



ERICSSON

# Modern slavery and human trafficking statement 2024

# Introduction

Ericsson does not tolerate modern slavery or human trafficking and works with business partners with the aim to eliminate such practices from Ericsson's value chain.

Ericsson's core values of Professionalism, Respect, Perseverance, and Integrity are the foundation of Ericsson's commitment to sustainability and corporate responsibility. Central to this responsibility, Ericsson aims to ensure that its operations, products, services and business engagements do not adversely impact human rights. Ericsson believes that operating a business with integrity, transparency and responsibility is critical to maintain trust and credibility with customers, partners, suppliers, employees, shareholders and other stakeholders.

Ericsson is working towards a world where limitless connectivity improves lives, redefines business and pioneers a sustainable future. To be a true industry leader, we also strive to be recognized as a global leader in how we conduct our business and how we operate in the world. Ericsson's commitment to human rights is clear, and the company continuously works to evaluate and strengthen its responsible business practices across its global operations. This approach enables Ericsson to be proactive and to address issues as they arise.

This statement covers the financial year 2024 and describes how Ericsson is tackling the challenge of modern slavery and human trafficking, as well as child labor, in its operations and supply chain and outlines Ericsson's policies, actions and plans for future enhancements. This statement covers the entire Ericsson group of companies, including subsidiaries consolidated in Ericsson's financial statements, and reference to "Ericsson" in this statement shall be deemed to mean the entire Ericsson group of companies. This statement is prepared in accordance with the reporting requirements of the UK Modern Slavery Act, the Australian Modern Slavery Act and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Below is a summary of Ericsson's key activities in 2024, planned activities for 2025, continuous efforts, and Ericsson's long-term ambition when it comes to the prevention of modern slavery and human trafficking.

## Key activities 2024

Continued a multi-year effort to enhance Ericsson's global supply chain traceability program to track goods and components linked to forced labor risks.

Developed a new approach to address modern slavery in supply chains related to critical minerals, including the initiation of a smelter engagement program.

Updated the risk screening process during supplier onboarding, including adverse media screening concerning forced labor and modern slavery.

Conducted training and capacity-building on conflict minerals and human rights with 250+ Ericsson sourcing professionals.

## Planned activities 2025

Extend critical minerals questionnaire beyond 3TG, cobalt and mica, with the objective of identifying and assessing the risks of smelters, refiners and mines in our supply chain.

Encourage suppliers to use smelters that adhere to Responsible Minerals Initiative's (RMI) Responsible Minerals Standards or similar, e.g. Copper Mark or Aluminum Stewardship Initiative (ASI).

Targeted country- and category-specific engagement to improve risk identification.

Enhance Ericsson's traceability process to identify exposure to human rights impacts in the supply chain with greater precision.

## Continuous efforts

Continue due diligence of and engagement with key suppliers in high-risk countries and categories, creating and implementing action plans to identify and mitigate modern slavery risks further upstream in the supply chain.

Targeted training and awareness raising on human rights topics for Ericsson staff involved in the sourcing process.

Ericsson has no tolerance for modern slavery and human trafficking, and the long-term ambition is to further promote fair working conditions and achieve positive impacts on the human rights of stakeholders throughout the company's value chain.

## Structure and operations

Ericsson is a leading provider of mobile connectivity solutions to telecom operators as well as enterprises in various sectors. Ericsson provides high-performance, differentiated and programmable networks with the best performance, security, and energy efficiency at the lowest total cost of ownership. Together with customers and partners in the ecosystem, Ericsson drives the next wave of digitalization in society. This includes making advanced network capabilities available to developers around the world – driving the creation of new applications and spurring additional growth in the mobile networks market.

Through world-leading research, we drive new standards and are instrumental in the development of the next-generation mobile communications infrastructure, software, and services.

Our broad portfolio spans the following business areas: Networks, Cloud Software and Services, Enterprise Wireless Solutions, Global Communications Platform and Intellectual Property Rights (IPR) licensing. Ericsson’s global operations are organized in business areas and market areas. With its 100,000 employees, Ericsson serves customers in 180 countries around the world. Ericsson is headquartered in Stockholm.

For purposes of alignment with the requirements in the Australian Modern Slavery Act and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, the following information provides more details on the operations in Australia and Canada.

Ericsson Australia Pty Ltd. employs approximately 1,000 employees across its operations in Australia and

is administered by its head office in Melbourne, Victoria.

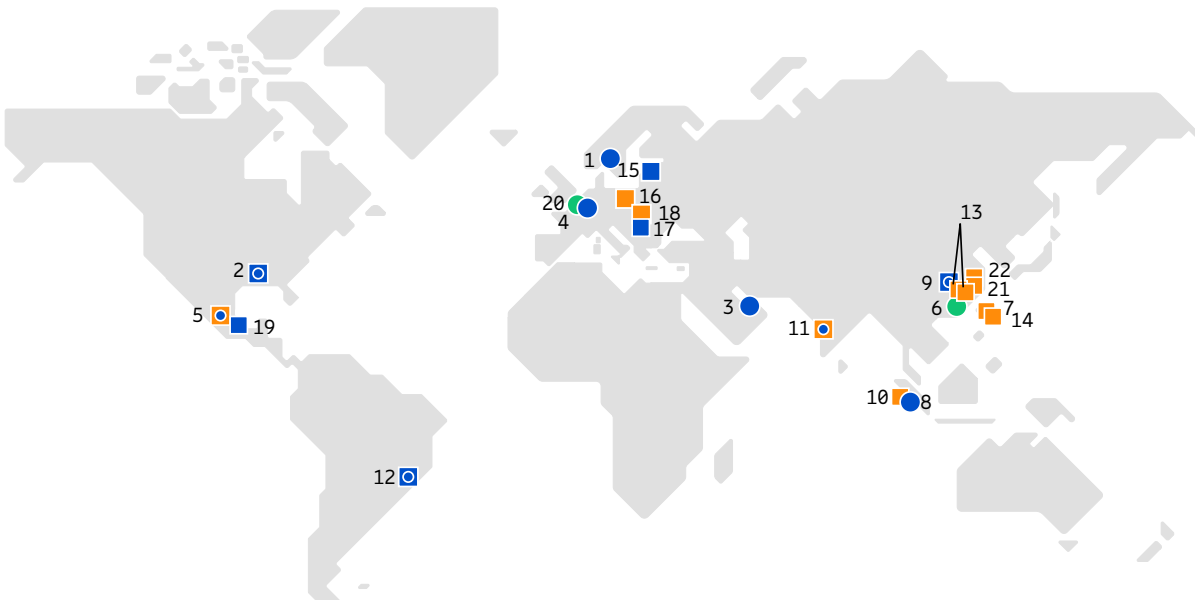
Ericsson Australia offers a range of hardware, software and solutions under the following business domains: Networks, Cloud Software Services, Managed Services, and Enterprise.

Ericsson Canada Inc. employs approximately 3,100 employees across its operations in Canada and is administered by its executive office in Mississauga, Ontario. Ericsson Canada offers solutions and services encompassing all Ericsson business areas. There was no field services business in Canada during the year.

See picture 1 for an overview of Ericsson manufacturing sites, third-party manufacturing sites, supply hubs and component hubs.

### Location of manufacturing sites and hubs

- Ericsson manufacturing site
- Third party manufacturing site
- Supply hub
- Component hub



### Locations

- |                    |                             |                  |              |
|--------------------|-----------------------------|------------------|--------------|
| 1. Borås           | 7. Hsinchu City             | 13. Suzhou (2)   | 19. Tlaxcala |
| 2. Dallas (2)      | 8. Kuala Lumpur             | 14. Tainan City  | 20. Venlo    |
| 3. Dubai           | 9. Nanjing (2)              | 15. Tallinn      | 21. Wuxi     |
| 4. Duisburg        | 10. Penang                  | 16. Tczew        | 22. Yancheng |
| 5. Guadalajara (2) | 11. Pune (2)                | 17. Timisoara    |              |
| 6. Hong Kong       | 12. São José dos Campos (2) | 18. Tiszaújváros |              |

Picture 1. Ericsson manufacturing sites, third-party manufacturing sites, supply hubs and component hubs.

## Ericsson's position on modern slavery and human trafficking and child labor

Taking a strong stance against modern slavery and human trafficking and child labor, as well as working to ensure high labor rights standards in general, are core aspects of conducting business responsibly at Ericsson. Ericsson does not tolerate the use of forced, bonded or compulsory labor, or child labor, as reflected in the Code of Business Ethics and the Code of Conduct for Business Partners (henceforth Code of Conduct). In both these codes, Ericsson clearly commits to respect all internationally proclaimed human rights including the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Ericsson is also committed to the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the OECD Guidelines for Multinational Enterprises, and strives to implement them throughout its business operations.

Responsible business is embedded at the highest levels of Ericsson, starting with the Board of Directors of the parent company, the CEO and the Executive Team, who receive briefings on emerging issues and progress made in these areas.

Ericsson's Code of Business Ethics, approved by the Board of Directors, sets the tone for conducting business at Ericsson globally. It contains rules to ensure that business is conducted with integrity. Everyone working for Ericsson has an individual responsibility to ensure that business practices adhere to the Code of Business Ethics. Employees acknowledge the Code of Business Ethics at the time of employment and periodically throughout the term of employment. The Code of Business Ethics includes the prohibition of any form of forced, bonded or compulsory labor and human trafficking, as well as child labor.

The Code of Conduct, which includes binding requirements for all business

partners of Ericsson (including suppliers), is based on the UN Global Compact principles and the Responsible Business Alliance (RBA) code of conduct, and is approved by Ericsson's CEO. It covers human rights, labor rights, environmental management and anti-corruption, among other areas. The Code of Conduct requirements are available in multiple languages on Ericsson's website and form part of Ericsson's supplier contracts.

Under Ericsson's Code of Conduct, modern slavery, including forced, bonded or compulsory labor and human trafficking, as well as child labor, is strictly prohibited. Employees shall be free to leave their employment after reasonable notice as required by applicable law or contract and employees shall not be required to lodge deposits of money or identity papers with any entity, unless explicitly required by law. In such cases, at no time shall the employees be denied access to their documents. The Code of Conduct also includes strict requirements on working hours (not more than 60 hours per week, including overtime) and wages (overtime at pay rates greater than regular hourly rates, wage deductions are not permitted, clear wage statements, and living wage).

Ericsson prohibits any requirement on prospective employees to pay recruitment fees and respects the freedom of association and collective bargaining. Ericsson requires suppliers to live by the same rules. Moreover, under the Code of Conduct, suppliers are required to demonstrate effective management systems, aimed at ensuring compliance with the provisions of the Code of Conduct, as well as demonstrating that sub-suppliers adhere to equivalent standards.

## Ericsson's Supply Chain

Responsible management of suppliers is an important part of Ericsson's procurement process. Ericsson's supply chain comprises approximately 17,000 first tier active global, regional and local suppliers which provide a wide range of products and services (see the high-level supply chain category structure in picture 2).

Ericsson's supply chain consists of several tiers of suppliers, including sourcing of raw materials such as minerals and metals in equipment and components. Suppliers are generally managed through the centralized sourcing group function but, depending on function and delivery, the responsibility for various aspects of supplier management is also distributed to market areas.

## Risk assessment

Due to the complex and multi-tiered nature of its supply chain, Ericsson conducts risk-based due diligence on suppliers, prioritizing suppliers in relation to which human rights risks are higher for heightened due diligence. Ericsson's approach is to work collaboratively with suppliers towards continuous improvement. When it is established that a supplier cannot or is not willing to improve, the option of leaving the relationship is a last resort.

Ericsson has a dedicated responsible sourcing and sourcing compliance team that supports the sourcing organization in the area of sustainability and corporate responsibility. The team addresses human and labor rights, health and safety and environmental management, as well as anti-corruption and bribery topics of the Ericsson Code of Conduct.

A dedicated full-time employee oversees the development and implementation of human rights and conflict mineral-related initiatives related to Ericsson's global supply chain.

In 2023, Ericsson performed a double materiality assessment. Among other purposes, the results were used to inform and improve the human rights and responsible sourcing strategy. The scope of the assessment was the operations of the Ericsson Group and its upstream and downstream value chain, with a focus on the electronics manufacturing supply chain when analyzing upstream impacts. Forced labor and child labor were identified as potential material impacts in the upstream value chain (i.e. supply chain). For more information about Ericsson's Materiality Assessment see the Annual Report on [Ericsson.com](https://www.ericsson.com).

Ericsson's responsible sourcing and human rights strategy includes activities such as identification of high-risk countries for forced labor per sourcing category area. It also includes enhancements of the conflict minerals due diligence program including encouraging suppliers to increase the number of smelters that go through the Responsible Minerals Assurance Process (RMAP) under the Responsible Minerals Initiative (RMI) in our supply chain, as well as to extend the activities to other critical minerals where human rights risks are high. Other activities, such as audits and improvement programs, stakeholder dialogue and engagement, and benchmarking, are other key parts of the strategy.

The strategy to address risks in the supply chain includes collaboration with our suppliers, through industry initiatives such as the RBA and RMI, and through other stakeholder engagement activities. When it comes to raw materials, the company publishes an annual Conflict Minerals Report in accordance with the Dodd Frank Act which includes a list of smelters and a country-of-origin list for tungsten, tin, tantalum and gold based on Ericsson's reasonable country of origin inquiries. Ericsson uses the surveys created by the RMI and takes efforts to raise awareness in the supply chain about the RMI's smelters and mines assurance schemes. The intent is to support our suppliers to lower the risks in the upstream supply chain. In 2020 the survey was extended to cobalt, and mica was included in 2023.

The strategy is continually evaluated and updated based on results and learnings from these activities. The strategy is managed in close collaboration with Ericsson's human rights subject matter experts in the sustainability and corporate responsibility team. Progress and targets are regularly reviewed by management.

Ericsson collaborates with external parties such as civil society organizations, customers and suppliers, industry peers and experts in order to work towards continuous development. To stay informed on modern slavery and child labor issues, Ericsson uses a range of external sources, including the U.S.

Department of Labor's List of Goods Produced by Child Labor or Forced Labor, RBA's risk mapping tools and publications from reputable organizations. For more information on identified salient human rights risks in Ericsson's supply chain, see [ericsson.com](https://ericsson.com).

### Sourcing risk assessment

Ericsson's sourcing categories are mapped from a modern slavery risk perspective to identify high risk areas, and reviews of this mapping will be done regularly from 2025 and onwards. The mapping was based on factors such as geographical location, industry, and education and skill level needed to perform the work. A determination was also made whether the risk is most relevant for suppliers at first-tier level, or further upstream.

The table below (picture 2) provides a simplified view of Ericsson's sourcing category structure and where forced labor risks are presumed to be most prevalent based on the mapping, and is used as an indicator of risk, in combination with other relevant factors, in order to prioritize further actions to address potential forced labor risks. The risk of child labor further upstream in the supply chain was also considered as part of this exercise.

The type and severity of modern slavery risks depend on the sourcing category. Modern slavery and human trafficking risks in hardware and component manufacturing are often related to migrant labor and issues such as recruitment fees, debt bondage, withholding of identification papers and low wages. Modern slavery and human trafficking risks are also present further upstream in these supply chains, in the extractive sector, where child labor and forced labor risks are associated with ongoing armed conflicts and instability in source countries.

For logistics suppliers, issues such as low wages, excessive overtime and migrant labor are known to be associated with forced labor risks. Moreover, risks of human trafficking are also linked to the logistics industry. Business support services include risks related to hiring cleaning, security and canteen staff,

which may include vulnerable groups such as migrant workers. Additionally, business travel can include modern slavery and human trafficking risks in specific countries where such risks are prevalent in the hospitality sector.

Regarding Ericsson's own operations, the main risk of modern slavery and human trafficking is identified as being connected to the use of temporary labor through recruitment agencies. Especially when recruiting in high-risk countries.

Ericsson uses external reporting (such as reports from news media, civil society organizations, industry associations and others) for further information on, for example, high-risk commodities or sectors that may be a part of Ericsson products or its extended supply chain, and that therefore require heightened attention.

In accordance with the Australian Modern Slavery Act, in addition to the risks noted above that apply across Ericsson's product supply chain, the main risks for Ericsson Australia Pty Ltd in relation to modern slavery and human trafficking have been reviewed. Main risk areas include local business support services, local supply chain providers and site service providers. To raise awareness, Ericsson has engaged with local suppliers in these categories by informing them of the Company's Code of Conduct requirements. Ericsson also has audit rights that can be exercised regarding compliance with these requirements.

In 2025, Ericsson plans to update the forced labor risk mapping using 3rd party tools, such as RBA's risk mapping tools and other external credible sources, combined with experience from past due diligence activities, country visits and strengthened critical minerals due diligence process.

Category group area	Category group	Modern slavery risk	Category group area	Category group	Modern slavery risk
Network Product HW	Digital Semiconductor	High	External Workforce	R&D Consultancy	Low
	Radio Frequency Signal Chain	High		Temporary Workforce	Mid
	Standard Electronics	High	Network Services & Managed Services	Site Services	High
	Connectivity	High		Buy back	Low
	Filters & Mechanics	High	Business Support Services	Cars	Low
	Enclosures & Energy	High		Professional Support Services	Low
Production Services & Test	EMS (Electronics Manufacturing Services)			Real Estate	High
	Test- Manufacturing & Industrial Equipment	Mid		Facility Management	High
	After Market Services	High		HR & Education Ser-vices	Mid
Site Products & Logistics	Site Products	High		Travel	High
	Logistics	High	Market Communication	Low	
IT	IT Hardware	High			
	IT Software	Low			
	IT Services	Low			

Picture 2. Modern slavery supplier category risk

## Due diligence overview

Ericsson's human rights due diligence is embedded in processes throughout business operations and functions, including within sales and sourcing. Ericsson works with a systematic, risk-based approach to respecting human rights; seeking to identify potential human rights risks, address such risks to prevent adverse impacts, track the effectiveness of measures taken and provide or enable mitigation and/or remediation when applicable.

Ericsson has an ongoing process for risk assessment of first-tier suppliers against the Code of Conduct. Supplier screening before onboarding is performed by a centralized compliance services team. A modular supplier sustainability risk assessment based on the sourcing category's risk profile is triggered during the supplier onboarding process and for selected active suppliers. The scope of each assessment is predefined based on the type of products or services the supplier provides. Once a supplier has been selected for assessment, one or several self-assessment questionnaires covering environmental, occupational health and safety, and human rights management are sent to the supplier for completion. The supplier shall also provide supporting documentation for its responses. Suppliers

are subsequently rated as high, medium, or low risk, depending on how well they meet Ericsson's criteria in the assessed area(s). Based on this rating, a recommendation to either approve, not approve, or approve the supplier with certain conditions to address gaps (or the equivalent recommendations in the case of an active supplier) will be issued. The screening also includes adverse media monitoring of suppliers which covers social and labor related issues, including forced labor and child labor.

Once onboarded, suppliers are selected to be audited against the Code of Conduct based on the following criteria: size of business with supplier, country risk, business considerations, time since last audit and type of service or product provided. Country risk factors include several criteria, such as: conflict, forced labor, water scarcity, and emissions contribution. The country score is averaged and is embedded in the rest of the criteria when selecting suppliers. Ericsson acknowledges that modern slavery and human trafficking is not easily detected through audits, however, it remains a necessary tool to understand aspects of the supplier operations related to the overall human rights area, which may be related to forced labor issues.

In the annual supplier risk assessment Ericsson performs to identify suppliers in scope for Code of Conduct audits, there is a specific focus on human rights to determine which suppliers are in scope for semi-announced audits. In the semi-announced audit process, the supplier is given a window of time when the audit will take place.

Ericsson's suppliers involved in manufacturing undergo an enhanced risk review process, focusing on potential risks such as sanctions and forced labor. If potential issues or red flags are identified, the team conducts further due diligence (including meeting with the supplier to request additional details that are necessary to identify potential risks, such as company ownership and material traceability). If risks related to forced labor are identified in relation to sub-tier suppliers, Ericsson requires the relevant supplier to collaborate with its own suppliers to mitigate and eliminate risks.

In relation to risk management beyond first tier suppliers, Ericsson has instituted a smelter engagement program, which is aimed at addressing potential forced labor and other human rights issues. As part of this program, internal stakeholders that engage with suppliers receive training and capacity-building, and suppliers with

identified smelters in their supply chain that are non-compliant with the Responsible Minerals Initiative (RMI) Responsible Minerals Assurance Program (RMAP) are actively engaged to improve the status of the smelters. These efforts are closely related to Ericsson's participation in the RMI's smelter engagement initiatives.

When indicators of human rights risks in Ericsson's supply chain are identified, in any of the different due diligence activities, Ericsson aims to take prompt action by initiating a review and requiring corrective actions as well as mitigation and/or remedies, when applicable. As an example, this includes when non-conformities are identified as we compare suppliers'

standards with the Code of Conduct. In such cases we identify the specific gaps and work with the suppliers to address them. In cases where local laws may conflict with the Code of Conduct, the supplier is expected to find other ways to uphold Ericsson's standards to the highest degree possible.

## Audit results 2024

Ericsson uses a 3rd party audit company to perform the supplier Code of Conduct audits. The audits are based on criteria in the Code of Conduct, which is based on the RBA Code of Conduct, and covers both forced labor and child labor, among other issue areas. During 2024, 79 Code of Conduct audits in 24 countries/

regions were performed (out of which 18 were semi-announced).

The majority of findings in the area of "Under-age Labor, Forced Labor/ Modern Slavery" were related to a lack of or insufficient written policies and procedures prohibiting the hiring of underage employees and prohibiting

forced labor in all of its forms. These findings are classified as less severe but must be addressed through corrective actions such as implementing adequate policies, procedures and training.

For more information about Ericsson's supplier audit programs, see [ericsson.com](https://ericsson.com).

79

Total number of audits performed

24

Number of countries (or regions)

Findings related to Under-age Labor, Forced Labor/ Modern Slavery [1]

15

Total number of findings

0

Major findings

Top three countries where audits were performed

China

22 audits

India

6 audits

Thailand

6 audits

The majority of major findings as a result of the Code of Conduct audits, within the broader areas of human and labor rights, were related to excessive overtime, rest days and overtime wages. All audits have action plans signed by the suppliers immediately after an audit is performed, and progress to close actions in the plan is monitored.

## Actions taken and tracking effectiveness

Ericsson is committed to the continuous enhancement of its policies and practices related to human rights and the need for traceability. As an example of this, in 2024, Ericsson commissioned a university program to evaluate our conflict minerals reporting approach.

Throughout the year, Ericsson engaged in several benchmarking exercises, collaborating with industry peers as well as companies from other sectors. These efforts were focused on identifying and adopting best practices to strengthen Ericsson's approach to human rights across our global operations. This engagement ensures that Ericsson stays at the forefront of human rights advancements, aligning our policies with evolving standards and expectations. The RBA continued to be engaged for such purposes, and Ericsson participated in various working groups and taskforces of the RBA to benefit from and contribute to shared learning. The learnings gained from such dialogues inform the development and implementation of human rights strategies and activities that are closely related to efforts to address forced labor risks.

Ericsson's efforts to address forced labor risks during 2024 were mainly related to preparing for and ensuring compliance with existing, new, and emerging legal requirements, including the U.S. Uyghur Forced Labor Prevention Act, EU Forced Labour Regulation and Corporate Sustainability Due Diligence Directive.

The work undertaken by Ericsson included enhancing supply chain traceability efforts aimed at identifying potential risks further upstream in Ericsson's supply chain, and updating relevant and related governance structures. As an example, Ericsson has increased its mapping of the provenance of critical minerals such as aluminum, copper and lithium. This has been done through risk-based selection of first-tier suppliers for further investigations of product provenance, coupled with forced labor risk screenings of sub-tier suppliers.

During the year, Ericsson's human rights team also completed a country visit to India. The team met with internal and external stakeholders to identify and assess human rights risks related to the operations in the country and to increase awareness of human rights due diligence processes and expectations. As part of this, the team visited a supplier, hosted roundtables, and engaged in bilateral meetings with external stakeholders, including civil society organizations and a former trade union representative. The focus of these engagements was on labor rights issues relevant to Ericsson's supply chain. The team specifically met with civil society organizations focusing on labor rights issues in India, in general, and in relation to the electronics manufacturing value chain, specifically.

### Sourcing of raw materials

Human rights risks, including issues related to forced labor, exist in the part of the supply chain that concerns extraction and processing of raw materials. Although these risks exist several tiers upstream in Ericsson's supply chain, Ericsson acknowledges that this is an important risk area in relation to forced labor, modern slavery and human trafficking. Ericsson's conflict minerals program requires suppliers to exercise due diligence in the sourcing and extraction of conflict minerals and to reasonably verify the origin of conflict minerals contained in products sold to Ericsson. For more information see Due diligence overview section (above), and Ericsson's Conflict Minerals Report, available on [ericsson.com](https://ericsson.com). Ericsson's focus in its conflict minerals program is on the sourcing of tin, tantalum, tungsten, gold, cobalt and, as of 2023, mica.

### Consultation, training and awareness

Modern slavery and human trafficking, as well as child labor, are complex areas with impacts throughout the supply chain. Raising awareness about these issues is a key element in the efforts to improve

working conditions, both in relation to Ericsson's own business operations and the operations of Ericsson's suppliers and sub-tier suppliers. Ericsson suppliers are encouraged to take the free of charge online Code of Conduct training that is available on Ericsson's website. The training provides guidance for suppliers on what is needed in practice to comply with Ericsson's Code of Conduct requirements, not least with regard to forced labor and child labor.

All Ericsson employees have a variety of business and human rights e-learning courses available to them. The aim is to help employees understand human rights risks and their role in identifying and mitigating such risks, as well as to help them understand how Ericsson as a company works within this area. During the year, human rights was part of the mandatory Ethics and Compliance training for sourcing managers.

In addition to the above-mentioned trainings, Ericsson acknowledges the high value of raising awareness through closer discussions, collaborations and consultations with stakeholders. Ericsson also regularly engages with customers and investors on the topic of human rights and modern slavery.

### Grievance mechanism

Ericsson expects employees and encourages third parties to speak up about concerns regarding the company's business practices. Ericsson provides employees, suppliers and other external stakeholders (whether external stakeholders of suppliers or Ericsson) with a dedicated communication channel for reporting compliance concerns, such as violations of laws or breaches of Ericsson's policies, including the Code of Business Ethics, and related steering documents such as the Code of Conduct.

Ericsson Compliance Line is delivered by a third party and allows anonymous reporting when permitted by applicable legislation, via phone or a secure website 24/7, 365 days per year.



Significant violations reported in Ericsson Compliance Line are reported to the Audit and Compliance Committee of the parent company. Ericsson acknowledges the efforts that it takes to identify modern slavery and human trafficking via whistleblowing tools. Therefore, Ericsson

focuses on awareness-raising and other stakeholder engagement activities as important complementary tools to identify and prevent modern slavery and human trafficking, allowing employees, suppliers workers and other stakeholders to speak up about potential issues.

No cases related to modern slavery or forced labor were reported via the Ericsson Compliance Line or through other channels during 2024.

## References

1. The numbers include findings from initial audits and follow-up audits.

## Additional information

Ericsson publishes information about its commitment to human rights and responsible sourcing and engagement with its suppliers and other stakeholders in its annual Sustainability and Corporate Responsibility report published together with the Annual Report. The Annual Report can be found at <http://www.ericsson.com/en/investors/financial-reports>

This statement covers the financial year 2024 and has been approved by the Board of Directors of Telefonaktiebolaget LM Ericsson

This statement is made by Telefonaktiebolaget LM Ericsson on behalf of:

- The following Ericsson subsidiaries, which must report for the purposes of the UK Modern Slavery Act 2015: Ericsson LTD, Ericsson-LG Enterprise Co. LTD, Red Bee Media Limited, Ericsson AB;
- The following Ericsson subsidiary, which must report for the purposes of the Australian Modern Slavery Act 2018: Ericsson Australia Pty Ltd, and which representatives of were consulted with and given the opportunity to input to ensure relevant risks were appropriately identified; and
- The following Ericsson affiliate, which must report for the purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act: Ericsson Canada Inc.

In accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I, in the capacity of President, CEO and member of the Board of Directors, attest that I have reviewed the information contained in the report on behalf of the governing body of the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Stockholm, February 27, 2024

## Börje Ekholm

President & CEO and member of the Board of Directors of Telefonaktiebolaget LM Ericsson

## Forward looking statements

Certain matters discussed in this document include forward-looking statements subject to risks and uncertainties.

Readers of this document are cautioned that the forward-looking statements are not guarantees of Ericsson's future actions or developments, which may differ materially from those described or implied. Further, such statements are based on standards that may change due to revisions in framework requirements, availability of information, changes in our business or applicable government policies, changes in methodologies or updated data, or other factors, which may be beyond our control.

Ericsson expressly disclaims a duty to provide updates to these forward-looking statements after the date of this report to reflect events or changes in circumstances or changes in expectations or the occurrence of anticipated events. The information included on any websites that appear in this document is not incorporated by reference in this statement. Ericsson makes no representation or warranty, express or implied, as to the accuracy or completeness of the information contained herein. Further, the actions presented in this statement are examples set forth for illustrative purposes only.

Our broad portfolio spans the following business areas: Networks, Cloud Software and Services, Enterprise Wireless Solutions, Global Communications Platform and Intellectual Property Rights (IPR) licensing. By creating high-performance networks, game-changing technology and services that are easy to adopt, use and scale, we are enabling the full value of connectivity, making our customers successful in a fully connected world – a world where limitless connectivity improves lives, redefines business and pioneers a sustainable future. Ericsson stock is listed on Nasdaq Stockholm and Nasdaq New York.