Ethics Helpline from internal and external stakeholders.

To assess the level of trust in our reporting channels, we benchmark the volume of cases received against external sources and the level of reports received anonymously, where comparable data is available. We produce an Integrity Analytics Report that is available to all employees, which outlines business- and country-specific metrics on trust, engagement and transparency. We also encourage our employees to engage in informal discussions to promote awareness and trust in reporting, for example through the Integrity on the Business Agenda initiative and the Integrity Circles. We monitor the time needed for case resolution, substantiation, outcomes and other datapoints to continually assess our incident reporting and resolution landscape for actionable trends and risk detection.

Non-retaliation

Our reporting channels allow reports to be made by internal or external stakeholders anonymously or otherwise. The process is designed to protect the confidentiality (as appropriate) of reporters and the reporting and resolution process. Our CoC and Whistleblowing Protection Statement set out our commitment to non-retaliation against those who use the reporting channels. The Integrity Investigations Framework governs the process for handling alleged violations of the CoC and outlines, for all CoC investigators, how to protect whistleblowers. If retaliation is alleged in a case reported in our Business Ethics Helpline, in triage it would be allocated to a specific case category ("retaliation for protected activity"), which highlights our commitment to taking measures to ensure that no retaliation occurs.

As outlined in our Supplier Code of Conduct, suppliers must provide reasonable assistance to any investigation by ABB of potential violations, and they must protect anyone who works for them, either as an employee or a contractor, from any form of retaliation for reporting suspected or actual violations.

Remedy

Where root cause analysis determines that remediation is required, we take steps to provide remediation according to internal policies and processes, and in line with applicable contracts and laws. Our Human Rights Policy contains our commitment that, if adverse human rights impacts are found to be caused or contributed to by ABB, we will take action to remediate those impacts in a fair and equitable manner in line with the UNGPs. Our CoC further states that we seek to provide appropriate remedy to affected stakeholders. With respect to the value chain, our Human Rights Policy explains our commitment that, if we find impacts directly linked to our business relationships, we will use our influence to encourage suppliers and business partners to respect human rights, whether through collaboration and support, corrective action plans or termination of the business relationship on a case-by-case basis. This is supported by ABB's expectations contained in the Supplier Code of Conduct.

We also have internal processes for investigating and remediating grievances reported by our own workforce. This includes considering disciplinary remediation for substantiated violations of the CoC and non-disciplinary remediation to minimize the risk of recurrence.

All remediation items from investigations are tracked by relevant owners. Legal & Integrity teams in the business areas track their implementation. At Group-level, we generate investigative insights, which can highlight repeated themes and incidents. We also have case insight dashboards, which enable the tracking of substantiated trends in the same issue type, which can indicate that a remediation effort may not have been effective and requires further review.

Further information on remediation of impacts identified via ABB's SSBM program can be found in section S2-3.

BUSINESS CONDUCT TRAINING

[G1-1 10 (g)] Our integrity training program is made available to all employees. It is designed to familiarize them with our CoC and ethical standards, enabling them to conform with our expectations as set out therein. The CoC is available in various languages, online and via a mobile application to make it accessible to office and production staff. Our online integrity training is accessible to all employees and aims to bring to life our expectations on workplace behavior, anti-bribery and anti-corruption, bullying and harassment, equality and discrimination, speaking up and other CoC topics.

Employees are encouraged to engage in continuous self-learning, with the training content tailored to the specific risks relevant to their roles. The aim of this approach is to ensure that employees are not only completing the training but are also applying the knowledge in their daily tasks. From time to time, integrity training is mandated for all employee groups or for specific at-risk groups, as part of efforts to continuously drive integrity behaviors and/or remedial measures.

Alongside these integrity-focused learning modules, managers at all levels of the company are expected to model integrity behaviors and hold team discussions to ensure that our teams understand what is expected when it comes to ethical conduct and treating people with respect. Integrity Committees in all business areas and divisions support this approach.

Additionally, we conduct regular global communications about culture, behavior expectations and resources, including monthly sharing of internal integrity successes and failures. This continuous learning strategy is underpinned by employee accountability and fraud prevention awareness, fostering a culture of integrity and ethical conduct within the organization.

[G1-1 10 (h)] Our functions deemed most at-risk of bribery are Sales and Procurement (through their dealings with third parties) as well as Finance, Legal, and Human Resources (through their gatekeeper duties). In accordance with the ABB Way, our business areas implement risk management plans to mitigate the specific risks posed in relation to their at-risk functions.

Late payments

[G1-2] MANAGEMENT OF RELATIONSHIPS WITH VENDORS

At ABB, integrity and transparency define how we do business. This includes our business relationships with vendors. Both our business partners and we ourselves commit to contractual agreements.

[G1-2 14] For our internal regulations and processes to prevent late payments to vendors, including SMEs, please see under G1-6 (Payment practices) below.

Management of supplier relationships

[G1-2 15 (a)] The relationship of ABB with its suppliers is governed by the ABB Supplier Code of Conduct (SCoC), which complements the ABB Code of Conduct. It sets forth our requirements for suppliers. The SCoC is in line with relevant international frameworks, standards and legislation governing ethical and sustainable business practices. To help our suppliers, we have developed an implementation guide, providing practical advice on how to meet the SCoC requirements.

The SCoC covers social topics – such as human rights and decent work or health and safety – but also environmental topics, such as climate and environment or material compliance and responsible minerals. On the social side, it requires our suppliers to respect the same international human rights principles and standards as ABB, including specific requirements regarding child labor, modern slavery, harassment and discrimination, as well as the rights of local communities and vulnerable groups. It also requires suppliers to conduct human rights due diligence to identify, assess, eliminate or mitigate the risks of potential adverse effects related to forced and/or child labor in their supply chains. On the environmental side, it includes a list of potential environmental impacts on the part of suppliers and the requirement to conduct ongoing environmental due diligence to identify, assess and evaluate potential risks to prevent, mitigate and reduce negative impacts on the climate, biodiversity and natural resources. Suppliers are required to conduct their business in a low-carbon, environmentally sustainable and resource-efficient way. Where needed, we support our suppliers to improve their performance.

The SCoC requires suppliers to disseminate and enforce similar requirements across their own supply chains and to report any suspected violations. In 2025, we promoted deep dive training to our suppliers on human rights-related topics. We also launched targeted training on human rights to our Procurement organization to increase awareness of the topic and provide them with the right knowledge to discuss the topic with suppliers during their life cycle with us.

To further mitigate risks, our category management strategies include generic category risk controls, additional risk controls for geopolitical issues, material compliance changes, and critical parts and material shortages. We have also implemented single-source risk management strategies. Suppliers in scope of risk management will be uploaded to our risk management tool and closely monitored. Where possible and feasible, a local-for-local or region-for-region supply chain set-up has been implemented, lowering supply chain disruption risks.

BEYOND AUDITS

[G1-2 15 (b)] Our Sustainable Supply Base Management (SSBM) program, which addresses sustainability topics and performance at each stage of the supplier life cycle, forms part of our “Beyond Audit” approach. With the SSBM program we integrate sustainability principles into our supplier selection and qualification processes and continuously monitor suppliers during their life cycle with us. Through the program, we address topics including human rights and decent work, health and safety, climate and environment, business ethics, business and information security, procurement, as well as approaches to reporting any concerns in these areas.

For further information on ABB’s SSBM program, see the Sustainable Supply Base Management Requirements and the associated Approved Code of Practice (ACOP) in the Policies section at the end of the chapter “Sustainability at ABB”. Please also see the chapter “Social protection in the value chain” (S2), in particular the section “S2-2: Engaging about impacts”, “S2-4: Workers in the value chain-related actions” and “S2-5: Workers in the value chain-related targets”.

THIRD-PARTY MANAGEMENT

The SSBM program is linked to our wider Third-Party Management (TPM) program. The TPM program sets core minimum integrity requirements for the selection, onboarding, engaging, monitoring, managing and termination of relationships between ABB and third parties. It is implemented to identify, assess, monitor and manage integrity risks to which we are exposed via third-party relationships. The TPM program enables identification of risks that may have an impact on sustainability matters (e.g., anti-bribery and anti-corruption and human rights) and could lead to regulatory, legal, financial or reputational damage. Depending on the identified risks, further due diligence is required, and mitigation actions are implemented.

CONFLICT MINERALS AND OTHER MINERALS OF CONCERN

Responsibly sourcing conflict minerals and other minerals of concern is part of our responsible sourcing commitment. This is also reflected in our Policy on Conflict Minerals. We have established a Responsible Minerals Program based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas, and other international standards. Within this program, we continue our work to understand and limit our exposure to conflict minerals (tantalum, tin, tungsten and gold, or “3TG”), as defined by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and EU Directive 2017/821.

In addition to carefully tracking our sources for tantalum, tin, tungsten and gold, we have expanded our survey to cover the use of other minerals in our products. Using the Extended Minerals Reporting Template developed by the Responsible Minerals Initiative, we conduct due diligence on our cobalt and mica supply chains. For more information on the Responsible Minerals program, please see chapter S2 (“Social protection in the value chain”), section S2-4 for related actions.

INVOLVING SUPPLIERS

As part of our supply chain GHG emissions reduction program, we have requested our most impactful suppliers to register in EcoVadis and get a validated scorecard. This will not only provide information on their approach and maturity related to carbon management, but also covers their performance in environment, labor and human rights, ethics and sustainable procurement by suppliers. ABB divisions are taking the suppliers' EcoVadis score into consideration during supplier performance evaluation and/or supplier selection.

As part of our obligations under the Indian Business Responsibility and Sustainability Reporting requirements, ABB India conducts regular ESG risk assessments across its targeted value chain to identify material issues. These assessments help prioritize suppliers and partners that require closer engagement or improvement. The company has also established a systematic approach to address significant risks or concerns arising from the assessments of the value chain. The approach consists of various initiatives including awareness-building for value chain partners, sharing best practices on ESG, supporting the selected partners to further improve their ESG performance and evaluation of ESG performance on defined frequency.

ABB'S GENERAL TERMS AND CONDITIONS

ABB provides General Terms and Conditions for Purchase of Goods and Services (GTCs) as a contractual component of our supplier relationship. These include obligations regarding applicable anti-bribery and anti-corruption laws, sanctions and trade control laws and regulations, and human rights and anti-modern slavery laws and international frameworks.

All ABB suppliers are requested to sign the GTCs as an essential precondition to enter into business relations with us.

SUPPLIER CYBER SECURITY AND PERSONAL DATA PROTECTION

ABB takes cyber security and personal data protection extremely seriously – for the security of our products, systems and services, as well as our customers' and ABB's data, including personally identifiable information. Our suppliers play a crucial role in our cyber security and data protection programs. We therefore expect our suppliers to support and complement our efforts to keep our systems and data safe. Where applicable, suppliers are required to disseminate the same requirements within their supplier base. The ABB Cyber Security Requirements for Suppliers establish the minimum measures that we expect our suppliers to comply with. We have also identified the requirements regarding the processing of personal data, and they are integrated in the selection and onboarding processes for suppliers.

FUNDAMENTALS OF WORKING WITH ABB

Working with best-in-class suppliers is essential for our success. Apart from the above-mentioned requirements for suppliers, we have identified other fundamentals to cooperate with ABB, which include our material compliance program and the ABB list of Prohibited and Restricted Substances. Further information on this can be found on the ABB website (Supplying to ABB).

Anti-corruption and anti-bribery

[G1-3] PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

Integrity and transparency are core to our operating model. We aim to embed them in everything we do. Our Integrity Program (including training) is our key action plan with respect to ESRS G1.

ANTI-BRIBERY AND ANTI-CORRUPTION PROGRAM

[G1-3 18 (a)] At ABB, we have zero tolerance for unethical business practices. Any abuse of power or trust for private gain is a breach of our ethical standards and Code of Conduct and has no place at ABB. We know that having an adaptive anti-bribery and anti-corruption (ABAC) program, which allows us to anticipate and meet risks head-on, is critical for our organizational success. The ABAC framework is a conceptual overview of existing key ABAC policies, procedures, guidance and controls designed and implemented across our operations to prevent, detect and respond to key ABAC risks we face as a global organization. These include addressing corruption and bribery risks in the engagement of vendors, customers and sales channel partners; engaging in the giving or receiving of gifts, travel and hospitality; engaging in donation and sponsorship activities; compliance with travel and expense procedures; and other corruption and bribery risk mitigating measures that have been incorporated into our financial reporting controls via our ABAC Risk Catalogue. On the supplier side, our Supplier Code of Conduct (SCoC) and the SCoC Implementation Guide provide increased focus on business conduct for all our suppliers, strengthening our risk-based approach to selecting suppliers and enabling effective oversight and monitoring of their activities and overall performance across total population of third parties.

We perform periodic risk assessments and targeted monitoring and testing activities, leveraging data-driven dashboards fed by primary enterprise tools used for daily operations to detect integrity risks, specifically focusing on ABAC and fraud risks.

[G1-3 18 (b)] A description of the procedures regarding potential incidents of corruption and bribery can be found above in chapter G1-1, section “Whistleblowing and reporting channels”.

[G1-3 18 (c)] The Chief Integrity Officer reports quarterly to the FACC, with periodic updates to the full Board and Executive Committee (EC). These reports include insights regarding the effectiveness of the integrity program, the annual strategy of the Integrity and Regulatory Affairs function, and notable risk matters for management and Board awareness.

INTEGRITY TRAINING

[G1-3 21 (a)] Overall, our integrity training program takes a hybrid approach, combining self-guided learning with role-specific mandatory training and regular communication to employees aimed to keep awareness high, thereby encouraging individual ownership and accountability. The program is Group-wide. It focuses on, but is not exclusive to, the upskilling of employees in gatekeeper functions and those that interact with third parties.

The ABAC training program aims to enhance core ABAC competencies while highlighting the role these individuals play in upholding our integrity culture and compliance obligations. The communication program aims to keep awareness high via ABB-specific lessons-learned stories (“Straight Talk”) published monthly, quarterly “Integrity on the Business Agenda” messages tailored for all employees to also aid in keeping awareness high, supplemented by specific business area messaging regarding these and broader integrity risks relevant to the business and how they are being managed.

Our business areas and divisions build on the success of these training modules to develop their own tailored learnings, adapted for and specific to roles and certain at-risk functions and geographies within each business. Straight Talk, an internal platform for sharing real-life integrity successes and failures, serves as a strong complement to our training program. This transparent communications tool consolidates lessons learned and supports our speak-up culture with regular messaging about our reporting channels.

[G1-3 21 (b)] At ABB, there are five “functions at-risk” with regard to bribery and corruption; they are set out in section G1-1 (“Business conduct trainings”) above. 100 percent of functions deemed most-at-risk of bribery and corruption have access to the learning program described above and are therefore covered by our training programs.

[G1-3 21 (c)] The Chief Integrity Officer provides integrity reports quarterly to the FACC, with periodic updates to the full Board and EC for learning and awareness purposes. All integrity training materials are available to employees, including management. Management regularly participates in the launch of bespoke learning campaigns (e.g., the CEO provides the introductory message to the antitrust e-learning), and in incorporating integrity messages during regular communications (e.g., quarterly earnings messages to all employees).

Facts & figures
Business conduct

[G1-4] INCIDENTS OF CORRUPTION OR BRIBERY

[G1-4 24 (a)] ABB has not been the subject of any convictions or fines for violation of anti-corruption and anti-bribery laws during the reporting period.

[G1-4 24 (b)] We investigate all reported potential breaches of our anti-bribery and anti-corruption procedures and standards. Any appropriate remedial measures are agreed internally, and completion of the same is tracked, pursuant to the Investigations Framework. Insights from such breaches are discussed regularly with management (e.g., in division reviews, monthly business reviews with the EC and with the FACC) and shared with all employees in published Straight Talk stories. For further information please see the section “Whistleblowing and reporting channels”, p. 129.

[G1-6] PAYMENT PRACTICES

[G1-6 33 (a)] We are dependent on our vendors/suppliers[13] and aim to ensure efficient payment processes and drive successful relationships with our third-party vendors. We have multiple policies and procedures to safeguard our processes related to the correct usage of purchase orders, onboarding and qualification of vendors and payment practices.

[G1-6 33 (b)] The average actual payment terms on invoices are 73 days. The share of payments made on time, based on the agreed upon terms, is 54 percent (and for small and medium-sized enterprises, SMEs, 53 percent). Payments are expected to be made in the next payment run after approval, with payment runs being performed on working days. We apply an internal grace period of three working days between payment execution and net due date. With the varied payment term landscape in use within ABB, the three-day internal grace period incorporates due dates falling on public holidays, time zone adjustments, bank transfer cut-off timing, etc. The share of payments made on time, including the internal grace period, is 88 percent (and for SMEs 87 percent). Payment practices are calculated based on the Group’s invoice management system. On average, we pay our vendors/suppliers within 79 days; for SMEs, the figure is 77 days.

[G1-6 33 (c)] At the end of fiscal year 2025, according to our internal dispute management tool, ABB had 5 legal proceedings outstanding for late payments to its suppliers, of which 5 have been contested by ABB.

[G1 MDR-M 77 (c)]

	2025	2024
Average number of days to pay invoice (all population)	79 days	
Average number of days to pay invoice (SMEs)	77 days	
Average Payment Term in number of days (all population)	73 days	
Average Payment Term in number of days (SMEs)	70 days	
Payments made on time - Percentage (all population)	54%	
Payments made on time - Percentage (SMEs)	53%	

Comparatives not shown unless already reported in the 2024 Sustainability report.

[13] Within ABB the term vendor is the commonly used terminology to cover both suppliers and vendors.

METHODOLOGY

[G1 MDR-M 77 (a)]

Anti-corruption and anti-bribery training

In recording the reported percentage of training participants, ABB assesses how many of the five functions at-risk have access to ABAC training modules. This is done via our Integrity Analytics Dashboard's underlying employee data, reflecting the accessibility of training for our workforce, as well as the relevant coverage of integrity training plans at the business area level.

Incidents of corruption and bribery

Any investigations concerning potential non-compliance of anti-corruption and anti-bribery laws are managed in ABB's case management system. Any such investigation that materializes into a government enforcement matter that could trigger a conviction is then logged in our dispute management system. Calculation is drawn from data, which is stored within these tools and collected via a Legal & Integrity internal questionnaire.

Payment practices

[G1-6 33 (d)] Our standard payment terms vary, based on the category of purchase, between local business units or the type of business, by region and by legal requirements. Payment runs are performed both on regular and case-by-case basis (standard and as-per-need scenarios) to facilitate timely payments as per our global standard terms. The payment process is monitored to ensure compliance (on completeness, approvals, timeliness etc.). We strive to align payments with the negotiated terms and to improve vendors' experience. A specialized team tracks on-time payment statistics to prevent late payments to vendors, with automatic dashboards to track performance and find areas for improvement. We are building visibility for payment execution through navigating internal processes and tools, minimizing the impact of delayed payments by prioritizing prompt and equitable payment processes, aligned with local and national requirements.

ABB defines an SME vendor as follows:

- a vendor with less than 250 employees;
- has either less than $50 million turnover or less than $43 million balance sheet;
- is not part of a global group where the above is not met; and
- is not classified as a state-owned company at Moody's.

To determine which vendors/suppliers are small or medium-sized, information is obtained from Moody's. If information is not available but the total ABB spend has been below $100 thousand in the last twelve months, the vendor/supplier is considered an SME. The metrics are not validated by another external body.

We report the average figures based on the invoices cleared in a reporting year (12 months rolling). The following assumptions as per calculation methodologies apply:

- We define the contractual or statutory payment term as the invoice due date received from the vendor.
- We define the payment of the invoice as the date of the clearing of the invoice.
- The due date of an invoice is calculated by adding invoice payment terms to document the date of an invoice.

04

APPENDICES

EU TAXONOMY: 2025 TABLES

ABB GROUP ECONOMIC ACTIVITIES 2025 IN ACCORDANCE WITH THE EU TAXONOMY

EU TAXONOMY – SUMMARY TABLE

Proportion of turnover, CapEx, OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (summary KPIs)

Financial year 2025					Environmental objective of Taxonomy aligned activities											
KPI	Total	Proportion of Taxonomy eligible activities	Taxonomy aligned activities	Proportion of Taxonomy aligned activities	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy aligned activities in previous financial year 2024 [1]	Proportion of Taxonomy aligned activities in previous financial year 2024 [1]
Text	($ in millions)	%	($ in millions)	%	%	%	%	%	%	%	%	%	%	($million)	%
Turnover	33,220	45%	394	1%	1%	0%	0%	0%	0%	0%	1%	0%	8%	<0.5	<0.5%
CapEx	1,519	37%	15	1%	1%	0%	0%	0%	0%	0%	1%	0%	9%	16	1%
OpEx	1,861	42%	4	<0.5%	<0.5%	0%	0%	0%	0%	0%	<0.5%	0%	7%	—	0%

Due to rounding, numbers presented may not add to the totals provided.

[1] The detailed 2024 aligned numbers are available in 2024 Sustainability Report following the pre "Omnibus" format.

ABB GROUP ECONOMIC ACTIVITIES 2025 IN ACCORDANCE WITH THE EU TAXONOMY

EU TAXONOMY - TURNOVER

Proportion of turnover from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown)

Reported KPI (Turnover)			Turnover												
Financial year 2025						Environmental objective of Taxonomy aligned activities									
Economic activities	Text	Code	Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover)	Taxonomy aligned KPI (monetary value of Turnover)	Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover)	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
			%	($ in millions)	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
3.6 Manufacture of other low-carbon technologies		CCM 3.6	4%	—	0%	0%						E		0%
3.20 Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation		CCM 3.20	34%	365	1%	1%						E		3%
4.9 Transmission and distribution of electricity		CCM 4.9	<0.5%	29	<0.5%	<0.5%						E		100%
7.6 Installation, maintenance and repair of renewable energy technologies		CCM 7.6	<0.5%	<0.5	<0.5%	<0.5%						E		100%
1.2 Manufacture of electrical and electronic equipment		CE 1.2	6%	—	0%				0%					0%
Sum of Alignment per objective						**1%**	**0%**	**0%**	**0%**	**0%**	**0%**			
Total Turnover KPI			**45%**	**394**	**1%**	**1%**	**0%**	**0%**	**0%**	**0%**	**0%**	**1%**	**0%**	**3%**

Due to rounding, numbers presented may not add to the totals provided.

ABB GROUP ECONOMIC ACTIVITIES 2025 IN ACCORDANCE WITH THE EU TAXONOMY

EU TAXONOMY - CAPEX

Proportion of CapEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown)

Reported KPI (CapEx)		CapEx												
Financial year 2025					Environmental objective of Taxonomy aligned activities									
Economic activities	Code	Taxonomy eligible KPI (Proportion of Taxonomy eligible CapEx)	Taxonomy aligned KPI (monetary value of CapEx)	Taxonomy aligned KPI (Proportion of Taxonomy aligned CapEx)	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
Text	Code	%	($ in millions)	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
3.6 Manufacture of other low-carbon technologies	CCM 3.6	<0.5%	—	0%	0%						E		0%
3.20 Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3.20	19%	6	<0.5%	<0.5%						E		2%
4.9 Transmission and distribution of electricity	CCM 4.9	<0.5%	<0.5	<0.5%	<0.5%						E		4%
7.3 Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	1%	—	0%	0%						E		0%
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings	CCM 7.4	<0.5%	1	<0.5%	<0.5%						E		93%
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	<0.5%	<0.5	<0.5%	<0.5%						E		54%
7.6 Installation, maintenance and repair of renewable energy technologies	CCM 7.6	<0.5%	3	<0.5%	<0.5%						E		88%
7.7 Acquisition and ownership of buildings	CCM 7.7	13%	6	<0.5%	<0.5%								3%
1.2 Manufacture of electrical and electronic equipment	CE 1.2	3%	—	0%				0%					0%
Sum of Alignment per objective					**1%**	**0%**	**0%**	**0%**	**0%**	**0%**			
Total CapEx KPI		**37%**	**15**	**1%**	**1%**	**0%**	**0%**	**0%**	**0%**	**0%**	**1%**	**0%**	**3%**

Due to rounding, numbers presented may not add to the totals provided.

ABB GROUP ECONOMIC ACTIVITIES 2025 IN ACCORDANCE WITH THE EU TAXONOMY

EU TAXONOMY - OPEX

Proportion of OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown)

Reported KPI (OpEx)			OpEx												
Financial year 2025						Environmental objective of Taxonomy aligned activities									
Economic activities	Text	Code	Taxonomy eligible KPI (Proportion of Taxonomy eligible OpEx)	Taxonomy aligned KPI (monetary value of OpEx)	Taxonomy aligned KPI (Proportion of Taxonomy aligned OpEx)	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
			%	($ in millions)	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
3.6 Manufacture of other low-carbon technologies		CCM 3.6	3%	—	0%	0%						E		0%
3.20 Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation		CCM 3.20	33%	4	<0.5%	<0.5%						E		1%
4.9 Transmission and distribution of electricity		CCM 4.9	<0.5%	<0.5	<0.5%	<0.5%						E		4%
7.6 Installation, maintenance and repair of renewable energy technologies		CCM 7.6	<0.5%	<0.5	<0.5%	<0.5%						E		0%
1.2 Manufacture of electrical and electronic equipment		CE 1.2	6%	—	0%				0%					0%
Sum of Alignment per objective						**<0.5%**	**0%**	**0%**	**0%**	**0%**	**0%**			
Total OpEx KPI			**42%**	**4**	**<0.5%**	**<0.5%**	**0%**	**0%**	**0%**	**0%**	**0%**	**<0.5%**	**0%**	**1%**

Due to rounding, numbers presented may not add to the totals provided.

SWISS CODE OF OBLIGATIONS CONTENT INDEX

This Sustainability Report also covers the reporting requirements as defined under Art. 964a ss. of the Swiss Code of Obligations (CO). For easy reference, please find below a table with links to the relevant sections:

	Page Reference
Swiss CO - Art. 964b paragraph 2	
1 Description of the business model	Sustainability at ABB -> Strategic approach to sustainability (p. 23) More about the ABB's business model is available in the Financial Report 2025 -> Financial review of ABB Group -> About ABB, Organizational structure, History of the ABB Group, ABB Today, and Businesses.
2 Materiality assessment	Double Materiality Assessment (p. 28)
3 Description of policies adopted in relation to:	
• Environmental issues, including CO_2 goals	Sustainability at ABB -> Sustainability-related policies (p. 39)
• Social issues	Sustainability at ABB -> Sustainability-related policies (p. 39)
• Employee-related issues	Sustainability at ABB -> Sustainability-related policies (p. 39)
• Respect for human rights	Sustainability at ABB -> Sustainability-related policies (p. 39) Responsibility for our employees -> Employee-related policies (p. 98) Social protection in the value chain -> Supplier-related policies (p. 112)
• Combatting corruption	Sustainability at ABB -> Sustainability-related policies (p. 39) Governance -> Anti-corruption and anti-bribery (p. 135)
4 Presentation of the measures taken to implement these policies and an assessment of the effectiveness of these measures	Protecting the climate -> Management of climate change (p. 64) Committing to Circularity -> Circularity management (p. 79) Water management at ABB -> Water-related actions (p. 87) Responsibility for our employees -> Employee-related actions (p. 101) Social protection in the value chain -> Actions for workers in the value chain (p. 117) Protecting vulnerable communities -> Taking action in communities (p. 123) Good business conduct (p. 128)
5 Description of the main risks related to the matters referred above and how ABB is dealing with these risks, in particular:	
a. Risks that arise from ABB's own business operations, and	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 27)
b. Risks that arise from ABB's business relationships, products or services (to the extent relevant and proportionate)	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 27)
6 The main performance indicators for ABB's activities in relation to the matters referred to above	Protecting the climate (p. 51) Committing to Circularity (p. 77) Water management at ABB (p. 86) Responsibility for our employees (p. 97) Social protection in the value chain (p. 112) Good business conduct (p. 128) ABB has not set performance indicators in relation to 'Protecting vulnerable communities' and 'Protecting consumers'.

	Page Reference
Swiss CO - Art. 964j and the Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labor	
Conflict Minerals	Other reporting principles-> Swiss Code of Obligations (p. 13)
Child labor	Other reporting principles-> Swiss Code of Obligations (p. 13)
Swiss CO – Ordinance on Climate Disclosures	
We fulfill the Swiss Ordinance on Climate Disclosures via relevant ESRS sections; please refer to the ESRS Index table for disclosures under ESRS E-1. Certain disclosures, primarily the risk quantification, are not yet reported.	

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ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	not material	SFDR, P3, BRR
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ESRS E3-1	9	Water and marine resources	not material	SFDR
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ESRS E3-4	28 (c)	Total water recycled and reused	not material	SFDR
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ESRS 2- SBM 3 - E4	16 (a) i	Activities negatively affecting biodiversity-sensitive areas	not material	SFDR
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ESRS 2- SBM 3 - E4	16 (c)	Threatened species	not material	SFDR
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ESRS E5-5	37 (d)	Non-recycled waste	p. 83	SFDR
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ESRS 2 SBM-3 - S1	14 (f)	Risk of incidents of forced labor	p. 97	SFDR
ESRS 2 SBM-3 - S1	14 (g)	Risk of incidents of child labor	not material	SFDR
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ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	p. 98	BRR
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	not material	SFDR
ESRS S1-1	23	Workplace accident prevention policy or management system	p. 98	SFDR
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ESRS reference		Name	Location	Legislation
ESRS S1-14	88 (b), (c)	Number of fatalities and number and rate of work-related accidents	p. 107	SFDR, BRR
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	p. 107	SFDR
ESRS S1-16	97 (a)	Unadjusted gender pay gap	p. 108	SFDR, BRR
ESRS S1-16	97 (b)	Excessive CEO pay ratio	p. 108	SFDR
ESRS S1-17	103 (a)	Incidents of discrimination	p. 108	SFDR
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	p. 108	SFDR, BRR
ESRS 2 SBM-3 – S2	11 (b)	Significant risk of child labor or forced labor in the value chain	p. 112	SFDR
ESRS S2-1	17	Human rights policy commitments	p. 113	SFDR
ESRS S2-1	18	Policies related to value chain workers	p. 113	SFDR
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	phase-in provision applied	SFDR, BRR
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	p. 113	BRR
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	p. 119	SFDR
ESRS S3-1	16	Human rights policy commitments	p. 121	SFDR
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	phase-in provision applied	SFDR, BRR
ESRS S3-4	36	Human rights issues and incidents	phase-in provision applied	SFDR
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ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	phase-in provision applied	SFDR, BRR
ESRS S4-4	35	Human rights issues and incidents	phase-in provision applied	SFDR
ESRS G1-1	10 (b)	United Nations Convention against Corruption	p. 129	SFDR
ESRS G1-1	10 (d)	Protection of whistleblowers	p. 129	SFDR
ESRS G1-4	24 (a)	Fines for violation of anti-corruption and anti-bribery laws	p. 137	SFDR, BRR
ESRS G1-4	24 (b)	Standards of anti-corruption and anti-bribery	p. 137	SFDR

GRI DISCLOSURE INDEX

GRI	Disclosure	ESRS Datapoint	Location of disclosure
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	ESRS 2 BP-1 5 (a) and (b) i	Sustainability at ABB -> Approach to reporting (p. 11)
	2-4 Restatements of information	ESRS 2 BP-2 13 and 14 (a) to (b)	Sustainability at ABB -> Other reporting principles (p. 12)
	2-6 Activities, value chain and other business relationships	ESRS 2 SBM-1 40 (a) i - ii and (a) iv, (b), 42 (c)	Sustainability at ABB -> Strategic approach to sustainability (p. 23)
	2-7 Employees	ESRS 2 SBM-1 40 (a) iii; S1-6 50 (a) - (b) and (d) - (e)	Responsibility for our employees -> Facts & figures Own employees (p. 105)
	2-9 Governance structure and composition	ESRS 2 GOV-1 21, 22 (a), 23 (a) and (b); G1 GOV-1 5 (b)	Sustainability at ABB -> Governance of sustainability at ABB (p. 14) Good business conduct -> Role of the administrative, supervisory an management bodies (p. 128)
	2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1 22 (c); ESRS 2 GOV-2 26 (a) - (b); ESRS 2 SBM-2 45 (d); G1 GOV-1 5 (a)	Sustainability at ABB -> Governance of sustainability at ABB (p. 14) Sustainability at ABB -> Sustainability as a management topic (p. 18) Sustainability at ABB -> Stakeholder engagement (p. 26) Good business conduct -> Role of the administrative, supervisory an management bodies (p. 128)
	2-13 Delegation of responsibility for managing impacts	ESRS 2 GOV-1 22 (c) i - ii; ESRS 2 GOV-2 26 (a)	Sustainability at ABB -> Governance of sustainability at ABB (p. 14) Sustainability at ABB -> Sustainability as a management topic (p. 18)
	2-14 Role of the highest governance body in sustainability reporting	ESRS 2 IRO-1 53 (d)	Sustainability at ABB -> Double Materiality Assessment (p. 29)
	2-16 Communication of critical concerns	ESRS 2 GOV-2 26 (a); G1-3 18 (c)	Sustainability at ABB -> Sustainability as a management topic (p. 18) Good business conduct -> Anti-corruption and anti-bribery (p. 135)

GRI	Disclosure	ESRS Datapoint	Location of disclosure
	2-17 Collective knowledge of the highest governance body	ESRS 2 GOV-1 23	Sustainability at ABB -> Governance of sustainability at ABB (p. 17)
	2-19 Remuneration policies	E1 GOV-3 13; ESRS 2 GOV-3 29 (a) - (c)	Sustainability at ABB -> Incentives for sustainability (p. 20) Sustainability at ABB -> Incentives for sustainability (p. 19)
	2-20 Process to determine remuneration	ESRS 2 GOV-3 29 (e)	Sustainability at ABB -> Incentives for sustainability (p. 19)
	2-21 Annual total compensation ratio	S1-16 97 (b) - (c)	Responsibility for our employees -> Facts & figures Own employees (p. 108)
	2-22 Statement on sustainable development strategy	ESRS 2 SBM-1 40 (g)	Sustainability at ABB -> Strategic approach to sustainability (p. 23)
	2-23 Policy commitments	ESRS 2 GOV-4; ESRS 2 MDR-P 65 (b) - (c) and (f); S1-1 19-21, 24 (c); S2-1 17 and 19; S3-1 16 and 17	Sustainability at ABB -> Due diligence (p. 20) Sustainability at ABB -> Sustainability-related policies (p. 39) Responsibility for our employees -> Employee-related policies (p. 98) Social protection in the value chain -> Supplier-related policies (p. 113) Protecting vulnerable communities -> Community-related policies (p. 121) Sustainability at ABB -> Sustainability as a management topic (p. 18)
	2-24 Embedding policy commitments	ESRS 2 GOV-2 26 (b); ESRS 2 MDR-P 65 (c); G1-1 9 and 10 (g)	Sustainability at ABB -> Sustainability-related policies (p. 39) Good business conduct -> Business conduct-related policies (p. 129) Good business conduct -> Business conduct-related policies (p. 131)

GRI	Disclosure	ESRS Datapoint	Location of disclosure
	2-25 Processes to remediate negative impacts	S1-1 20 (c); S1-3 32 (a) - (e) and 33; S2-1 17 (c); S2-3 27 (a) - (d), 28; S2-4 33 (c); S3-1 16 (c); S3-3 27 (a)	Responsibility for our employees-> Employee-related policies (p. 98); Responsibility for our employees-> Channels available to raise concerns (p. 100) Social protection in the value chain -> Supplier-related policies (p. 113) Social protection in the value chain -> Channels available to raise concerns (p. 115) Social protection in the value chain -> Actions for workers in the value chain (p. 118) Protecting vulnerable communities -> Community-related policies (p. 121) Protecting vulnerable communities -> Channels available to raise concerns (p. 122)
	2-26 Mechanisms for seeking advice and raising concerns	G1-1 10 (a); G1-3 18 (a)	Good business conduct -> Business conduct-related policies (p. 129) Good business conduct -> Anti-corruption and anti-bribery (p. 135)
	2-27 Compliance with laws and regulations	ESRS 2 SBM-3 48 (d); S1-17 103 and 104 (b); G1-4 24 (a)	Sustainability at ABB -> Material impacts, risks and opportunities (p. 28) Responsibility for our employees -> Facts & figures Own employees (p. 108) Good business conduct -> Facts & figures Business conduct (p. 137)
	2-29 Approach to stakeholder engagement	ESRS 2 SBM-2 45 (a) i to (a) v; S1-1 20 (b); S1-2 27 (e) and 28 S2-1 17 (b); S2-2 22 (e) and 23 S3-1 16 (b)	Sustainability at ABB -> Stakeholder engagement (p. 24) Responsibility for our employees -> Involving employees (p. 98) Social protection in the value chain -> Supplier-related policies (p. 113) Social protection in the value chain -> Engaging with value chain workers (p. 114) Protecting vulnerable communities -> Community-related policies (p. 121)
	2-30 Collective bargaining agreements	S1-8 60 (a)	Responsibility for our employees -> Facts & figures Own employees (p. 106)

GRI	Disclosure	ESRS Datapoint	Location of disclosure
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESRS 2 IRO-1 53 (b) ii - iv	Sustainability at ABB -> Double Materiality Assessment (p. 28)
	3-2 List of material topics	ESRS 2 SBM-3 48 (a) and (g)	Sustainability at ABB -> Material impacts, risks and opportunities (p. 27) Sustainability at ABB -> Strategic approach to sustainability (p. 23)
	3-3 Management of material topics	ESRS 2 SBM-1 40 (e); ESRS 2 SBM-3 48 (c) i and iv; ESRS 2 MDR 62 and MDR-P 65 (a); ESRS 2 MDR 62 and MDR-A 68 (a) and (d); ESRS 2 MDR-M 72, 75; MDR 72, MDR-T 80 (b) and (j), 81 (a) - (b); ESRS 2 BP-2 17 (b) - (e); S1-2 27; S1-4 39; S1-5 7 (b) - (c); S2-2 22; S2-4 33	Sustainability at ABB -> Material impacts, risks and opportunities (p. 27) Sustainability at ABB -> Sustainability-related targets (p. 48) Responsibility for our employees -> Involving employees (p. 98) Responsibility for our employees -> Employee-related actions (p. 101) Responsibility for our employees -> Own workforce-related targets (p. 100) Social protection in the value chain -> Engaging with value chain workers (p. 114) Social protection in the value chain -> Actions for workers in the value chain (p. 117)
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	ESRS 2 SBM-1 40 (e); ESRS 2 SBM-3 48 (c) i and iv; ESRS 2 MDR-P/A 62, MDR-P 65 (a); MDR-A §68 (a) and (d); ESRS 2 MDR-M 72, 75; ESRS 2 MDR-T 72, 80 (b) and (j), 81 (a) to (b); ESRS 2 BP-2 17 (b) to (e); S1-2 27; S1-4 39; S1-5 47 (b) to (c); S2-2 22; S2-4 33	Sustainability at ABB -> Strategic approach to sustainability (p. 23) Sustainability at ABB -> Material impacts, risks and opportunities (p. 27) Sustainability at ABB -> Sustainability-related targets (p. 48) Responsibility for our employees -> Involving employees (p. 98) Responsibility for our employees -> Employee-related actions (p. 101) Responsibility for our employees -> Own workforce-related targets (p. 100) Social protection in the value chain -> Engaging with value chain workers (p. 114) Social protection in the value chain -> Actions for workers in the value chain (p. 117)

GRI	Disclosure	ESRS Datapoint	Location of disclosure
	101-6 Direct drivers of biodiversity loss	E2 IRO-1 AR 9; E3-4 28 (e); E3 AR29	Sustainability at ABB -> Double materiality assessment -> DMA update 2025 (p. 30) Water management at ABB -> Facts & figures water (p. 88)
	101-8 Ecosystem services	S3 SBM-3 9 (a) and (c)	Protecting vulnerable communities ->Impacts and opportunities (p. 121)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	ESRS 2 SBM-1 40 (b)	Sustainability at ABB -> Strategic approach to sustainability (p. 23)
	201-2 Financial implications and other risks and opportunities due to climate change	ESRS 2 SBM-3 48 (a) and (d); E1 SBM-3 18	Sustainability at ABB -> Material impacts, risks and opportunities (p. 27) Protecting the climate -> Climate risks: physical and transitional (p. 57)
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	S1-10 69 - 70 and AR72 -73	Responsibility for our employees -> Facts & figures Own employees (p. 107)
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	G1-3 20, 21 (b) and (c)	Good business conduct -> Business conduct-related policies (p. 129) Good business conduct -> Anti-corruption and anti-bribery (p. 136)
GRI 301: Materials 2016	301-1 Materials used by weight or volume	E5-4 31 (a)	Committing to circularity -> Facts & figures Resource use and circular economy (p. 81)
	301-2 Recycled input materials used	E5-4 31 (c)	Committing to circularity -> Facts & figures Resource use and circular economy (p. 81)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	E1-5 37 and 38	Protecting the climate -> Facts & figures Energy (p. 66)
	302-3 Energy intensity	E1-5 40	Protecting the climate -> Facts & figures Energy (p. 67)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	E3 SBM-3 48 (c) i and iv; E3 IRO-1 8 (a) and (b); E3-3 25	Sustainability at ABB -> Material impacts, risks and opportunities (p. 27) Water management at ABB -> Water as a material topic (p. 86) Water management at ABB -> Water-related targets (p. 87)
	303-5 Water consumption	E3-4 28 (b) and (e)	Water management at ABB -> Facts & figures Water (p. 87)
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	E1-6 44; E1 AR25 (b); E1 AR39 (b); E1 AR43 (c)	Protecting the climate -> Greenhouse gas emissions (p. 68) Protecting the climate -> Greenhouse gas emissions (p. 63)

GRI	Disclosure	ESRS Datapoint	Location of disclosure
			Protecting the climate -> Greenhouse gas emissions (p. 69)
	305-2 Energy indirect (scope 2) GHG emissions	E1-6 44; E1 AR25 (b); E1 AR39 (b); E1 AR45 (d)	Protecting the climate -> Greenhouse gas emissions (p. 68) Protecting the climate -> Greenhouse gas emissions (p. 63) Protecting the climate -> Greenhouse gas emissions (p. 69)
	305-3 Other indirect (scope 3) GHG emissions	E1-6 44; E1 AR25 (b); E1 AR39 (b); E1 AR45 (j); E1 AR46 (d), (g), (h), (i)	Protecting the climate -> Greenhouse gas emissions (p. 69) Protecting the climate -> Greenhouse gas emissions (p. 63) Protecting the climate -> Greenhouse gas emissions (p. 69)
	305-4 GHG emissions intensity	E1-6 53	Protecting the climate -> Greenhouse gas emissions (p. 69)
	305-5 Reduction of GHG emissions	E1-3 29 (b); E1-4 34 (a) - (c); E1 AR25 (b)	Protecting the climate -> Management of climate change (p. 64) Protecting the climate -> Climate change-related targets (p. 62) Protecting the climate -> Climate change-related targets (p. 63)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	E5 SBM-3 48 (a), (c) ii and iv; E5-4 30	Sustainability at ABB -> Material impacts, risks and opportunities (p. 27) Commiting to circularity -> Facts & figures Resource use and circular economy (p. 81)
	306-2 Management of significant waste-related impacts	E5-2 19; E5-5 40	Commiting to circularity -> Circularity management (p. 79) Commiting to circularity -> Facts & figures Resource use and circular economy (p. 84)
	306-3 Waste generated	E5-5 37 (a), 38 - 40	Commiting to circularity -> Facts & figures Resource use and circular economy (p. 83) Commiting to circularity -> Facts & figures Resource use and circular economy (p. 82) Commiting to circularity -> Facts & figures Resource use and circular economy (p. 84)

GRI	Disclosure	ESRS Datapoint	Location of disclosure
	306-4 Waste diverted from disposal	E5-5 37 (b) and (c), 38 and 40	Commiting to circularity -> Facts & figures Resource use and circular economy (p.78) Commiting to circularity -> Facts & figures Resource use and circular economy (p.77) Commiting to circularity -> Facts & figures Resource use and circular economy (p.79)
	306-5 Waste directed to disposal	E5-5 37 (c), 38 and 40	Commiting to circularity -> Facts & figures Resource use and circular economy (p. 83) Commiting to circularity -> Facts & figures Resource use and circular economy (p. 82) Commiting to circularity -> Facts & figures Resource use and circular economy (p. 84)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	G1-2 15 (b)	Good business conduct -> Management of supplier relationships (p. 133)
	308-2 Negative environmental impacts in the supply chain and actions taken	S2 SBM-3 48 (c) i and iv	Sustainability at ABB -> Material impacts, risks and opportunities (p. 27)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	S1-6 50 (c)	Responsibility for our employees -> Facts & figures Own employees (p. 105)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	S1-1 23	Responsibility for our employees -> Employee-related policies (p. 98)
	403-2 Hazard identification, risk assessment, and incident investigation	S1-3 32 (b) and 33	Responsibility for our employees -> Channels available to raise concerns (p. 100)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	S2 S2-4 32 (a)	Social protection in the value chain -> Actions for workers in the value chain (p. 117)
	403-8 Workers covered by an occupational health and safety management system	S1-14 88 (a)	Responsibility for our employees -> Facts & figures Own employees (p. 107)
	403-9 Work-related injuries	S1-4, 38 (a); S1-14 88 (b) - (c) and (e); S1 AR82	Responsibility for our employees -> Employee-related actions (p. 101) Responsibility for our employees -> Facts & figures Own employees (p. 107)
	403-10 Work-related ill health	S1-4, 38 (a); S1-14 88 (b) and (d); S1 AR82	Responsibility for our employees -> Employee-related actions (p. 101) Responsibility for our employees -> Facts & figures Own employees (p. 107)

GRI	Disclosure	ESRS Datapoint	Location of disclosure
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	G1 GOV-1 21 (d); S1-6 50 (a); S1-9 66 (a) and (b)	Sustainability at ABB -> Governance of sustainability at ABB (p. 16) Responsibility for our employees -> Facts & figures Own employees (p. 105) Responsibility for our employees -> Facts & figures Own employees (p. 106)
	405-2 Ratio of basic salary and remuneration of women to men	S1-16 97	Responsibility for our employees -> Facts & figures Own employees (p. 108)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	S1-17 103 (a), S1 AR103	Responsibility for our employees -> Facts & figures Own employees (p. 108)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	S2 SBM-3 11 (b); S2-1 18	Social protection in the value chain -> Involvement of value chain workers (p. 112) Social protection in the value chain -> Supplier-related policies (p. 113)
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	S2 SBM-3 11 (b); S2-1 18	Social protection in the value chain -> Involvement of value chain workers (p. 112) Social protection in the value chain -> Supplier-related policies (p. 113)
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	S3-1 16 (c)	Protecting vulnerable communities -> Community-related policies (p. 121)
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	S3 SBM-3 48 (c) i and iv; S3 AR17; S3 SBM-3 9 (a) i, (b)	Sustainability at ABB -> Material impacts, risks and opportunities (p. 27) Protecting vulnerable communities -> Impacts and opportunities (p. 121)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	G1-2 15 (b)	Good Business Conduct -> Management of supplier relationships (p. 133)
	414-2 Negative social impacts in the supply chain and actions taken	S2 SBM-3 48 (c) i and iv	Sustainability at ABB -> Material impacts, risks and opportunities (p. 27)

ISSB DISCLOSURE INDEX

ISSB Standards	Description	ESRS Datapoint	Location of disclosure
GOVERNANCE			
IFRS S2.6(a)(i) IFRS S2.6(a)(ii) IFRS S2.6(a)(iii) IFRS S2.6(a)(iv) IFRS S2.6(a)(v)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about: (i) how responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s); (ii) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate related risks and opportunities; (iii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities; (iv) how the body(s) or individual(s) takes into account climate related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and (v) how the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies).	ESRS 2 22 (a) ESRS 2 22 (b) ESRS 2 23 ESRS 2 26 (a) ESRS 2 26 (b) ESRS 2 22 (d)	Sustainability at ABB -> Governance of sustainability at ABB (p. 14) Sustainability at ABB -> Governance of sustainability at ABB (p. 17) Sustainability at ABB -> Sustainability as a management topic (p. 18) Sustainability at ABB -> Double Materiality Assessment (p. 28)
IFRS S1.21(b)	The connections between disclosures provided by the entity: (i) within its sustainability-related financial disclosures—such as connections between disclosures on governance, strategy, risk management and metrics and targets; and (ii) across its sustainability-related financial disclosures and other general purpose financial reports published by the entity—such as its related financial statements.	ESRS 2 29 (b)-(c) E1 GOV-3 13 ESRS 1 124*	Sustainability at ABB -> Incentives for sustainability (p. 19)
IFRS S2.6(b) IFRS S2.6(b)(i) IFRS S2.6(b)(ii)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about: (i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and (ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	ESRS 2 22 (c) ESRS 2 22 (c) (i) ESRS 2.22 (c) (iii)	Sustainability at ABB -> Governance of sustainability at ABB (p. 14)
STRATEGY			
Climate-related risks and opportunities			
IFRS S2.10(a)	Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	ESRS 2 48 (a)	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 27) Sustainability at ABB -> Double Materiality Assessment (p. 32)
IFRS S2.10(b)	For each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.	E1 SBM-3 18	Protecting the climate -> Climate risks: physical and transition (p. 57)
IFRS S2.10(d)	How the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	ESRS 1 77 (a)-(c)* ESRS 1 78* ESRS 1 80* E1 AR11 (b) ESRS 2 9 (a)-(b)	Sustainability at ABB -> Other reporting principles (p. 12) Environmental information -> Climate change as a material topic (p. 59)
Business model and value chain			
IFRS S2.13(a)	A description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.	ESRS 2 48 (b)	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 27)

ISSB Standards	Description	ESRS Datapoint	Location of disclosure
			Sustainability at ABB -> Double Materiality Assessment (p. 32)
IFRS S2.13(b)	A description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	ESRS 2 48 (a)	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 27) Sustainability at ABB -> Double Materiality Assessment (p. 32)
Strategy and decision-making			
IFRS S2.14(a)(i) IFRS S2.14(a)(ii) IFRS S2.14(a)(iii) IFRS S2.14(a)(iv)	How the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation, including the information about: (i) Current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments). (ii) Current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications). (iii) Current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains). (iv) Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies. (v) How the entity plans to achieve any climate related targets, including any greenhouse gas emissions targets.	ESRS 2 48 (b) E1 AR8 (b) ESRS 2 68 (b) E1-3 28 E1-1 16 (a)-(i) ESRS 2 69 (a)-(b)	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 27) Sustainability at ABB -> Double Materiality Assessment (p. 32) Protecting the climate -> Toward a low-carbon society (p. 51) Protecting the climate -> Management of climate change (p. 65)
IFRS S2.14(a)(v)	How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets.	ESRS 2 69 (a)	Protecting the climate -> Toward a low-carbon society (p. 55) Protecting the climate -> Management of climate change (p. 65)
IFRS S2.14(b)	Information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a).	ESRS 2 69 (a)	Protecting the climate -> Toward a low-carbon society (p. 55) Protecting the climate -> Management of climate change (p. 65)
IFRS S2.14(c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a).	E1-1 16 (j)	Protecting the climate -> Toward a low-carbon society (p. 56)
Financial position, financial performance and cash flows			
IFRS S2.15(a)	The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects)	ESRS 2 48 (d)	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 28) Sustainability at ABB -> Double Materiality Assessment (p. 32)
IFRS S2.16(a)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	ESRS 2 48 (d) ESRS Annex II, Table 2 (Terms defined in the ESRS): current financial effects	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 28) Sustainability at ABB -> Double Materiality Assessment (p. 32)
IFRS S2.16(b)	The climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	ESRS 2 48 (d)	Sustainability at ABB -> Material impacts, risks, and opportunities (p. 28) Sustainability at ABB -> Double Materiality Assessment (p. 32)
IFRS S2.17**	In providing quantitative information, an entity may disclose a single amount or a range.	E1 AR73 (a)	Protecting the climate -> Physical and transition climate risks and opportunities (p. 76)
Climate resilience			
IFRS S2.22(a)(i) IFRS S2.22(a)(ii) IFRS S2.22(a)(iii)(1-3	The entity's assessment of its climate resilience as at the reporting date, including the information about: (i) The implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis. (ii) The significant areas of uncertainty considered in the entity's assessment of its climate resilience. (iii) The entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including: (1) The availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate related risks and to take advantage of climate related opportunities. (2) The entity's ability to redeploy, repurpose, upgrade or decommission existing assets.	E1 SBM-3 19 E1 SBM-3 19 (c) E1 AR8 E1 AR8 (b)	Protecting the climate -> Climate risk and opportunity assessment (p. 59)

ISSB Standards	Description	ESRS Datapoint	Location of disclosure
	(3) The effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience		
IFRS S2.22(b)(i)	How and when the climate-related scenario analysis was carried out, including the information about:	E1 SBM-3 19 (a)-(c)	Protecting the climate -> Climate risk and opportunity assessment (p. 57)
IFRS S2.22(b)(i)(2)	(i) The inputs the entity used, including:	E1 IRO-1 21	
IFRS S2.22(b)(i)(3)	(1) Which climate-related scenarios the entity used for the analysis and the sources of those scenarios.	E1 AR11 (d)	Protecting the climate ->-Climate change as a material topic (p. 59)
IFRS S2.22(b)(i)(4)	(2) Whether the analysis included a diverse range of climate related scenarios.	E1 AR12 (c)	
IFRS S2.22(b)(i)(6)	(3) Whether the climate-related scenarios used for the analysis are associated with climate-related transition	E1 IRO-1 21	
IFRS S2.22(b)(i)(7)	risks or climate-related physical risks.	E1 AR11 (d)	
IFRS S2.22(b)(iii)	(4) Whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change.	E1 AR12 (c) E1 IRO-1 20 (c) (i)	
	(6) The time horizons the entity used in the analysis.	E1 AR12 (c)	
	(7) What scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis).	E1 AR7 (b) E1 SBM-3 19 (a)	
	(iii) The reporting period in which the climate-related scenario analysis was carried out.		
IFRS S2.22(b)(ii)	The key assumptions the entity made in the analysis, including assumptions about: (1) climate-related policies in the jurisdictions in which the entity operates; (2) macroeconomic trends; (3) national- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources); (4) energy usage and mix; and (5) developments in technology.		Protecting the climate -> Climate change as a material topic (p. 59)
IFRS S2.22(b)(iii)	The reporting period in which the climate-related scenario analysis was carried out	E1 SBM-3 19 (b)	Protecting the climate -> Climate risk and opportunity assessment (p. 57)
IFRS S1.23	Data and assumptions used in preparing the sustainability-related financial disclosures shall be consistent—to the extent possible considering the requirements of IFRS Accounting Standards or other applicable GAAP—with the corresponding data and assumptions used in preparing the related financial statements (see paragraph B42).	E1 AR15	Protecting the climate ->-Climate change as a material topic (p. 59)
RISK MANAGEMENT			
IFRS S2.25(a)(i)	The processes and related policies the entity uses to identify, assess, prioritize and monitor climate-related risks,	E1 IRO-1 20	Sustainability at ABB -> Double Materiality Assessment (p. 29)
IFRS S2.25(a)(ii)	including information about:	E1-2 24	Sustainability at ABB -> Sustainability-related policies (p. 39)
IFRS S2.25(a)(iii)	(i) The inputs and parameters the entity uses (for example, information about data sources and the scope of	ESRS 2 53 (g)	Protecting the climate ->-Climate change as a material topic (p. 59)
IFRS S2.25(a)(iv)	operations covered in the processes).	E1 IRO-1 21	
IFRS S2.25(a)(v)	(ii) Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related	ESRS 2 53 (c) (ii)	
IFRS S2.25(a)(vi)	risks.	ESRS 2 53 (c) (iii)	
	(iii) How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example,	ESRS 2 53 (e)	
	whether the entity considers qualitative factors, quantitative thresholds or other criteria).	ESRS 2 53 (c)	
	(iv) Whether and how the entity prioritizes climate related risks relative to other types of risk.	ESRS 2 65 (a)	
	(v) How the entity monitors climate-related risks.	ESRS 2 53 (h)	
	(vi) Whether and how the entity has changed the processes it uses compared with the previous reporting period.		
IFRS S2.25(b)	The processes the entity uses to identify, assess, prioritize and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities.	ESRS 2 53 (c) E1 IRO-1 20 (c) E1 SBM-3 19 (b)-(c) E1-2 24	Sustainability at ABB -> Double Materiality Assessment (p. 29) Sustainability at ABB -> Sustainability-related policies (p. 39) Protecting the climate -> Climate change as a material topic (p. 60) Protecting the climate -> Climate risk and opportunity assessment (p. 57)
IFRS S2.25(c)	The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	ESRS 2 53 (e)-(f)	Sustainability at ABB -> Double Materiality Assessment (p. 29)
IFRS S2.26	In preparing disclosures to fulfil the requirements in paragraph 25, an entity shall avoid unnecessary duplication in accordance with IFRS S1 (see paragraph B42(b) of IFRS S1). For example, although an entity shall provide the information required by paragraph 25, if oversight of sustainability1related risks and opportunities is managed on an integrated basis, the entity would avoid duplication by providing integrated risk management disclosures instead of separate disclosures for each sustainability-related risk and opportunity.	ESRS 1 QC17* ESRS 1 115*	
METRICS			

ISSB Standards	Description	ESRS Datapoint	Location of disclosure
IFRS S2.29(a)(i)(1-2)	An entity shall disclose information relevant to the cross-industry metric categories of:	E1-6 44 (a)-(b)	Protecting the climate -> Climate change- related targets (p. 63)
IFRS S2.29(a)(i)(3)	(a) greenhouse gases—the entity shall:	E1-6 44 (c)	Protecting the climate -> Greenhouse gas emissions (p. 68)
IFRS S2.B38-B57	(i) disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as	ESRS 1 62-67*	
IFRS S2.29(a)(ii)7	metric tons of CO2 equivalent (see paragraphs B19–B22), classified as:	ESRS 1 QC5*	
IFRS S2.29(a)(iii)(1-3)	(1) Scope 1 greenhouse gas emissions;	ESRS 1 696*	
IFRS S2.29(a)(iv)	(2) Scope 2 greenhouse gas emissions; and	E1 AR46 (g)	
IFRS S2.29(a)(v)	(3) Scope 3 greenhouse gas emissions;	ESRS 1 62*	
	The approach it uses to measure its greenhouse gas emissions including:	ESRS 2 80 (i)	
	(1) the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions;		
	(2) the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and		
	(3) any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;		
	For Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(1)–(2), disaggregate emissions between:		
	(1) the consolidated accounting group (for example, for an entity applying IFRS Accounting Standards, this group would comprise the parent and its consolidated subsidiaries); and		
	(2) other investees excluded from paragraph 29(a)(iv)(1) (for example, for an entity applying IFRS Accounting Standards, these investees would include associates, joint ventures and unconsolidated subsidiaries);		
	For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(2), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions; and		
IFRS S2.B30	Paragraph 29(a)(v) requires an entity to disclose its location-based Scope 2 greenhouse gas emissions and provide information about any contractual instruments the entity has entered into that could inform users' understanding of the entity's Scope 2 greenhouse gas emissions. For the avoidance of doubt, an entity is required to disclose its Scope 2 greenhouse gas emissions using a location-based approach and is required to provide information about contractual instruments only if such instruments exist and information about them informs users' understanding of an entity's Scope 2 greenhouse gas emissions.		Protecting the climate -> Greenhouse gas emissions (p. 68)
IFRS S2.B31	Contractual instruments are any type of contract between an entity and another party for the sale and purchase of energy bundled with attributes about the energy generation or for unbundled energy attribute claims (unbundled energy attribute claims relate to the sale and purchase of energy that is separate and distinct from the greenhouse gas attribute contractual instruments). Various types of contractual instruments are available in different markets and the entity might disclose information about its market based Scope 2 greenhouse gas emissions as part of its disclosure.	E1 AR45 (d)	Protecting the climate -> Greenhouse gas emissions (p. 69)
IFRS S2.29(a)(vi)(1)	The categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011);		Protecting the climate -> Greenhouse gas emissions (p. 68)
IFRS S2.B32	In accordance with paragraph 29(a)(vi), an entity shall disclose information about its Scope 3 greenhouse gas emissions to enable users of general purpose financial reports to understand the source of these emissions. The entity shall consider its entire value chain (upstream and downstream) and shall consider all 15 categories of Scope 3 greenhouse gas emissions, as described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). In accordance with paragraph 29(a)(vi), the entity shall disclose which of these categories are included in its Scope 3 greenhouse gas emissions disclosures.	E1 AR46 (i)	Protecting the climate -> Greenhouse gas emissions (p. 72)

ISSB Standards	Description	ESRS Datapoint	Location of disclosure
IFRS S2.B19	An entity might have a different reporting period from some or all of the entities in its value chain. Such a difference would mean that greenhouse gas emissions information from these entities in its value chain for the entity's reporting period might not be readily available for the entity to use for its own disclosure. In such circumstances, the entity is permitted to measure its greenhouse gas emissions in accordance with paragraph 29(a)(i) using information for reporting periods that are different from its own reporting period if that information is obtained from entities in its value chain with reporting periods that are different from the entity's reporting period, on the condition that: (a) the entity uses the most recent data available from those entities in its value chain without undue cost or effort to measure and disclose its greenhouse gas emissions; (b) the length of the reporting periods is the same; and (c) the entity discloses the effects of significant events and changes in circumstances (relevant to its greenhouse gas emissions) that occur between the reporting dates of the entities in its value chain and the date of the entity's general purpose financial reports.	E1 AR42	Protecting the climate -> Greenhouse gas emissions (p. 69)
IFRS S2.B56(a)	As part of the requirement in paragraph 29(a)(iii), and to reflect how an entity prioritizes Scope 3 data in accordance with the measurement framework set out in paragraphs B40–B54, the entity shall disclose information that enables users of general purpose financial reports to understand: (a) the extent to which the entity's Scope 3 greenhouse gas emissions are measured using inputs from specific activities within the entity's value chain	E1 AR46 (g)	Protecting the climate -> Greenhouse gas emissions (p. 69)
IFRS S2.29(d)	Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities;	E1-9 64 (c)	Protecting the climate -> Physical and transition climate risks and opportunities (p. 76)
IFRS S2.29(e)	Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	E1-1 16 (c) and (e)	Protecting the climate -> Toward a low-carbon society (p. 55)
IFRS S2.29(f)	Internal carbon prices—the entity shall disclose: (i) an explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis); and (ii) the price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions.	E1-8 62	Protecting the climate -> Toward a low-carbon society (p. 57)
IFRS S2.29(g)(i) IFRS S2.29(g)(ii)	Remuneration—the entity shall disclose: (i) a description of whether and how climate-related considerations are factored into executive remuneration; and (ii) the percentage of executive management remuneration recognized in the current period that is linked to climate related considerations.	ESRS 2 29 (c) E1 GOV-3 13	Sustainability at ABB -> Incentives for sustainability (p. 19)
IFRS S1.50(c)	If a metric has been developed by an entity, the entity shall disclose information about: (c) whether the metric is validated by a third party and, if so, which party;	ESRS 2 77 (b)	Sustainability at ABB -> Other reporting principles (p. 13)
TARGETS			
IFRS S2.33 IFRS S2.33(a) IFRS S2.B6710 IFRS S2.33(b) IFRS S2.33(c) IFRS S2.33(d) IFRS S2.33(e) IFRS S2.33(f) IFRS S2.33(g) IFRS S2.33(h)	An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose: (a) the metric used to set the target; (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); (c) the part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region); (d) the period over which the target applies; (e) the base period from which progress is measured; (f) any milestones and interim targets; (g) if the target is quantitative, whether it is an absolute target or an intensity target; and (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	ESRS 2 80 E1-4 34 ESRS 2 80 (b) ESRS 2 80 (a) E1-4 33 ESRS 2 80 (c) ESRS 2 80 (e) ESRS 2 80 (d) E1 AR25 ESRS 2 80 (e) ESRS 2 80 (b) E1-4 34 (a) ESRS 2 80 (f) E1-4 34 (e)	Sustainability at ABB -> Sustainability-related targets (p. 48) Protecting the climate -> Climate change- related targets (p. 62)
IFRS S2.34(a)	Whether the target and the methodology for setting the target has been validated by a third party.	E1-4 34 (e)	Protecting the climate -> Climate change- related targets (p. 62)

ISSB Standards	Description	ESRS Datapoint	Location of disclosure
IFRS S2.34(b)	The entity's processes for reviewing the target.	ESRS 2 80 (j)	Sustainability at ABB -> Sustainability-related targets (p. 48) Protecting the climate -> Climate change- related targets (p. 64)
IFRS S2.34(c)	The metrics used to monitor progress towards reaching the target.	ESRS 2 80 (j)	Sustainability at ABB -> Sustainability-related targets (p. 48) Protecting the climate -> Climate change- related targets (p. 64)
IFRS S2.34(d)	Any revisions to the target and an explanation for those revisions.	ESRS 2 80 (i)	Protecting the climate -> Climate change- related targets (p. 64)
IFRS S2.35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.	ESRS 2 80 (j)	Sustainability at ABB -> Sustainability-related targets (p. 48) Protecting the climate -> Climate change- related targets (p. 64)
IFRS S2.36(a)	Which greenhouse gases are covered by the target.	E1-4 34 (b)* E1 AR24	Protecting the climate -> Climate change- related targets (p. 62)
IFRS S2.36(b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.	E1-4 34 (b) E1 AR24	
IFRS S2.36(d)	Whether the target was derived using a sectoral decarbonization approach.	E1-4 34 (e)	

* ESRS 1 datapoints have not been mapped as they are not disclosure datapoints.

SASB - ELECTRICAL & ELECTRONIC EQUIPMENT

Topic	Metric	Category	Unit of Measure	Code	ABB answer
Energy Management	a. Total Energy Consumed (Gigajoules)	Quantitative	Gigajoules (GJ)	RT-EE-130a.1	5,303,823
	b. Percentage Grid Electricity (%)		Percentage (%)		58%
	c. Percentage Renewable (%)		Percentage (%)		62%
Hazardous Waste Management	a. Amount of hazardous waste generated, percentage recycled (Metric tons, %)	Quantitative	Metric tons (t), Percentage (%)	RT-EE-150a.1	6029, 49%
	b. Number and aggregate quantity of reportable spills, quantity recovered (Number, Kilograms)		Number, kilograms (kg)	RT-EE-150a.2	No reportable spills occurred during the reporting period.
Product Safety	a. Number of recalls issued, total units recalled (Number)	Quantitative	Number	RT-EE-250a.1	As of 2025, this number is not available on an aggregated level at ABB.
	b. Total amount of monetary losses as a result of legal proceedings associated with product safety		Presentation currency	RT-EE-250a.2	Not applicable. Due to NDA agreements with third parties, we are unable to disclose monetary values resulting from legal proceedings with these third parties.
Product Lifecycle Management	a. Percentage of products by revenue that contain IEC 62474 declarable substances (% by revenue)	Quantitative	Percentage (%) by revenue	RT-EE-410a.1	As of 2025, we are unable to respond to this question. Please refer to the section “Circularity” in the Sustainability Statement.
	b. Percentage of eligible products, by revenue, certified to an energy efficiency certification (% by revenue)		Percentage (%) by revenue	RT-EE-410a.2	Products certified to an energy efficiency certification are included in ABB's eligible group turnover under the EU Taxonomy.
	c. Revenue from renewable energy related and energy efficiency related products (Reporting currency)		Presentation currency	RT-EE-410a.3	Using the EU taxonomy as reference: In 2024, ABB reached a 0% Taxonomy-aligned revenue under the Climate Change Mitigation environmental objective that covers partially this requirement. For further details please refer to ABB's EU Taxonomy disclosures in the Sustainability Statement.

Topic	Metric	Category	Unit of Measure	Code	ABB answer
Materials sourcing	a. Description of the management risks associated with the use of critical materials (Discussion & Analysis)	Discussion and Analysis	n.a.	RT-EE-440a.1	Management risks associated with the use of critical materials are part of the Impacts, Risks and Opportunities discussed in the " Circularity" and " Responsible sourcing" sections in the Sustainability Statement.
Business ethics	Description of policies and practices for prevention of:				
	a. Corruption and bribery and anti-competitive behavior (Discussion & Analysis)	Discussion and Analysis	n.a.	RT-EE-510a.1	Policies and practices for prevention of corruption, bribery and anti-competitive behaviour are described in the " integrity and transparency" section under G1 in the Sustainability Statement.
	b. Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption (Reporting currency);	Quantitative	Presentation currency	RT-EE-510a.2	Refer to ESRS G1-4 paragraph 24(a), “the number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws” .
	c. Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations (Reporting currency)		Presentation currency	RT-EE-510a.3	Please refer to Note 15 of ABB’s Financial Report for information on ABB’s commitments and contingencies.
Activity Metrics	a. Number of units produced (Production should be disclosed as number of units produced by product category, where relevant product categories include energy generation, energy delivery, and lighting and indoor climate control electronics.)	Quantitative	Number	RT-EE-000.A	Please refer to the section “Analysis of results of operations” in the Financial Report 2025.
	b. Number of Employees		Number	RT-EE-000.B	114,292

Effects of the sale of Robotics on selected Targets

Target	Unit	Base year	Baseline value	2025 status	2025 reduction compared to base year (ABB Group)		2025 status	2025 reduction compared to base year (ABB Group excluding Robotics)	
					Absolute value	Percentage		Absolute value	Percentage
E1 - Protecting the climate									
Reduce own scope 1 and 2 CO_2e emissions by at least 80% by 2030 and by 100% by 2050	ktCO2e	2019	631	134	(497)	(79%)	125	(506)	-80%
Reduce scope 3 CO_2e emissions by 25% by 2030 and by 90% by 2050	ktCO2e	2022	429,854	425,310	(4,544)	(1%)	423,933	(5,921)	-1%
E5 - Committing to circularity									
Cover at least 80% of ABB's portfolio of products and solutions with our Circularity Approach by 2030	-	n.a.	-	-	27%	-	n.a.	n.a.	n.a.
Send zero waste to landfill while reducing waste generation by 2030	kt	2019	16.8kt equivalent to 8.8% of total waste	10.3kt equivalent to 5.3% of total waste	n.a.	n.a.	9.8kt equivalent to 5.2% of total waste	n.a.	n.a.
S1 - Responsibility for our employees									
Zero life changing events to our people and contractors	-	2025	-	5	n.a.	n.a.	n.a.	n.a.	n.a.
Increase proportion of women in senior management roles to 25% by 2030	%	2019	11.7	22.6%	(10.9%)	n.a.	n.a.	n.a.	n.a.
Achieve a top-tier employee engagement score	-	2019	71/100	80/100	9/100	n.a.	n.a.	n.a.	n.a.
S2 - Social protection in the Value chain									

Target	Unit	Base year	Baseline value	2025 status	2025 reduction compared to base year (ABB Group)		2025 status	2025 reduction compared to base year (ABB Group excluding Robotics)	
					Absolute value	Percentage		Absolute value	Percentage
At least 80% of supply spending in focus countries covered by Sustainable Supply Base Management (SSBM) by 2030	%	n.a.	n.a.	Using a risk-based approach, a mid-term 2025 target has been set, focusing on high-risk suppliers in focus countries.	n.a.	n.a.	Using a risk-based approach, a mid-term 2025 target has been set, focusing on high-risk suppliers in focus countries	n.a.	n.a.
At least 80% of spending on high-risk suppliers in focus countries covered by SSBM by 2025	%	n.a.	n.a.	At the end of 2025, 80% of high-risk supply spending in focus countries was covered by the SSBM program.	12%	n.a.	At the end of 2025, 80% of high-risk supply spending in focus countries was covered by the SSBM program	12%	n.a.
G1 - Good business conduct									
Linking sustainability targets to executives' variable pay	-	2019	Under the AIP, a safety goal was included within the individual measure for some members of ABB's EC.	Target achieved - all EC members have at least one measurable sustainability-related target assigned to their variable compensation	-	-	n.a.	n.a.	n.a.

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