



ERICSSON

# Modern slavery and human trafficking statement 2025

# 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 responsible business. 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. As mentioned in Ericsson's Business and Human Rights Statement and Code of Business Ethics, our 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 2025 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 Ericsson's group-wide processes and the 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 [\[1\]](#). 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 2025, planned activities for 2026, continuous efforts, and Ericsson's long-term ambition when it comes to the prevention of modern slavery and human trafficking.

## Key activities 2025

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

Introduced a new approach to address modern slavery risks in supply chains related to critical minerals, including the initiation of a smelter engagement program, helping our suppliers to mitigate certain risks associated with smelters.

Measures have been taken to enhance human rights risk assessment among Tier 1 suppliers such as strengthened audit processes, including revised checklists and audit guidance.

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

## Planned activities 2026

Extend critical minerals due diligence beyond 3TG, cobalt and mica, to other critical minerals including aluminum, nickel, lithium, copper, cobalt and natural graphite.

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).

Via the RMI Collective Action Task Force, identify systemic issues at smelter and mine level that could be related to forced labor risks.

Jointly develop risk mitigation activities in high-risk countries with the RMI.

Targeted country- and category- specific engagement to improve risk identification at Tier 1 and beyond.

## 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.

Continue to maintain and enhance supplier screening processes, risk factors and insights to strengthen detection capabilities and prioritize due diligence activities.

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 94,000 employees, Ericsson serves customers in 175 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 800 employees across

its operations in Australia and is administered by its head office in Melbourne, Victoria.

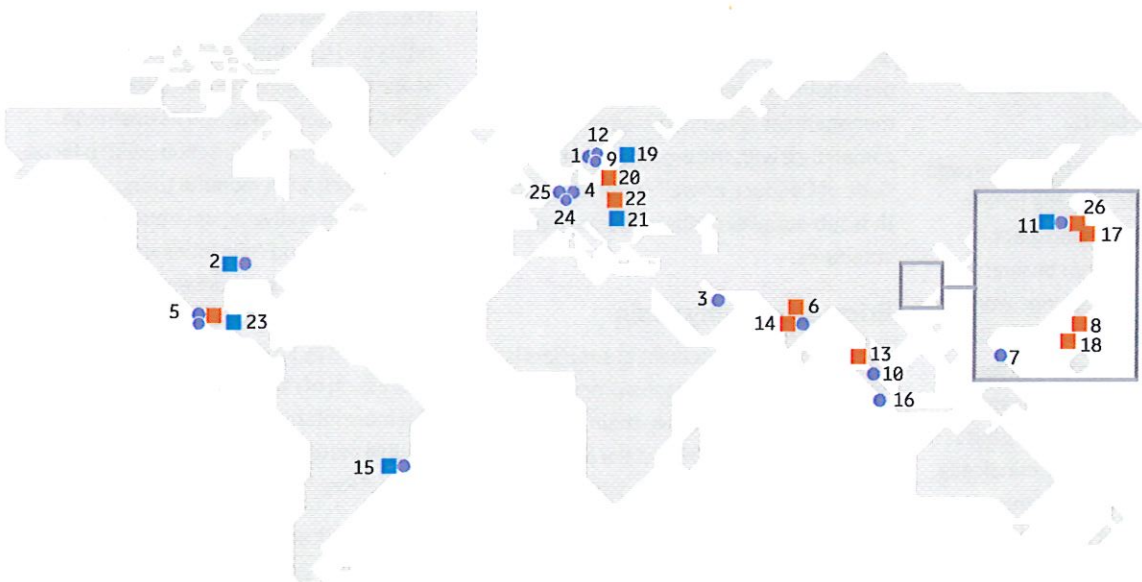
Ericsson Australia offers a range of hardware, software and solutions under the following business domains: Networks, Cloud Software Services, Managed Services, and Enterprise.

Ericsson Canada Inc. employs approximately 3,400 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.

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

### Manufacturing sites and hubs

- Ericsson manufacturing site
- Third party manufacturing site
- Supply or component hub



### Locations

- |                |                  |                         |                  |
|----------------|------------------|-------------------------|------------------|
| 1. Borås       | 8. Hsinchu City  | 15. São José dos Campos | 22. Tiszaújváros |
| 2. Dallas      | 9. Jönköping     | 16. Singapore           | 23. Tlaxcala     |
| 3. Dubai       | 10. Kuala Lumpur | 17. Suzhou              | 24. Tongeren     |
| 4. Duisburg    | 11. Nanjing      | 18. Tainan City         | 25. Venlo        |
| 5. Guadalajara | 12. Norrköping   | 19. Tallinn             | 26. Wuxi         |
| 6. Gurgaon     | 13. Penang       | 20. Tczew               |                  |
| 7. Hong Kong   | 14. Pune         | 21. Timisoara           |                  |

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 the Code of Conduct, modern slavery, including forced, bonded or compulsory labor and human trafficking, as well as child labor, is strictly prohibited. Workers shall be free to leave their employment after reasonable notice as required by applicable law or contract and workers 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 workers 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 workers 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 15,000 first tier active global, regional and local suppliers which provide a wide range of products and services. 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 responsible business. The team addresses human and labor rights, health and safety and environmental management, as well as anti-corruption and bribery topics included in the Code of Conduct.

Two dedicated full-time employees oversee the development and implementation of human rights and conflict mineral-related initiatives related to Ericsson's global supply chain.

Ericsson has performed a double materiality assessment [2]. The results of the assessment have informed 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 systemic adverse impacts in the upstream value chain (i.e. supply chain) mostly linked to the extraction and processing of minerals used in our products. For more information about Ericsson's double 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 using leverage with 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. Further 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 due diligence activities such as initial risk screening, risk assessment, audits and collaboration with our suppliers, through industry initiatives such as the RBA and RMI, and through other stakeholder engagement activities. The strategy includes working proactively, reactively and collaboratively with our suppliers. 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. Ericsson also screens smelters in the supply chain for risks to detect sanctioned entities or other elevated risks.

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 within the legal affairs function. 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 is done regularly. The mapping is based on factors such as geographical location, industry, and education and skill level needed to perform the work. A determination is 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. This 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 leverages its membership in the Responsible Business Alliance (RBA)—including active participation in the RBA Forced Labor and Ethnic Minority Working Groups—to stay abreast of emerging developments, strengthen due diligence methodologies, and refine mitigation strategies.

In addition, Ericsson regularly monitors credible external reporting, including analyses from news media, civil society organizations, industry associations, and other expert sources. These inputs help identify high-risk commodities, sectors, or geographies that may be present within Ericsson products or across its extended supply chain, and which therefore require enhanced scrutiny and risk mitigation.

In 2025, Ericsson conducted a review of forced labor risks associated with key migration corridors, drawing on resources and guidance from the RBA. This assessment enabled the mapping of suppliers and sourcing categories where migration-related risks may be most prevalent. Moving forward, Ericsson will continue to prioritize the risks related to migrant workers in its supply chain, including using due diligence methodologies and responsible recruitment principles established by the RBA.

In 2026, Ericsson will, in collaboration with the Responsible Labor Initiative (RLI), pilot the RBA Responsible Recruitment Program with selected suppliers.

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, and reinforcing the importance of adhering to, the Code of Conduct requirements. Ericsson also has audit rights that can be exercised to monitor and manage compliance with these requirements.

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)	High		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 e.g. 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.

When Ericsson identifies indicators of human rights risks in its supply chain—through any of its due diligence activities—it seeks to take prompt and appropriate action. This may include initiating a focused review, requiring corrective actions, and seeking appropriate mitigation or remediation where relevant.

For example, when non-conformities are identified against the Code of Conduct, Ericsson works with the supplier to determine the specific gaps and develop an improvement plan. Where local legal requirements conflict with the Code of Conduct, suppliers are expected to identify alternative measures to uphold Ericsson’s standards to the greatest extent possible.

**Smelter engagement**

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.

**Joint initiatives with the Responsible Minerals Initiative (RMI)**

During 2025, Ericsson strengthened its collaboration with the Responsible Minerals Initiative (RMI) to address forced labor risks linked to mineral extraction and processing. Ericsson actively contributed to the development of two new RMI standards—the Supply Chain Due Diligence Programme (SCDDP) and the ESG Facility Standard—both of which expand the scope of the existing RMAP to cover non-conflict geographies and to assess environmental, social, OHS and governance risks at smelters and refiners. Seeking to mitigate risks of forced labor is a core element of these new standards.

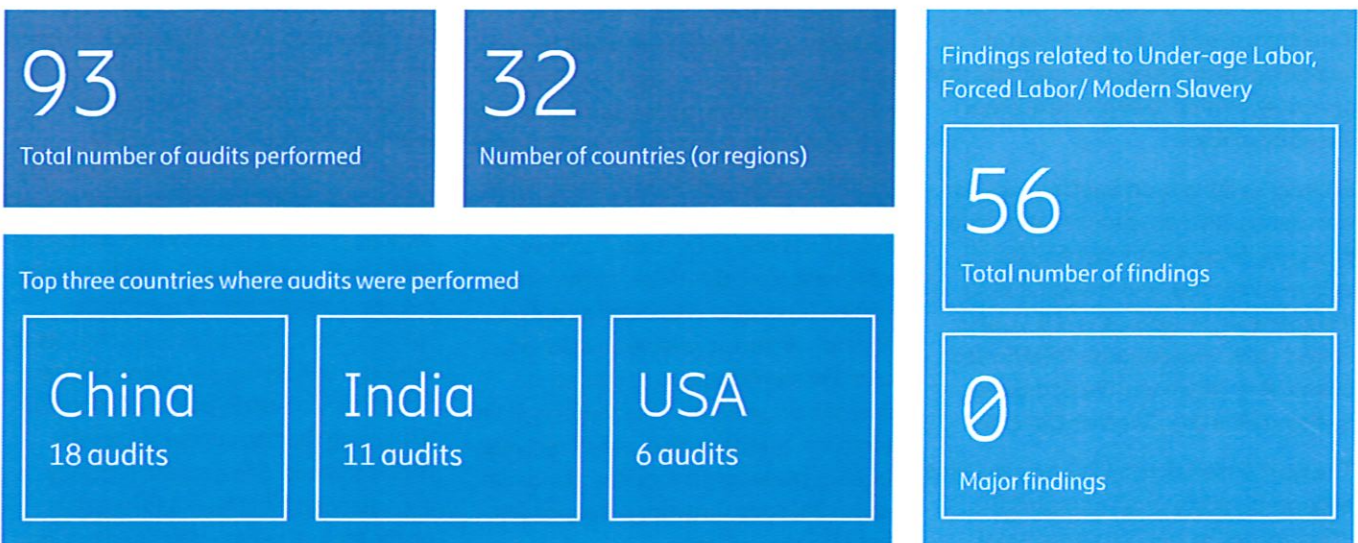
Ericsson is also monitoring the implementation of the new standards across cobalt, nickel, lithium and tin supply chains, helping to improve visibility into operational practices at high-risk facilities. As part of this work, Ericsson has updated its expectations for critical-mineral suppliers: requesting that smelters and refiners achieve Conformant status against both the SCDDP and the ESG Facility Standard, and for downstream suppliers (up to smelter level) to reach Conformant status against the Downstream Assessment Program (DAP) and the ESG Facility Standard. Ericsson’s involvement in RMI engagement efforts—including coordinated outreach to high-risk facilities and parent companies—supports broader industry action to promote responsible sourcing and to address the risk of modern slavery further upstream in the supply chain.

**Audit results 2025**

Ericsson uses a third 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 2025, 93 Code of Conduct audits in 32 countries/ regions were performed (out of

which 7 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](http://ericsson.com).



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, Ericsson monitors the developments of the RBA's Traceability Protocol Initiative, under the UN Transparency Initiative. The goal of the initiative is to develop a universal traceability protocol for electronics manufacturers that enables greater level of traceability, which can help to establish whether the origin of the raw material is free of forced labor.

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 2025 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 the 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. This has been done through risk-based selection of first-tier suppliers for further review of product provenance, coupled with forced labor risk screenings of sub-tier suppliers.

During the year, Ericsson's human rights team completed a country visit to Mexico. 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 suppliers, hosted roundtables and engaged in bilateral meetings with external stakeholders, including civil society organizations. 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 Mexico, 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 critical minerals program requires suppliers to exercise due diligence in the sourcing and extraction of critical minerals and to reasonably verify the origin of critical 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. Ericsson's focus in its critical minerals program is on the sourcing of tin, tantalum, tungsten, gold, cobalt and mica. In 2025 the program included aluminum and in 2026 the program will expand to include other minerals.

## 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 the Code of Conduct requirements, including 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. Human rights is 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. An example of this is Ericsson's active participation in numerous RMI dedicated minerals working groups. The goal of such working groups is not only to keep track of "RMI Conformance" levels, but to acquire deeper understanding of risks in the supply chain. In some cases this has led to collective action, like joint signed letters to high-risk industrial parks in Indonesia requesting them to adhere to the new RMI standards. Ericsson also regularly engages with customers and investors on the topic of human rights and modern slavery.

## Grievance mechanism

The Company promotes transparency through the Ericsson Compliance Line, a dedicated communication channel for employees and external stakeholders to report any compliance concerns. The Ericsson Compliance Line is operated by a third party and is available 24/7, 365 days per year, and enables reporting from multiple countries in many languages, anonymously if chosen when permitted by law. Employees are expected and third parties are encouraged to report concerns related to an actual or potential violation of the Code of Business Ethics, including violations relating to corruption,

fraud, accounting, internal controls, human rights matters, breach of law, or matters that could harm the business or reputation of Ericsson, its employees and shareholders.

Ericsson's Compliance Office and Investigations team is responsible for the overall compliance process, including assessing allegations of potential misconduct, appropriately investigating allegations of potential compliance violations, and ensuring appropriate remediation. The Head of Compliance Office and Investigations regularly reports on investigations to the Audit and Compliance Committee.

Ericsson acknowledges the challenges involved in identifying 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, supplier 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 2025.

## Notes

1. Companies that are acquired by Ericsson follow a process to ensure that Ericsson's group-wide sourcing processes, or similar processes, are implemented following a transition period. Therefore, all information contained in this statement may not be directly applicable to all recent acquisitions. The prohibition of modern slavery, human trafficking and child labor is, however, a core aspect for Ericsson and all of its subsidiaries, regardless of when the companies were acquired.
2. A double materiality assessment, which is required for entities subject to the EU Corporate Sustainability Reporting Directive, assesses a company's impacts on the environment and society (impact materiality) alongside how sustainability issues affect the company's financial performance (financial materiality), providing a view of a business's role in and relationship with the broader world.

## 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 2025 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 1.1 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, April 27, 2026



**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.

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