

Company Name Ericsson
Industry ICT (Own operations and Supply Chain)
Overall Score 33.5 out of 100

Theme Score	Out of	For Theme
2.2	10	A. Governance and Policies
11.6	25	B. Embedding Respect and Human Rights Due Diligence
7.0	20	C. Remedies and Grievance Mechanisms
5.9	25	D. Performance: Company Human Rights Practices
6.7	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: General HRs commitment: The Company states in its Business and human rights statement: 'we respect human rights by actively seeking to avoid causing or contributing to adverse human rights impacts through our own activities and by working to address adverse impacts from activities in which we are involved'. [Human Rights Statement, 12/02/2020: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Commitment to the UNGPs: In addition, the Company states: 'This statement clarifies Ericsson's commitment, as described in our Code of Business Ethics and our Code of Conduct for Business Partners, to internationally recognized human rights and explains how Ericsson works to embed the UN Guiding Principles on Business and Human Rights (UNGP) throughout our business operations.' However, the commitment statement is to internationally recognized human rights, not to UNGP directly. Previous evidence was based on the 2019 code of business ethics, which has been replaced. [Human Rights Statement, 12/02/2020: ericsson.com] Not Met: Commitment to the OECD Guidelines for Multinational Enterprises
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Company has a commitment to the ILO Core: The Company states in its Code of Business Ethics: We respect the dignity of every human being and work in accordance with all internationally recognized human rights including those outlined in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work'. [Code of Business Ethics, 2021: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
	Principles and Rights at Work		<ul style="list-style-type: none"> • Met: Company has a explicit commitment to All four ILO Core: The Company includes provisions with respect all ILO Core. With respect freedom of association and collective bargaining, it indicates: 'We uphold everyone's right to fair and favourable working conditions and the right to form and join trade unions and bargain collectively. [...] In places where local laws restrict these rights, Ericsson seeks other ways of having a meaningful dialogue with employees. This includes alternative, independent and freely elected forms of employee representation such as employee committees or councils'. [Code of Business Ethics, 2021: ericsson.com] Score 2 • Met: Company expect suppliers to commit to ILO Core: The Company indicates in its Code of Conduct for Business Partners: 'Business Partners must respect all internationally recognized human rights standards including the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work'. [Code of Conduct for Business Partners, 2022: ericsson.com] • Met: Company explicitly list All four ILO for suppliers: The Code of conduct for business partners includes discrimination, forced labour, child labour, freedom of association and collective bargaining. In relation to these, it states that 'all employees shall be free to form and to join, or not to join, trade unions or similar external representative organizations and to bargain collectively. Information and consultation with employees can be done through formal arrangements or, if such do not exist, other mechanisms may be used. In situations where the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, Business partners are expected to allow alternative forms of worker representations'. [Code of Conduct for Business Partners, 2022: ericsson.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Company states in its Code: 'We are committed to providing a work environment that promotes and protects everyone's health, safety and well-being. To achieve our goal of zero work-related fatalities, injuries and illnesses, we all need to work together. Ericsson Care is our holistic health, safety and well-being program for our employees, suppliers and anyone working for us to achieve this target'. [Code of Business Ethics, 2021: ericsson.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: With respect Working Hours, the Company indicates in its Code: 'A normal work week should not be more than 48 hours. Hours worked above and beyond a normal work week must be voluntary unless a collective bargaining agreement allows for extra time under certain conditions or in exceptional circumstances. Such circumstances include short-time business demands and emergencies. Additionally, except for exceptional circumstances, you have the right to at least one day off in every seven-day period'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states overtime hours maximum is 60 hours and are paid at a premium rate. [Code of Business Ethics, 2021: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: The Code of Conduct for business partners reads: 'The health and safety of a Business Partners' Employees must be prioritized. A healthy and safe working environment, including psychosocial considerations and, if applicable, housing facilities must be provided for Employees, in accordance with international standards and national laws. Employees must be provided with appropriate health and safety information and training, including, but not limited to information on: risks they are exposed to, arrangements for safe evacuations of buildings and correct handling and marking of chemicals and machinery.' It also includes generic occupational health and safety and specific requirements and standards. [Code of Conduct for Business Partners, 2022: ericsson.com] • Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The code for business partners states that 'Business Partners Must follow all applicable laws and regulation and/or collective bargaining agreements with respect to working hours and days of rest, and all overtime must be voluntary. A workweek must be restricted to 60 hours, including overtime. Regular workweeks must not exceed 48 hours. Absent exceptional circumstances, Employees must be provided with at least one day off in every seven-day period [...] Exceptional circumstances include short-term business demands and natural disaster'. It also ads that 'for employees that are entitled to overtime pay through their employment contract of by other similar agreements or requirements,

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			overtime hours must be paid at a premium rate'. [Code of Conduct for Business Partners, 2022: ericsson.com]
A.1.3.a.ICT	Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (ICT)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Responsible mineral sourcing: The Company states: 'As part of Ericsson's commitment to responsible sourcing, human rights and sustainability, it is our goal to ensure that the sourcing of such minerals and metals do not, directly or indirectly, finance or benefit armed groups, or cause or contribute to human rights violations. We are equally committed to continue supporting responsible mineral sourcing from Conflict Affected and High-Risk Areas'. [Statement on sourcing of minerals from Conflict-Affected and High-Risk Areas, 06/2020: ericsson.com] • Met: Based on OECD Guidance: In addition, the Company states: 'In support of this statement relating to our efforts around responsible sourcing of conflict minerals, Ericsson will: [...] Exercise due diligence on relevant suppliers in conformance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas'. [Statement on sourcing of minerals from Conflict-Affected and High-Risk Areas, 06/2020: ericsson.com] • Met: Requires suppliers to commit to responsible mineral sourcing: The Code of conduct for partners, in relation to responsible sourcing of raw materials, requires 'Business Partners must exercise responsible due diligence of its Business Partners when it comes to the sourcing and extraction of raw materials, including, but not limited to tin, tantalum, tungsten, and gold used in products. The due diligence must be consistent with relevant parts of the OECD Due Diligence Guidance or equivalent processes'. [Code of Conduct for Business Partners, 2022: ericsson.com] & [Statement on sourcing of minerals from Conflict-Affected and High-Risk Areas, 06/2020: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commits to follow OECD Guidance for all minerals [Statement on sourcing of minerals from Conflict-Affected and High-Risk Areas, 06/2020: ericsson.com] • Not Met: Suppliers expected to make similar requirements of their suppliers
A.1.3.b.ICT	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (ICT)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Women's rights • Not Met: Children's rights: The Company states in its Code of Business Conduct: 'we support the rights of children'. However, 'support' a right is not considered a formal statement of commitment to respect rights according to CHRB wording criteria. [Code of Business Ethics, 2021: ericsson.com] • Not Met: Migrant worker's rights • Not Met: Expects suppliers to respect at least one of these rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: CEDAW/Women's Empowerment Principles • Not Met: Child Rights Convention/Business Principles • Not Met: Convention on migrant workers • Not Met: Expecting suppliers to respect these rights
A.1.4	Commitment to remedy	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: The Company commits to remedy: The Company states that 'providing access to grievance mechanisms and remediation is a vital part of our responsibility as a company. We engage with all potentially affected stakeholders and treat all concerns seriously'. The approach to respecting human rights also includes the following statement 'Assume accountability by providing grievance mechanisms and access to remedy in cases when we have caused or contributed to adverse human rights impacts'. However, 'to assume accountability' is not considered a formal statement of commitment according to CHRB wording criteria. On the other hand, the Company disclosed information in CHRB Platform Disclosure stating: 'Ericsson has a commitment to provide and enable remedy when applicable'. However, this document is no longer considered a suitable source for policy statements under CHRB's revised approach. [Human Rights Statement, 12/02/2020: ericsson.com] • Not Met: Company expect suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Met: Collaborating with other remedy initiatives: Its Human Rights Statement reads: 'Ericsson will under no circumstances impede the access to state based judicial or non-judicial mechanism and will cooperate with any such mechanism should the situation arise'. [Human Rights Statement, 12/02/2020: ericsson.com] • Not Met: Work with suppliers to remedy impact: The Company states that 'we seek to prevent or mitigate adverse human rights impacts that are directly linked to

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			our operations, products or services by our business relationships and use our leverage across our value chain to facilitate effective remediation when adverse impacts occur'. However, no direct commitment found to work with suppliers to remedy adverse impacts.
A.1.5	Commitment to respect the rights of human rights defenders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Zero tolerance attacks on HRs Defenders (HRDs): The Company states in Human Rights Statement: 'We have a clear position of non-interference with the activities of human rights defenders, including those who actively campaign on issues relevant to our industry and our own business operations. Engagement with human rights defenders is a vital and highly valued part of our on-going due diligence. We expect our business partners to act in the same way and will not tolerate any constraints of the lawful actions of human rights defenders'. [Human Rights Statement, 12/02/2020: ericsson.com] • Met: Company expect suppliers to make this commitment: As indicated above, the Company expects its 'business partners to act in the same way and will not tolerate any constraints of the lawful actions of human rights defenders'. [Human Rights Statement, 12/02/2020: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Work with HRD to create safe and enabling environment

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board level responsibility for HRs: The Company indicates in its CSR Report 2021: 'The Board of Directors oversees Ericsson's sustainability and corporate responsibility strategy and receives reports on risk and performance annually, or more often as needed. The Board approves the annual Sustainability and Corporate Responsibility (S&CR) report.' However, no information found information about specific responsibilities that include human rights oversight for a Board committee/member. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] • Not Met: Describe HR expertise of Board member <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Speeches/letters by Board members or CEO
A.2.2	Board responsibility	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board/Committee review HRs strategy: The Company reports: 'Sustainability and corporate responsibility performance and related risks are presented to the Board of Directors annually, or more often if needed. In 2019, briefings covered progress on anti-corruption, ethics and compliance, respect for human rights, occupational health and safety, responsible sourcing, climate action and social inclusion'. However, no further information describing how the Board review human rights strategy/policies. Current evidence refers to briefings received. [Sustainability and Corporate Responsibility Report 2019, 03/2020: ericsson.com] • Not Met: Examples/trends re HR discussion in the last reporting period: Although the company has a 'Risk Heat Map' where it identifies certain areas of risk, including human rights related risks, it is unclear which of these have been discussed at the Board or committee level in the most recent reporting period. No further information in latest review. [Sustainability and Corporate Responsibility Report 2019, 03/2020: ericsson.com] & [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: How affected stakeholders/HR experts informed discussions
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Incentives for at least one board member: On the CHRB disclosure platform the Company states 'Our Board members are only paid 'board fees' and 'committee fees' as approved by the shareholders at the AGM. The non-employee Board members may choose to receive their board fees exclusive of the committee fees in the form of a mix of cash and synthetic shares with predetermined percentage allocations approved by the AGM as well'. Additionally the Company discloses the members of the different committees and the board and their remuneration scheme. However no evidence has been found of

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			<p>incentives linked to aspects of the HR company commitments. [Disclosure to CHRB platform, 07/2019: bhrrc.org]</p> <ul style="list-style-type: none"> • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy: The Company indicates in its CSR Report 2021: 'The Executive Team (ET) is responsible for approving strategies as well as targets for sustainability and corporate responsibility. The ET regularly receives reports on the implementation of strategies and progress against targets and milestones. Its members are also part of dedicated Steering Boards and Committees that provide more frequent strategic guidance and oversight of S&CR-related matters. Group policies are approved by the President and CEO and are reinforced by awareness and training programs across Ericsson. They reflect Ericsson's commitments to and requirements on its stakeholders. Responsibility for executing on strategies and progressing on targets lies with the Group Functions, Business and Market Areas, in collaboration with each other.' However, no further information describing how the Board engages in this process was found. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe frequency and triggers for reviewing • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a: See A.1.2.a • Met: Senior responsibility for HR implementation and decision making: The Company indicates that 'A Corporate Responsibility Expert – Business and Human Rights has the day-to-day responsibility for human rights across the company, including the supply chain and customer relationships, and is part of the Sustainability and Corporate Responsibility leadership team. The role reports to the Head of Sustainability and Corporate Responsibility. The Functional Area is part of Group Function Marketing and Corporate Relations. The Head of Sustainability and Corporate Responsibility reports to the Executive Management Team of Ericsson Group'. As indicated below, the Company relies in a functional area of sustainability. [CHRB Platform Disclosure 2020, 07/2020: business-humanrights.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How it assigns Day-to-day responsibility: The Company indicates that the 'Functional Area Sustainability and Corporate Responsibility is accountable for defining strategy, target setting, risks management, policies and directives, governance and improvement programs for human rights, as well as other areas within sustainability and corporate responsibility. [...] Moreover, there are several boards at Ericsson with the responsibility for specific human rights related topics such as the Sensitive Business Board, the Environmental Health and Safety Board and the Responsible Sourcing Board. All these boards have high level representatives from different group functions and are chaired by members of the Executive Management Team'. [CHRB Platform Disclosure 2020, 07/2020: business-humanrights.org] • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Senior manager incentives for human rights • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other senior management performance

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.3	Integration with enterprise risk management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR risks is integrated as part of enterprise risk system: The Company indicates that 'In order to assess, prevent and mitigate potential negative impacts on its salient human rights issues, Ericsson has integrated due diligence about human rights into its sales process through its sensitive business process. The Company's Sensitive Business Policy aims to emphasize Ericsson's commitment to respecting human rights in its business engagements and operations. Ericsson's Sensitive Business Board, a cross-functional forum that consists of high-level representatives of Group Functions and Business Areas, is responsible for ensuring that business opportunities and engagements are conducted according to the Policy... The Company's sustainability and corporate responsibility related risks [of which human rights is one] described in this report are managed in accordance to Ericsson's risk management framework, which is integrated into the Company's operational processes. The Board of Directors also oversees the Company's risk management'. [Annual Report 2021, 2022: ericsson.com] • Not Met: Provides an example: The Company discloses a list of its main risks and uncertainties in its Annual Report 2021, including the following: 'Ericsson has failed and may fail to comply with environmental, social and governance standards, which could negatively affect the Company, including its reputation, business, financial condition, results of operations (EBIT), cash flows or prospects. [...] The Company is subject to environmental, social and governance laws, rules and regulations as well as sustainability and corporate responsibility requirements and Ericsson expect such laws, rules, regulations and other requirements to increase as governments impose new laws, rules, regulations or other requirements. [...] Ericsson is committed to the UN Global Compact ten principles, the UN Guiding Principles on Business and Human Rights and principles of the World Economic Forum's Partnering Against Corruption Initiative'. No specific examples found [Annual Report 2021, 2022: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a: See A.1.2.a • Met: Communicates its policy to all workers in own operations: The Company indicates: 'Ericsson's newly revised and enhanced Code of Business Ethics (COBE), launched in 2021, outlines the Company's fundamental ethical principles and expectations. COBE is designed to ensure that the Company pursues business with a strong sense of integrity and reflects the Company's commitment to conducting business responsibly, consistent with all internationally recognized human rights principles and the applicable laws and regulations where the Company operates. COBE is applicable to all individuals performing work for Ericsson and under its control (including employees, the Board of Directors, the President and CEO, and consultants and contractors) and has been translated into 43 languages to ensure that it is understood by all. Everyone working for the Company has an individual responsibility to ensure that their business practices adhere to COBE. The Company reviews and updates COBE's content periodically, and runs an acknowledgment process regularly, including during 2021, to ensure that everyone working for Ericsson has read and understood it. New employees and individuals starting work for Ericsson are also required to acknowledge their understanding of COBE upon their recruitment or on the first day of their assignment.' [Annual Report 2021, 2022: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communication of policy commitments to stakeholder • Not Met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.a • Met: Requires suppliers to communicate policy requirements: The Company communicates its policy through free online training publicly available. The training is in different topics, among them there is a Code of Conduct training where the HR policy is included. The Company indicates in its Annual Report : 'Ericsson offers free online training to support Business Partners in complying with Ericsson's requirements, covering the Ericsson CoC [Code of Conduct]; [...] occupational health and safety; and conflict minerals.' As indicated in the Code of conduct for Business Partners: 'Business Partners must secure and monitor that their Suppliers and subcontractors comply with the Code, or other agreed equivalent standards. It is the responsibility of Business Partners to ensure that their Employees and

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Employees of any Suppliers or subcontractors are adequately trained on the requirements covered in the Code'. In addition, accepting the actual code is a mandatory requirement. [Code of Conduct for Business Partners, 2022: ericsson.com] & [Annual Report 2019, 02/2020: ericsson.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: The Code for business partners reads: 'Compliance to the requirements set out in this Code, or other agreed equivalent standard, is a mandatory qualifying condition for a Business Partner to enter a business relationship with Ericsson.[...] The Code is a vital part of Ericsson's supplier agreements.' [Code of Conduct for Business Partners, 2022: ericsson.com] • Met: Company requires suppliers to cascade down to their suppliers: The Company indicates that 'Business Partners must secure and monitor that their Suppliers and subcontractors comply with the Code or, other agreed equivalent standards. [...] Ericsson reserves the rights to verify compliance with the requirements set in the Code by a combination of mechanisms including but not limited to, securing Business Partner self-assessments, surveys, site-visits or audits. Business Partners must therefore maintain relevant records to demonstrate compliance and if necessary, allow access to their own and their Suppliers' and subcontractors' premises to Ericsson's representatives'. [Code of Conduct for Business Partners, 2022: ericsson.com]
B.1.5	Training on Human Rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: How workers are trained on HR policy commitments: The Company reports: 'All employees are offered a business and human rights e-learning course. 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 works within this area.' The Company indicates that 'We have had an e-learning training on human rights and business for all Ericsson employees since December 2015. We have also carried out specific human rights training for personnel within, for example, Corporate Audit and the regional compliance organization. Key personnel in sales and other relevant functions, including regional leadership teams, also receive additional specialized training'. [MSA 2019, 03/2020: ericsson.com] & [Sustainability and Corporate Responsibility Report 2018, 02/2019: ericsson.com] • Met: Trains relevant managers including procurement: In addition, it indicates: 'During 2019, employees in the sourcing organization received a live, in-depth training session on modern slavery, elaborating on their specific roles and responsibilities in modern slavery prevention. One of the live sessions was recorded and distributed as a mandatory e-learning for employees with sourcing job roles that have supplier responsibility or regular supplier contact which includes over 800 employees in Ericsson's sourcing and supply organizations'. [MSA 2019, 03/2020: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet company's HR commitment: The Company states in its Code for Business Partners: 'As a part of this commitment, we offer training and support for our Business Partners on the content and the obligations defined within the Code. Online web training sessions can be accessed through: [...]. Additional support can be obtained by sending an e-mail to: s-coc.support@ericsson.com'. However, no details found on the actual work carried out with suppliers in practice. [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: Disclose % trained
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The Company indicates that 'Ericsson regularly assesses its significant economic, environmental and social topics to provide a foundation for the Company's sustainability and corporate responsibility strategic priorities. [...] Ericsson begins each year's assessment by reviewing the previous year's results as well as the inputs from surveys and dialogues with its stakeholders, all of which help to inform the process and is considered in the selection and relevance of the topics to be assessed. Ericsson conducted its annual employee sustainability and responsible business survey in 2019, which was answered by over 11,000 employees who assessed sustainability related topics in order of importance. The

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>result has been integrated to the materiality assessment, and the three top topics were: respect for human rights, anti-corruption, occupational health and safety'. The Company also indicated previous report that: 'As part of integrating sustainability and corporate responsibility [incl. Human rights] into the business segments, Ericsson has conducted topic assessment workshops with each Business Area in 2018. A consolidated outcome from the workshops was presented and approved by Ericsson's Executive Team. Progress during the year and inputs resulting from surveys and from dialogue with employees, customers, investors and other stakeholders were considered in the assessment'. In addition, in its Annual Report 2019, the Company indicates: 'Through our Code of Conduct for business partners we conduct audits to verify Code of Conduct compliance. New suppliers that meet certain criteria are required to complete a self-assessment, while existing suppliers must update their self-assessment on a regular basis. [...] Ericsson engages a third-party audit firm to assess the Company's suppliers' compliance with the requirements in the CoC. In 2019, 160 audits were performed on suppliers located in over 50 countries.' [Sustainability and Corporate Responsibility Report 2019, 03/2020: ericsson.com] & [Sustainability and Corporate Responsibility Report 2018, 02/2019: ericsson.com]</p> <ul style="list-style-type: none"> • Not Met: Proportion of supply chain monitored: In addition, the Company reports: 'In 2021, 124 audits were performed on suppliers located in 40 countries.' However, it is not clear the percentage of supply chain that these figures represent. [MSA 2020, 2021: ericsson.com] • Not Met: Describe how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Not Met: Describes corrective action process: It also reports in its MSA 2020: 'During 2020, there were no audit findings of actual forced labor. A few suppliers, however, had non-conformities as a result of lack of adequate policies and procedures to address modern slavery risks. The identified suppliers were required to address findings through corrective actions such as implementing adequate policies and procedures.' In addition, in its CSR Report 2021: 'During 2021, most of the major deviations concerned working hours and wages and benefits while most of the minor deviations were in hazards and health and safety.' However, no further details found describing the corrective action process. [MSA 2020, 2021: ericsson.com] & [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] • Not Met: Disclose findings and number of corrective action: See above. No further details found, including the number of corrective actions
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR affects selection of suppliers: The Company indicates in its Annual Report: 'Through our Code of Conduct for business partners we conduct audits to verify Code of Conduct compliance. New suppliers that meet certain criteria are required to complete a self-assessment, while existing suppliers must update their self-assessment on a regular basis'. Furthermore the Company indicates on its website: 'Suppliers must complete mandatory Supplier Self-Assessments that relate to the code of conduct, environmental and requirements before they are selected'. [Annual Report 2019, 02/2020: ericsson.com] & [Supplier Code of Conduct Audit Program, N/A: ericsson.com] • Met: HR affects on-going supplier relationships: The Company also states in its Annual Report: 'Suppliers not adhering to Ericsson's requirements stated in the CoC may be subject to termination of their contracts.' The Code of Conduct for Business Partners contains human rights requirements. [Annual Report 2019, 02/2020: ericsson.com] & [Code of Conduct for Business Partners, 2022: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered to respect human rights • Met: Working with suppliers to meet HR requirements: The Company reports on its website: 'Ericsson offers free suppliers trainings in areas related to human rights, such as, "Code of Conduct for Suppliers", "Occupational Health and Safety" and "Conflict Minerals for Suppliers". [...] Moreover, we collaborate with key suppliers where needed in order to build capacity on specific high-risk topics.' The Company indicates (Annual report 2018) that 'to date more than 25,000 supplier employees have completed our trainings worldwide'. [Responsible sourcing, N/A: ericsson.com] & [Annual Report 2018, 2019: ericsson.com]
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Stakeholder process or systems to identify and engage with workers/communities in the last two years: The Company indicates in its CSR

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Report 2021: 'Ericsson engages with its stakeholders on an ongoing basis to understand their expectations, requirements and concerns. This engagement provides insights into risks as well as opportunities from sustainability-related topics, both current and emerging ones.' Additionally, the Company presents four stakeholder categories: customers, shareholders, employees and society. In the society category it includes: suppliers, Regulators and international institutions, Academia and business, civil society, non-governmental organizations and others. However the company doesn't describe how it identifies relevant affected stakeholders with whom to engage. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses stakeholders that HRs may be affected • Not Met: Provides two examples of engagement with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifying risks in own operations: The Company states on its website: 'Our commitments to address and engage actively in our salient human rights issues are highlighted in our Code of Business Ethics (CoBE), Code of Conduct for Business Partners (CoC) and Business and Human Rights Statement. We identify and manage human rights issues in a number of ways, including Human Rights Impact Assessments (HRIA), stakeholder consultations in conjunction with HRIAs, and internal processes such as sensitive business and responsible sourcing'. In its submission to the CHRB disclosure platform the company indicates 'Ericsson subscribes to Verisk Maplecroft's risk indices which are updated on an on-going basis'. [Respect for human rights, N/A: ericsson.com] & [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Met: Identifying risks through relevant business relationships: See above. In addition, on its website, the Company indicates: 'Our Human rights impact assessment (HRIA) process considers potential adverse human rights impacts that Ericsson may cause or contribute to through our own activities, or which may be directly linked to our operations, products or services via our business relationships'. [Respect for human rights, N/A: ericsson.com] & [Sustainability and Corporate Responsibility Report 2019, 03/2020: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: In its submission to the CHRB disclosure platform the company indicates 'Ericsson subscribes to Verisk Maplecroft's risk indices which are updated on an on-going basis as well as a Dow Jones sustainability risk tool which is reviewed on a weekly basis and keep us informed of global risks'. In addition, as indicates above, the Company states: 'Since 2012 we work with Shift, the leading non-profit center of expertise on the UNGPs, to systematically embed a human rights framework across our company. This work significantly strengthens our due diligence processes. [...] We identify and manage human rights issues in a number of ways, including Human Rights Impact Assessments (HRIA), stakeholder consultations in conjunction with HRIAs, and internal processes such as sensitive business and responsible sourcing'. [Disclosure to CHRB platform, 07/2019: bhrrc.org] & [Respect for human rights, N/A: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Triggered by new circumstances: In its CSR Report 2019, the Company indicates that it 'has integrated human rights due diligence into its sales process through the Sensitive Business program. The program aims to ensure that business opportunities and engagements are conducted in accordance with international human rights standards. [...] When risks are identified in a sales opportunity by the Sensitive Business automated tool, the Market Area must submit an approval request. Submissions are evaluated according to the sensitive business risk methodology (see graph) and may be approved, approved with conditions or rejected. Conditional approvals include technical and/or contractual mitigations, and its implementation is monitored to ensure adherence. During 2019, country human rights risk assessments were conducted for Uzbekistan, Kirgizstan and Saudi Arabia. These risk assessments include mitigating actions that need to be implemented for further business engagements. Such actions include ensuring that certain functionalities or products are not sold in specific countries, conducting occupational health and safety screenings of potential business partners, and providing training to Ericsson personnel as well as customers and suppliers on responsible business practices'. [Sustainability and Corporate Responsibility Report 2019, 03/2020: ericsson.com] • Not Met: Describes risks identified
B.2.2	Assessing human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Describe process for assessment of HR risks and discloses salient HR issues: The Company states on its website 'Respect for human rights': 'Salient human rights issues are those human rights that are at risk of the most severe negative impact through a company's activities or business relationships, according to the UNGPs. We have defined our salient human rights issues to be the right to privacy and the right to freedom of expression in connection to the use of our technology, and more labor rights focused issues in relation to our supply chain'. As indicated in B.2.1, it identifies and manages human rights issues through Human Rights Impact Assessments (HRIA), stakeholder consultations in conjunction with HRIAs, and internal processes such as sensitive business and responsible sourcing'. In its submission to the CHRB disclosure platform the company indicates 'Ericsson subscribes to Verisk Maplecroft's risk indices which are updated on an on-going basis'. See below further description including other factors taken into account for supply chain operations. [Respect for human rights, N/A: ericsson.com] • Met: How process applies to supply chain: In addition, on its 'Responsible Sourcing - Salient human rights risks' website section, the Company indicates: 'We have identified the following areas below as salient, and therefore prioritized. Salient human rights issues are the human rights at risk of the most severe negative impact through the company's activities and business relationships. [...] Ericsson has developed the list of salient supply chain human rights issues based on internal and external expertise and stakeholder consultations, audit results, and comprehensive analysis of our supplier categories, including factors such as relevant industry, type of activities, country of operations, nature of the workforce, including potential vulnerable groups, etc. While we currently prioritize the below identified salient risks, through focused efforts and collaborative engagements, the full scope of human rights risk is continuously managed through our Responsible Sourcing Program'. [Salient human rights risks, N/A: ericsson.com] • Met: Public disclosure of the results of HR assessment: The Company indicates: 'We have defined our salient human rights issues to be the right to privacy and the right to freedom of expression in connection to the use of our technology, and more labor rights focused issues in relation to our supply chain'. It also states that 'We have identified the following areas below as salient [...]: Trade union rights, Forced labor, Occupational health and safety, Living wage, Working hours, Conflict-related impacts, Non-discrimination.' [Salient human rights risks, N/A: ericsson.com] & [Respect for human rights, N/A: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Not Met: How it involved affected stakeholders in the assessment
B.2.3	Integrating and acting on human rights risks and impact assessments	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Action Plans to mitigate risks: On its website, the Company states: 'Ericsson prioritizes the identified salient human rights issues when developing strategies and proactive actions to prevent adverse human rights impacts. Ericsson's Responsible Sourcing Human Rights strategy includes activities such as supplier capacity building, audits and improvement programs, risk and impacts assessments, policy implementation, stakeholder dialogue and engagement, and benchmarking. The strategy is continuously evaluated and updated based on

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>results and learnings from these activities. The strategy is managed in tight collaboration with the Ericsson Sustainability & Corporate Responsibility team. Progress and targets are regularly reviewed by Ericsson's Executive Team. We also collaborate with external parties such as civil society organizations, customers and suppliers, industry peers and experts in order to develop the area.' It also describes its different strategies, including: 'free suppliers trainings in areas related to human rights [...]. [...] engage key 1st tier suppliers in activities such as trainings and surveys, to reach further upstream where the risks are most severe [...]. [...] tools such as audits, self-assessments, automated screenings and surveys to evaluate and follow up on human rights risks in the supply chain. [...] benchmarking and dialogue with suppliers, customers, industry and civil society organizations, affected stakeholders, experts etc. we develop our policies and practices [...]. [...] statements and policies relating to human rights in our supply chain [...].' In addition, it indicates in its CHRB Platform Disclosure: 'Based on the identified salient human rights issues (see Ericsson.com) Ericsson has initiated a number of proactive actions to act on findings and prevent risks. The Responsible Sourcing and Sustainability & Corporate Responsibility functions have developed a specific human rights activity plan, which is reviewed and updated regularly based on factors such as media and NGO reports, stakeholder dialogue, audit results, impact assessment findings, and learnings from actions taken. The action plan includes activities such as internal and external trainings and capacity building, implementation of improvement areas, collaborations with customers and suppliers on specific human rights topics, continuous supply chain mapping and impact assessments, trend analysis, benchmarking activities etc.' [Human rights governance, N/A: ericsson.com] & [CHRB Platform Disclosure 2020, 07/2020: business-humanrights.org]</p> <ul style="list-style-type: none"> • Met: Description of how global system applies to supply chain: See above. [Human rights governance, N/A: ericsson.com] • Met: Example of actions decided on at least 1 salient HR issues: 'Examples of initiated or ongoing efforts are: 1) As an effort to prevent modern slavery practices in the ICT supply chain in Malaysia, Ericsson has initiated a collaboration with key suppliers based in the country to organize capacity building workshops with 2nd tier suppliers. The aim of the workshops will be to strengthen the 2nd tier suppliers understanding of modern slavery risks, provide tools and knowledge on how to identify and prevent such risks, and establish closer relationships with the suppliers in Malaysia to increase joint leverage. The workshops were planned for Q2 2020 but had to be postponed due to travel restrictions. We are now evaluating, together with the suppliers, what actions can be taken remotely or through virtual meetings, and plan to move forward with the in-person workshops as soon as travel is possible. 2) Ericsson conducted a number of worker voice surveys, in collaboration with an external third-party, specifically focused on modern slavery, with selected 1st tier and 2nd tier suppliers in China and India. This was initiated due to the fact that modern slavery practices are often difficult to detect through audits. Based on the findings we had additional dialogue with the relevant suppliers to develop their policies and procedures on preventing modern slavery. [...]. [CHRB Platform Disclosure 2020, 07/2020: business-humanrights.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: System for tracking or monitor if actions taken are effective: The Company indicates: 'Ericsson continuously tracks and evaluates the effectiveness of activities related to human rights risks in our supply chain, both the reactive and proactive actions, in order to provide input to future plans and activities. The result of performed activities are reviewed based on direct effectiveness, meaning, if it gave the intended result, if not and it should be discontinued, and what valuable learnings it gave, even if it did not result in the intended outcome. Lessons learned are shared internally with relevant stakeholders involved in the actions taken, as well as externally in dialogue with customers, suppliers, investors, civil society organizations and other stakeholders'. [CHRB Platform Disclosure 2020, 07/2020: business-humanrights.org] • Met: Lessons learnt from checking system effectiveness: Some examples of lessons learned: 'While the worker voice surveys provided valuable additional information, besides audit results, they also confirmed that the most severe risks of modern slavery exist further upstream in our supply chain. The set up of the surveys requires buy in from all tiers of the supply chain to reach the right level, which was proven to be difficult due to a lack of awareness in many cases. In order

Indicator Code	Indicator name	Score (out of 2)	Explanation
			to more effectively reach further upstream, and build trust with all relevant tiers, Ericsson decided to initiate targeted collaborations in specific markets to build joint capacity and raise awareness. The pilot project in Malaysia (mentioned under indicator B.2.3) is a first attempt. Based on these outcomes, the surveys were discontinued. Once the collaborative efforts have shown increased awareness, the surveys might once again be an effective additional tool to identify impacts'. [CHRB Platform Disclosure 2020, 07/2020: business-humanrights.org] Score 2 <ul style="list-style-type: none"> • Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders Score 2 <ul style="list-style-type: none"> • Not Met: Describe challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company indicates on its website: 'Employees are encouraged to report any conduct that they believe, in good faith, to be a violation of laws or the Code of Business Ethics to their manager or in accordance with locally established procedure. If the manager is involved in the situation or cannot or has not adequately addressed the concerns, employees are advised to report to a manager of higher rank or in accordance with locally established procedure'. The Code of Business Ethics states that 'If something doesn't seem right: Talk to your line manager or the superior of your manager; Talk to someone in the People Function or Group Function Legal Affairs & Compliance, or; Contact the Ericsson Compliance Line. (When using the Ericsson Compliance Line, you have the option to remain anonymous, where permitted by local law.) The Ericsson Compliance Line is hosted by an independent third party, which handles all reports securely and confidentially. The Ericsson Compliance Line is available 24/7 to all internal and external stakeholders in 63 languages'. [Reporting Compliance Concerns, N/A: ericsson.com] & [Code of Business Ethics, 2021: ericsson.com] Score 2 <ul style="list-style-type: none"> • Met: Channel is available in all appropriate languages and workers aware: As indicated above: 'The Ericsson Compliance Line is available 24/7 to all internal and external stakeholders in 63 languages'. In addition, it indicates in its Annual Report 2019: 'The Company reviews and updates the Code of Business Ethics' content on a regular basis and periodically runs an acknowledgment process to ensure that everyone performing work for Ericsson has read and understood it. Upon recruitment, new employees are asked to acknowledge the code. In 2019, the acknowledgment was repeated throughout the global Ericsson organization for purposes of ensuring the employees' understanding and commitment to the principles of the Code of Business Ethics and securing that business is conducted responsibly'. [Code of Business Ethics, 2021: ericsson.com] & [Annual Report 2019, 02/2020: ericsson.com] • Met: Describe how workers in the supply chain have access to grievance mechanism: The Code for Business Partners states that 'The Business Partner must have processes, including an effective grievance mechanism, to assess employees understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement. Employees must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation. [...] As an addition to the Business Partner's own grievance mechanism, Ericsson's Business Partners and its Employees are encouraged to report good faith concerns regarding suspected violations of applicable laws or the Code through the Ericsson Compliance Line. Ericsson will handle such concerns in accordance with legislation applicable to persons involved'. [Code of Conduct for Business Partners, 2022: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> Met: Expect Suppliers to convey expectation to their own suppliers: The Code of conduct for Business Partners reads: 'Business Partners must secure and monitor that their Suppliers and subcontractors comply with the Code, or other agreed equivalent standards. It is the responsibility of Business Partners to ensure that their Employees and Employees of any Suppliers or subcontractors are adequately trained on the requirements covered in the Code'. [Code of Conduct for Business Partners, 2022: ericsson.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Grievance mechanism for community: The Company indicates in its CoBE: 'The Ericsson Compliance Line is hosted by an independent third party, which handles all reports securely and confidentially. The Ericsson Compliance Line is available 24/7 to all internal and external stakeholders in 63 languages'. Moreover, on its website 'Reporting Compliance Concerns, it indicates: 'Ericsson provides employees and external stakeholders a dedicated communication channel for reporting serious compliance concerns'. [Code of Business Ethics, 2021: ericsson.com] & [Annual Report 2019, 02/2020: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Describes accessibility and local languages and stakeholder awareness: As indicated above: 'The Ericsson Compliance Line is hosted by an independent third party, which handles all reports securely and confidentially. The Ericsson Compliance Line is available 24/7 to all internal and external stakeholders in 63 languages'. However, no further information describing how the Company ensures external stakeholder awareness was found. [Code of Business Ethics, 2021: ericsson.com] Not Met: Communities access mechanism direct or through suppliers: Although the Company's channel is available to external stakeholders, it is not clear if this provision is extensive to supply chain's external stakeholders. In its Code of Conduct for Business Partners, the Company indicates that its grievance channels are available to its business partners and their workers, and it adds: 'This provision does not preclude Business Partners from making available appropriate whistleblowing systems and grievance mechanisms to their Employees and interested parties, including affected communities, to make comments, recommendations, reports or complaints concerning the workplace, the environment or overall business practices'. However, this provision does not appear in the new version of the Code of Conduct for Business Partners. No similar evidence found in latest version. Not Met: Expect supplier to convey expectation to their own suppliers: As above. [Code of Conduct for Business Partners, 2022: ericsson.com]
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: Engages users to create or assess system Not Met: Examples (at least two) of how they do this <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Engages with potential or actual users on the improvement of the mechanism Not Met: Provides user engagement example (at least two) on improvement
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: Response timescales and how complainants will be informed: The Company indicates on its website: 'If you choose to stay anonymous, please note that you can still provide an email address that will not be visible to anyone in Ericsson and will only be used by the system to send you notifications of updates to your report. If you do not provide any contact information in your report, the only way to contact you, as the reporter, is through the Compliance Line. If you opt to not receive notifications, please check back regularly for updates on your report.' However, no information with respect response timescales was found. [Reporting Compliance Concerns, N/A: ericsson.com] Not Met: Describe support (technical, financial, etc) available for equal access by complainants <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Describe types of outcome to complainant through use of mechanism Not Met: Escalation to senior/independent level: As indicated above: 'The Corporate Investigations team investigates plausible group relevant compliance concerns and presents findings to the Group Remediation Committee and quarterly to the Audit and Compliance Committee of the Board of Directors.' However it is not clear how the complaints or concerns may be escalated to senior/independent parties to reach a decision, and if the escalation process is available to complaints

Indicator Code	Indicator name	Score (out of 2)	Explanation
			by request. No new evidence found in latest documents. [Annual Report 2019, 02/2020: ericsson.com]
C.5	Prohibition of retaliation for raising complaints or concerns	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation: The Company indicates on its website: 'Ericsson will not accept any discrimination of or retaliation against individuals who raise compliance concerns in good faith. Ericsson's policies encourage employees and other Ericsson stakeholders to come forward with their concerns and participate in the investigations process, all without fear of retaliation'. As indicated in C.2, the mechanism is open to external stakeholders. [Reporting Compliance Concerns, N/A: ericsson.com] • Met: Practical measures to prevent retaliation: The company indicates that you can report anonymously and in the case you make a phone call to the compliance line the company indicates that "Ericsson will never get access to the phone recording. Ericsson will only receive a typed word-for-word transcript of what you have said. You are in total control of the content of the message you leave: if you wish to leave your contact details in your message, People InTouch will forward it; if you do not leave your contact details, People InTouch (third party handling the complaint) and Ericsson will not know who you are'. [Disclosure to CHRB platform, 07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company indicate it will not retaliate against workers/stakeholders: In its submission to the CHRB disclosure platform, the company indicates 'Ericsson has a clear commitment to non-retaliation over complaints or concerns made and requires the same of our suppliers...This would clearly be in violation of our Code of Business Ethics and our Code of Conduct for Business Partners and not something we would tolerate. There is no evidence of any retaliation in our case which should mean we fulfil the requirement'. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: In its Code of Conduct for Business Partners, the Company indicates: 'Employees must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation. [...] RBA general requirement: Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Business Partners should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation. [...] However, no further details found, including whether this non-retaliation is extensive to external stakeholders (which is not clear that can access to the mechanism) [Code of Conduct for Business Partners, 2022: ericsson.com]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive rights: In its submission to the CHRB disclosure platform, the company indicates 'There are no requirements related to waiving rights or impeding state-based mechanisms in the instruction on how to access our own grievance mechanisms...If such a case would arise we would work with any applicable state-based mechanism and not impede such mechanisms'. However, this indicator looks for an explicit statement indicating that it does not and it has not, in any past case, required people participating in grievance or mediation process to waive their rights to bring claims through a judicial process as a condition to participating in the grievance process. No new evidence found in latest documents [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not Met: Company does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Will work with state based non judicial mechanisms: As indicated above, its Human Rights Statement reads: 'Ericsson will under no circumstances impede the access to state based judicial or non-judicial mechanism and will cooperate with any such mechanism should the situation arise'. No further details found, including the process by which it will cooperate. No new evidence found in latest documents [Human Rights Statement, 12/02/2020: ericsson.com] • Met: Example of issue resolved (if applicable): In its submission to the CHRB disclosure platform, the company indicates "Since we have not had any cases of human rights related issues in state based judicial or non-judicial mechanisms, we cannot provide examples of how such issues have been resolved." [Disclosure to CHRB platform, 07/2019: bhrrc.org]
C.7	Remedying adverse impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes how remedy has been provided: The Company indicates in its Disclosure to CHRB Platform: 'An example of where remedy was provided is the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>case of modern slavery in ICT manufacturing in Malaysia [...]. Together with under RBA members, Ericsson pushed for the reimbursement of recruitment fees to affected migrant workers.' [CHRB Platform Disclosure 2020, 07/2020: business-humanrights.org]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact • Not Met: Describe approach to monitoring implementation of agreed remedy • Not Met: Approach to learning from incident to prevent future impacts
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Number grievances filed, addressed or resolved and outcome achieved: The Company reports: 'Ericsson has seen an increase in compliance concerns reported from 933 in 2020 to 1,059 in 2021. Ericsson believes this reflects an increase in employee awareness of compliance-related risks and the Company's continued efforts to foster a stronger speak up culture. Figure 1 shows the total number of allegations in 2021 by category. From the total, 237 cases were deemed to be substantiated allegations. 715 cases were assessed to be unsubstantiated, out of scope, or no further response was received from the reporter upon follow-up. 414 cases reported in 2020 and 2021 remain open.' Not clear, however, which are related to human rights. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How lessons from mechanism improve management system • Not Met: Evaluation of the channel/mechanism and changes made as result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.a	Living wage (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Pays living wage or sets target date: The Company states in its Code of Business Ethics: 'As a responsible employer, we respect your rights to just and favourable working conditions regardless of your position. This includes: [...] Fair and reasonable pay and terms, which guarantee your rights and, at a minimum, include a living wage or pay in line with industry standards, whichever is higher (deductions from fixed salaries or wages as a disciplinary measure are not permitted for hours worked).[...] Having a living wage means receiving a rate of payment from work that is high enough to maintain a decent standard of living. For a worker to have a living wage, they would need to be able to cover their costs for food, water, housing, essential healthcare, transportation, etc.' [Code of Business Ethics, 2021: ericsson.com] • Not Met: Describes how living wage determined: In its submission to the CHRB disclosure platform the Company indicates 'The company uses an approved global structure with one-to-one mapping of all our internal job roles and job stage (size) combinations to Willis Towers Watson, Mercer and Korn Ferry (Hay Group) position codes. This mapping enables us to effectively review internal compensation against market data and legal requirements. The company negotiates with unions and works councils in countries and locations where there is a practice for labor market parties. The company respects and adheres to policies made from agreements and enforcements with unions and works councils. In some countries there are regulations of minimum wages in collective agreement, for instance Sweden or Germany'. However the company only refers to 'minimum wage' and not to a 'living wage'. No further information found in latest documents. [Disclosure to CHRB platform, 07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Paying living wage • Not Met: Definition of living wage reviewed with unions: In its submission to the CHRB disclosure platform the Company indicates "The company uses an approved global structure with one-to-one mapping of all our internal job roles and job stage (size) combinations to Willis Towers Watson, Mercer and Korn Ferry (Hay Group) position codes. This mapping enables us to effectively review internal compensation against market data and legal requirements. The company negotiates with unions and works councils in countries and locations where there is a practice for labor market parties. " However the company only refers to 'minimum wage' and not to a 'living wage'. No further information found in latest documents. [Disclosure to CHRB platform, 07/2019: bhrrc.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.b	Living wage (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Discloses living wage requirements in supplier code or contracts: The Company indicates 'Business Partners must respect the right of their employees to earn a living wage. Wages for a normal workweek, not including overtime, must be sufficient to meet the basic needs of employees and provide some discretionary income. Business Partners must conduct an analysis based on living wage standards to map potential gaps and demonstrate a strategy to advance wages and show progress over time.' [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage • Not Met: Provides analysis of trends demonstrating progress
D.4.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Avoids business model pressure on HRs (purchasing practices) • Not Met: Practices adopted to pay suppliers in line with agreed timeframes • Not Met: Review own operations to mitigate negative impact <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices
D.4.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): The Company indicates in its MSA 2020: 'Following reports such as the Australian Strategic Policy Institute report "Uyghurs for Sale", Ericsson mapped its supply chain to the results of the report. Following the exercise, it was found that none of the companies identified in the report were Ericsson suppliers.' However, no further evidence found indicating that the Company identifies direct and indirect suppliers back to manufacturing sites. [MSA 2020, 2021: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities
D.4.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not use child labour: The Company indicates: 'We uphold and defend the rights of children. We firmly prohibit child labor and apply precautionary principles to avoid causing harm to children throughout our operations'. [Code of Business Ethics, 2021: ericsson.com] • Met: Age verification of workers recruited: It also adds: 'An individual's age must be verified and documented during the hiring process to ensure that they are of appropriate working age'. [Code of Business Ethics, 2021: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remediation if children identified
D.4.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Child Labour rules in codes or contracts: The Code for partners states: 'Child labor is not to be used in any stage of the Business Partners' operations. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is most restrictive. Business Partners must implement an appropriate mechanism to verify the age of Employees.[...] If child labor is identified, assistance/remediation is provided'. [Code of Conduct for Business Partners, 2022: ericsson.com] & [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not Met: How working with suppliers on child labour: In its submission to the CHRB disclosure platform the company indicates 'Ensuring effective age verification is part of our standard Code of Conduct questionnaire and is always investigated by the auditors through document reviews and interviews with management and employees. In case child labor practices are found in the supply chain the corrective action always focuses on providing remediation to the child and the family, including transitioning the child from employment to education'. However there is no further description on how the company works with suppliers to eliminate child labour and improve working conditions for young workers. No new evidence found in latest review. [Disclosure to CHRB platform, 07/2019: bhrrc.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain • Not Met: Analysis of trends in progress made
D.4.5.a	Prohibition of forced labour: Recruitment fees and costs (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Job seekers and workers do not pay recruitment fee: The Company states in its Code of Business Ethics: 'At Ericsson, any form of slavery exploitation – including human trafficking and forced, coerced, bonded or compulsory labor – is strictly prohibited. [...] You must not ask prospective employees to pay recruitment fees or other service-related costs. This applies whether or not a recruiting agency is used'. [Code of Business Ethics, 2021: ericsson.com] • Not Met: Commits to fully reimbursing if they have paid Score 2 <ul style="list-style-type: none"> • Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters
D.4.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Debt and fees rules in codes or contracts: The Company indicates that 'Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted.[...] Employees must not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by Employees, such fees must be repaid to the worker'. [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: How working with suppliers on debt & fees: The Company indicates in its MSA 2020: 'Ericsson has decided to focus on closer collaboration with first tier suppliers in order to reach further in the supply chain, to build capacity of lower tier suppliers through joint efforts to manage modern slavery and human trafficking risks. A joint pilot project with a key first tier supplier and the RBA was initiated in Malaysia. The aim of the project is to engage with suppliers further upstream through workshops and awareness raising. The activity was planned for 2020, but due to the Covid-19 pandemic, travel and in person workshops were not possible. Because of the uncertainty of when travel will be possible, a virtual workshop will be held in 2021, with in-person follow up when possible.' However, no further information found describing the topics covered in pilot. In addition, this is a work in progress, no further information was found. [MSA 2020, 2021: ericsson.com] Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by payment of recruitment fees • Not Met: Analysis of trends in progress made
D.4.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Pays workers in full and on time: In its submission to the CHRB disclosure platform the company indicates 'Ericsson has fixed paydays in every country of operations. Depending on legal requirements in each country this could mean monthly, bi-weekly or weekly. The payroll process is managed globally by Group Function People...The payment accuracy and timeliness are tracked through Service Level Agreements and KPIs'. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Met: Payslips show any legitimate deductions: The Company states in its Code of Business Ethics: 'Receiving a written document in a language you understand, outlining the basic terms and conditions of your employment'. However, no requirement to give payslips showing any legitimate deduction was found. In its public disclosure to CHRB the Company indicates: Each employee receives salary specifications either in the form of a physical document or electronically, on a regular basis with detailed explanations. If the employee has further questions regarding his/hers salary, they can contact a helpdesk – either vendor's helpdesk or Ericsson's internal HR helpdesk "HR Direct" and ask for an explanation of any payment or deduction'. [Code of Business Ethics, 2021: ericsson.com] Score 2 <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.4.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirement for suppliers to pay workers in full and on time in codes or contracts • Not Met: How working with supply chain to pay workers regularly and on time

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress
D.4.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not retain documents or restrict movement: The Company indicates in its Code of Business Ethics: 'At Ericsson, any form of slavery exploitation – including human trafficking and forced, coerced, bonded or compulsory labor – is strictly prohibited. All work performed for Ericsson must be voluntary, consensual and free from coercion or threats. We are all free to leave our employment or assignment after giving reasonable notice according to applicable law. You shall never accept to leave deposits of money or identity papers with Ericsson or a recruitment agency'. [Code of Business Ethics, 2021: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.4.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Free movement rules in codes or contracts: The Code for business partners states: There must be no unreasonable restrictions on Employees' freedom of movement in or outside the place of work or in on entering or exiting Business Partner provided facilities including, if applicable, Employees' dormitories or living quarters. [...] All work must be voluntary, and Employees must be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time should Employees be denied access to their documents.' [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: How working with suppliers on free movement: The Company indicates in its MSA 2020: 'Ericsson has decided to focus on closer collaboration with first tier suppliers in order to reach further in the supply chain, to build capacity of lower tier suppliers through joint efforts to manage modern slavery and human trafficking risks. A joint pilot project with a key first tier supplier and the RBA was initiated in Malaysia. The aim of the project is to engage with suppliers further upstream through workshops and awareness raising. The activity was planned for 2020, but due to the Covid-19 pandemic, travel and in person workshops were not possible. Because of the uncertainty of when travel will be possible, a virtual workshop will be held in 2021, with in-person follow up when possible.' However, no further information found describing the topics covered in pilot. In addition, this is a work in progress, no further information was found. [MSA 2020, 2021: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress: The company shows some charts with the Distribution of non-conformities after follow-up, per audit areas, including 'Under-aged labor, forced labor/modern slavery', however no trend analysis was found. [Annual Report 2021, 2022: ericsson.com]
D.4.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: The Company indicates in its Code of Business Ethics: 'We also promote your rights when it comes to forming or joining independent trade unions as well as collective bargaining. In places where local laws restrict these rights, Ericsson seeks other ways of having a meaningful dialogue with employees. This includes alternative, independent and freely elected forms of employee representation such as employee committees or councils. You must respect all colleagues' freedom of association and right to collective bargaining, and you must not unlawfully limit these rights. You are not permitted to treat anyone differently based on their choice to join – or not join – a trade union or similar organization and trade union representatives must be able to communicate effectively with employees. [...] Violations of our Compass may lead to disciplinary action, up to and including termination – regardless of your position in the company'. [Code of Business Ethics, 2021: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Discloses % total direct operations covered by collective CB agreements: The Company indicates: 'The coverage varies from country to country. In Sweden, all employees except for Group Management are covered by collective agreements. The Company estimates that approximately 30% of all employees globally are covered by collective bargaining agreements'. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] Score 2 <ul style="list-style-type: none"> • Met: Meets both requirements under score 1
D.4.6.b	Freedom of association and collective bargaining (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: FoA & CB rules in codes or contracts: The Company indicates in its Code of Conduct for Business Partners: 'In conformance with local law, Business Partners must respect the right of all Employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of Employees to refrain from such activities. Employees and/or their representatives must be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. Ericsson addendum: In situations where the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, Business Partners are required to allow alternate, independent and freely elected forms of worker representations such as employee committees or work councils'. [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: How working with suppliers on FoA and CB Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress
D.4.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Describes process to identify H&S risks and impacts: The Company indicates that 'Strategic assessments are conducted annually to identify company-level health- and safety related risks and opportunities, prevent undesired consequences and evaluate control measures. These assessments consist of compiled and analyzed risks from Market and Business Areas. They cover, but are not limited to, potential hazards, legal matters and customer and stakeholder requirements, as well as concerns and learnings from incident investigations. Based on these assessments, targets, key performance indicators and performance metrics are set, which are followed up on at relevant levels across Market and Business Areas and Group Functions'. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] • Met: Injury Rate or Lost days or Near Miss disclosures for last reporting period: The Company discloses figures about 'major incidents' and 'Lost workday incidents' for the last three years for both Ericsson employees and supply chain and public. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] • Met: Discloses Fatalities for last reporting period: The Company discloses figures about 'fatalities' for the last three years for both Ericsson employees and supply chain and public. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] • Not Met: Occupational disease rate for last reporting period: In its submission to the CHRB disclosure platform the company indicates: 'We report fatalities and major incidents within the Sustainability and Corporate Responsibility yearly report. We report all injury and disease data internally including lost time frequency, occurrences by time, location, and near miss reporting within our Market Areas and Group OHS Boards and Major incident review Boards'. However, CHRB could not find information about occupational diseases rates. No new evidence found in latest documents. [Disclosure to CHRB platform, 07/2019: bhrrc.org] Score 2 <ul style="list-style-type: none"> • Met: Set targets for H&S performance: The Company indicates: 'The Company has launched Target Zero – its goal of zero fatalities and lost workday incidents – to demonstrate its strong commitment that nothing less than zero is acceptable. The target encompasses both physical injuries and work-related illnesses including mental health cases. The Company aims to reach Target Zero by 2025 through the global Ericsson Care program which covers health, safety and well-being efforts for everyone working for Ericsson'. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Met targets or explain why not or what is doing to improve management systems: The Company analyses its performance: In 2021 there was an increase in fatalities compared to 2020, in contrast to the decreasing trend in recent years. The fatalities were in emerging markets, and the majority of them were reported by suppliers. Fatigue and mental health issues were identified as contributing factors to the increase in number of fatalities. In addition, there have been fatalities related to logistics and transportation of products. During 2021, there was a slight increase in the number of major incidents. Control measures taken for suppliers and Ericsson employees conducting field operations continued. There were slight increases in the number of lost workday incidents reported as well as number of lost workdays. There was a 35% increase in reported near misses and risk observations primarily due to an additional focus on and increased awareness of reporting. Near-miss and risk observation reporting allows the Company to proactively take action before an injury occurs'. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com]
D.4.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The company indicates in the Code of Conduct contains health and safety requirements, including housing facilities, information and training, support to maintain a balance of work and life, etc. The Code of conduct applies to suppliers. Furthermore Ericsson has a policy called The Ericsson General Supplier Occupational Health and Safety Standards where are included several clear H&S requirements. [Code of Conduct for Business Partners, 2022: ericsson.com] & [General Supplier Occupational Health and Safety Standards, 2021: ericsson.com] • Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period: The Company discloses figures about 'major incidents' and 'Lost workday incidents' for the last three years for both Ericsson employees and supply chain and public. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] • Met: Fatalities disclosures for lasting reporting period: The Company discloses figures about 'fatalities' for the last three years for both Ericsson employees and supply chain and public. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] • Not Met: Occupational disease rates for the last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Met: How working with suppliers on H&S: The Company indicates in its CSR Report 2021: 'During 2021 Ericsson strengthened its work on supplier management including introducing new health and safety courses for the management teams and supplier employees in order to explain health and safety requirements, enhance the consequence management process and strengthen the onboarding and qualification process for new suppliers'. Additionally in its submission to the CHRB disclosure platform the Company indicates 'Ericsson has a set of operational procedures that provide clear guidance to our suppliers supported by the Ericsson Zero Tolerance Rules and access to our company incident reporting tool, accessible on mobile phone link that is downloadable. In this way we have an on-going process for monitoring incidents and implementing mitigating measures to reduce risks and incidents in our supply chain'. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com] & [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not Met: Assessment of the number affected by H&S issues in the SP • Met: Provide analysis of trends in progress made: In addition, the Company analyses its performance: 'In 2021 there was an increase in fatalities compared to 2020, in contrast to the decreasing trend in recent years. The fatalities were in emerging markets, and the majority of them were reported by suppliers. Fatigue and mental health issues were identified as contributing factors to the increase in number of fatalities. In addition, there have been fatalities related to logistics and transportation of products. During 2021, there was a slight increase in the number of major incidents. Control measures taken for suppliers and Ericsson employees conducting field operations continued. There were slight increases in the number of lost workday incidents reported as well as number of lost workdays. There was a 35% increase in reported near misses and risk observations primarily due to an additional focus on and increased awareness of reporting. Near-miss and risk observation reporting allows the Company to proactively take action before an injury occurs'. [Sustainability and Corporate Responsibility Report 2021, 2021: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.8.a	Women's rights (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Process to stop harassment and violence against women: Although the Company is engaged in different platforms to increase gender equality and the share of the women's workforce of the company has been increasing in the last years, no evidence has been found of a description of processes to prohibit harassment intimidation and violence against women. Additionally, while the company prohibits discrimination on the basis of gender and pregnancy, there is no further description of the processes it uses to prohibit this harassment. [Code of Business Ethics, 2021: ericsson.com] • Not Met: Working conditions take account of gender • Not Met: Measures and steps to address gender pay gap at all levels of employment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap
D.4.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Women's rights in codes or contracts: The Company indicates in its Code of Conduct for Business Partners: 'Equal pay for equal work must be promoted by Business Partners.' However, no evidence has been found of requirements concerning the elimination of health and safety concerns that are particularly prevalent among women workers [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provide analysis of trends in progress made
D.4.9.a	Working hours (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Respects max hours, min breaks and rest periods in its own operations: The Company indicates in its Code of Business Ethics: 'As a responsible employer, we respect your rights to just and favourable working conditions regardless of your position. This includes: [...] The right to rest and leisure to support a healthy work-life balance, including working hours that comply with all applicable laws and industry standards. [...] A normal work week should not be more than 48 hours. Hours worked above and beyond a normal work week must be voluntary unless a collective bargaining agreement allows for extra time under certain conditions or in exceptional circumstances. Such circumstances include short-time business demands and emergencies. Additionally, except for exceptional circumstances, you have the right to at least one day off in every seven-day period'. [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: Assesses ability to comply with its commitments when allocating work/targets <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Met: How it implements and checks this in its operations: In its submission to the CHRB disclosure platform, the company indicates 'In Ericsson, employees register working time in the electronic Employee Self Service tool. Employees register working time, absences, vacation etc. in the tool, using your laptop or via an app. Instructions on how to register are described in detail on Ericsson's intranet, if there is any further explanation needed, the employee may contact the relevant HR function. Managers approve time reports of their employees in the Manager Self Service tool. Thus, monitoring the number of hours worked. Reminders are sent automatically via email on weekly basis to managers who have not reviewed and approved time reports on time'. [Disclosure to CHRB platform, 07/2019: bhrrc.org]
D.4.9.b	Working hours (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Working hours in codes or contracts

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: How working with suppliers on working hours: The Company indicates in its Code of Conduct for Business Partners: 'Working hours are not to exceed the maximum set by local law. Further, a workweek must not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Employees must be allowed at least one day off every seven days. Ericsson addendum: Business Partners must strive towards reducing working hours to align with the established International Labour Organization (ILO) standard of 48 regular hours of work per week. In case recorded working hours consistently exceed 48 hours per week, the Business Partner is required to have a time-bound action plan for reducing working hours'. Hours worked beyond the normal work week shall be voluntary, unless a collective bargaining agreement allows for required time under certain conditions and/or, if legal, in exceptional circumstances. [Code of Conduct for Business Partners, 2022: ericsson.com] Score 2 • Not Met: Assessment of number affected by excessive working hours • Not Met: Provide analysis of trends in progress made
D.4.10.a	Responsible mineral sourcing: Arrangements with suppliers and smelters/refiners in the mineral resource supply chains	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Due diligence in accordance with OECD Guidance in supplier contracts: All Company business partners, including suppliers, must comply with the Code of Conduct for Business Partners. Part of this Code are expectations about human and labor rights, including responsible sourcing of raw materials: 'Business Partners must adopt and, during its business relationship with Ericsson, maintain a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework. Business Partners must have or establish effective due diligence processes, in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, when sourcing raw materials including, but not limited to tin, tantalum, tungsten, and gold used in products to be delivered to Ericsson, its customers or its Business Partners. [...] The Code is a vital part of Ericsson's supplier agreements'. [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: Works with smelters/refiners and suppliers to build capacity <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Contractual requirement to disclosure smelter/refiner information: Although Ericsson requests suppliers to disclose updated information regarding smelters/refiners, not clear whether this requirement is included in contracts or other binding arrangements. The Code of conduct for Business Partners, which is part of contractual agreements, does not contain this requirement. [Code of Conduct for Business Partners, 2022: ericsson.com] • Not Met: Contractual requirement covers all minerals
D.4.10.b	Responsible mineral sourcing: Risk identification and responses in mineral supply chain	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Risk identification and disclosure in line with OECD Guidance: The Company indicates that it 'relies on its first-tier suppliers to provide information on the origin of 3TG contained in components and parts included in Ericsson's products. This includes sources of 3TG that are supplied to them from sub-suppliers'. In its annual inquiry it surveys first-tier suppliers identified to be in scope (supplying products containing 3TG). The Company describes below the process to identify origin of 3TG and determine the cases of suppliers using non-conformant smelters or refiners.. 'Ericsson acknowledges that other human rights and environmental risks such as forced labor and child labor, health and safety, land-related rights community rights are also salient relating to sourcing of 3TG. Ericsson is currently engaged in industry dialogues relating to these issues'. [Conflict minerals report 2019, 2020: ericsson.com] • Met: Identification of smelter/refiners and OECD Guidance: The Company indicates that 'first-tier suppliers identified to be in scope were requested by Ericsson to provide information on 3TG in their supply chain through completing and submitting the Conflict Minerals Reporting Template. [...] Data obtained was saved, reviewed and analysed by Ericsson. Supplier responses were reviewed against criteria developed to determine which responses required further engagement with our suppliers.' The Company 'identified smelters or refiners verified as conflict-free by the RMAP or mutually recognized audit systems.' [Conflict minerals report 2019, 2020: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Met: Discloses smelters/refiners judged in line with OECD Guidance: The Company indicates that response rate from suppliers was 80% and reports that identified approximately 338 smelters as potential sources of 3TG that were reported to be in the supply chain during 2019. For all of them, the Company discloses the audit status, whether they are compliant, non-compliant and active. [Conflict minerals report 2019, 2020: ericsson.com] • Not Met: Risk identification and disclosure covers all minerals: 'Business Partners must exercise responsible due diligence of its Business Partners when it comes to the sourcing and extraction of raw materials, including, but not limited to tin, tantalum, tungsten, and gold used in products.' However, it is unclear if the Company's risk identification process covers all minerals from conflict affected and high-risk areas. [Code of Conduct for Business Partners, 2022: ericsson.com]
D.4.10.c	Reporting on responsible sourcing of minerals	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes mineral risk management plan for supply chain • Not Met: Monitoring, tracking and whether better risk prevention/mitigation over time • Not Met: Disclose better risk prevention/mitigation over time Score 2 <ul style="list-style-type: none"> • Not Met: Suppliers and stakeholders engaged in risk management strategy • Not Met: Risk management and response processes cover all minerals: 'Business Partners must exercise responsible due diligence of its Business Partners when it comes to the sourcing and extraction of raw materials, including, but not limited to tin, tantalum, tungsten, and gold used in products.' However, it is unclear whether the Company's risk management processes cover all minerals from conflict affected and high-risk areas. [Code of Conduct for Business Partners, 2022: ericsson.com]

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 26.77 out of 80 points scored in themes A-D has been applied to produce a score of 6.69 out of 20 points for theme E.

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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