

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 12/01/2024 and ending 11/30/2025	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan ABB INC. MERGED PENSION PLAN
1b	Three-digit plan number (PN) ▶ 306
1c	Effective date of plan 01/01/1968
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) ABB INC. 305 GREGSON DRIVE CARY, NC 27511
2b	Employer Identification Number (EIN) 36-3100018
2c	Plan Sponsor's telephone number 919-856-2360
2d	Business code (see instructions) 335900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/14/2026	MICHELLE BANKSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 11242
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 2205 6a(2) 1966 6b 3796 6c 3906 6d 9668 6e 1102 6f 10770 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1B 1C 3H 3J

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 12/01/2024 and ending 11/30/2025	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan ABB INC. MERGED PENSION PLAN	B Three-digit plan number (PN) ▶ 306
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ABB INC.	D Employer Identification Number (EIN) 36-3100018
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 12 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	698294104	
b	Actuarial value	2b	668530214	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	4358	340605582	340605582
b	For terminated vested participants	5214	220991546	220991546
c	For active participants	1749	133579361	134316516
d	Total	11321	695176489	695913644
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.37 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	3480000	
c	Target normal cost	6c	3480000	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Signature of actuary DINA SAMSONOV Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name PO BOX 674401 HOUSTON, TX 77267 Address of the firm	08/24/2026 Date 26-08168 Most recent enrollment number 704-620-6480 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	49321677	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	6935558	0
9 Amount remaining (line 7 minus line 8)	42386119	0
10 Interest on line 9 using prior year's actual return of 7.46 %	3162004	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		15498456
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.18 %		443558
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		517393
c Total available at beginning of current plan year to add to prefunding balance		16459407
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	45548123	0

Part III Funding Percentages

14 Funding target attainment percentage	14	89.52 %
15 Adjusted funding target attainment percentage	15	89.52 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	84.19 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
12/04/2024	8300000	0			
Totals ►			18(b)	8300000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	8296383

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 5.04 %	2nd segment: 5.32 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	3480000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	72931553	7118856	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	10598856	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	2302473	0	2302473
36 Additional cash requirement (line 34 minus line 35)	36	8296383	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	8296383	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 12/01/2024 and ending 11/30/2025		
A Name of plan ABB INC. MERGED PENSION PLAN	B Three-digit plan number (PN) ▶	306
C Plan sponsor's name as shown on line 2a of Form 5500 ABB INC.	D Employer Identification Number (EIN) 36-3100018	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
WELLINGTON TRUST COMPANY NA
04-2755549

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS LLC

36-2235791

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 64 50	NONE	976688	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 50	NONE	580535	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

DODGE & COX

94-1441976

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51 28 52 50	NONE	333202	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WELLINGTON TRUST COMPANY N.A.

04-2755549

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 52 50 51	NONE	287574	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

MUZINICH & CO., INC.

13-3472632

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51 28 50	NONE	247664	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

NEUBERGER BERMAN INV. ADVISORS LLC

02-0654486

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51 28 52 50	NONE	171660	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FAEGRE, DRINKER & BIDDLE LLP

23-1423089

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	154031	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

THE BANK OF NEW YORK MELLON

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	105335	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

MERCER

30-0282430

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17 50	NONE	102709	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TOWERS WATSON INVESTMENT SERVICES

52-1868818

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17 51 28 50	NONE	67928	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

GRANT THORNTON

36-6055558

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	63884	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

VANGUARD INVESTMENTS

23-3046114

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50 51	NONE	37099	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY MANAGEMENT

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 50 64	NONE	22928	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CURCIO WEBB

36-4171366

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17 50	NONE	8431	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 12/01/2024 and ending 11/30/2025					
A Name of plan ABB INC. MERGED PENSION PLAN				B Three-digit plan number (PN) ▶ 306	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 ABB INC.				D Employer Identification Number (EIN) 36-3100018	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: ABB INC. MASTER TRUST					
b Name of sponsor of entity listed in (a): ABB INC.					
c EIN-PN 36-3100018-050		d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 712804000		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 12/01/2024 and ending 11/30/2025		
A Name of plan ABB INC. MERGED PENSION PLAN		B Three-digit plan number (PN) ▶ 306
C Plan sponsor's name as shown on line 2a of Form 5500 ABB INC.		D Employer Identification Number (EIN) 36-3100018

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	16700000	0
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	681601000	712804000
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	698301000	712804000
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	698301000	712804000

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	8300000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		8300000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		68894000
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		77194000

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	57208000	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		57208000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	999616	
(4) IQPA audit fees	2i(4)	63884	
(5) Investment advisory and investment management fees	2i(5)	1145127	
(6) Bank or trust company trustee/custodial fees	2i(6)	105335	
(7) Actuarial fees	2i(7)	580535	
(8) Legal fees	2i(8)	154031	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	2434472	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		5483000
j Total expenses. Add all expense amounts in column (b) and enter total	2j		62691000

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		14503000
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: GRANT THORNTON LLP

(2) EIN: 36-6055558

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 585786.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 12/01/2024 and ending 11/30/2025		
A Name of plan ABB INC. MERGED PENSION PLAN		B Three-digit plan number (PN) ▶ 306
C Plan sponsor's name as shown on line 2a of Form 5500 ABB INC.		D Employer Identification Number (EIN) 36-3100018
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 25-1926855		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3 264
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☒ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: 48.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 45.0 %

High-Yield Debt: 7.0 % Real Assets: _____ % Cash or Cash Equivalents: _____ % Other: _____ %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

- 21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

- 21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

- 22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number _____.

Financial Statements and Report of
Independent Certified Public
Accountants

ABB Inc. Merged Pension Plan

November 30, 2025 and 2024

Contents

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Trustees
ABB Inc. Merged Pension Plan

Scope and nature of the ERISA Section 103(a)(3)(C) audit

We have performed audits of the financial statements of ABB Inc. Merged Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of November 30, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended November 30, 2025 and 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's responsibilities for the audit of the financial statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Grant Thornton LLP

Atlanta, Georgia
September 14, 2026

ABB Inc. Merged Pension Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

**November 30,
(Amounts in thousands)**

	2025	2024
Assets		
Plan interest in the ABB, Inc. Master Trust, at fair value	\$ 712,804	\$ 681,601
Employer contributions receivable	-	16,700
NET ASSETS AVAILABLE FOR BENEFITS	\$ 712,804	\$ 698,301

The accompanying notes are an integral part of these financial statements.

ABB Inc. Merged Pension Plan

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

**Years ended November 30,
(Amounts in thousands)**

	2025	2024
Additions to (deductions from) net assets attributed to		
Interest in net investment income of the ABB, Inc. Master Trust	\$ 68,894	\$ 60,748
Employer contributions	8,300	17,300
Benefits paid	(57,208)	(46,403)
Administrative and other expenses	(5,483)	(5,919)
NET INCREASE BEFORE TRANSFERS	14,503	25,726
Transfers from the ABB Inc. Cash Balance Pension Plan	-	510,091
Net assets available for benefits		
Beginning of year	698,301	162,484
End of year	<u>\$ 712,804</u>	<u>\$ 698,301</u>

The accompanying notes are an integral part of these financial statements.

ABB Inc. Merged Pension Plan
NOTES TO FINANCIAL STATEMENTS

November 30, 2025 and 2024
(Amounts in thousands)

NOTE 1 - PLAN DESCRIPTION AND BENEFITS

The following summary discussion of the ABB Inc. Merged Pension Plan (the Plan) is provided for informational purposes only. Participants should refer to the Plan document for information regarding eligibility, vesting and the determination of Plan benefits.

The Plan is a defined benefit pension plan sponsored by ABB Inc. (the Company or Plan Sponsor). The Plan is the result of the mergers of prior plans sponsored by ABB or various subsidiaries of ABB and covers the eligible employees of ABB Inc. and the eligible employees of its participating subsidiaries. All merged plans were closed to new participants on or before February 31, 2011. The Board of Directors of the Company has delegated responsibility for the administration of the Plan to the ABB Inc. U.S. Benefits Committee. It is the responsibility of the Plan Administrator to maintain records of Plan participants, authorize benefit payments and determine employee eligibility and benefit amounts. The Plan offers multiple options for payment including lump-sum and various annuity options for participants who have satisfied the vesting requirements under the Plan.

The assets of the Plan are held in the ABB Inc. Master Trust (Master Trust). Bank of New York Mellon (BNY Mellon) is the trustee of the Master Trust. The Plan is subject to the requirements of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Effective December 31, 2023, the ABB Inc. Cash Balance Pension Plan merged into the Plan.

The Plan was amended and restated effective January 1, 2024. It is organized based upon the plans merged into it. The benefits of the participants associated with the mergers are subject to their original plan provisions. Part I A-G incorporates the provisions of the Thomas & Betts Pension Plan. Part II A-F incorporates the provisions of the Thomas & Betts Corporation Pension Plan for Bargaining Unit Employees. Parts III through VIII incorporate the provisions of the ABB Inc. Cash Balance Pension Plan and the plans which had previously been merged into it. Except for certain participants of the ABB Inc. Cash Balance Pension Plan whose accrued account balances will continue to grow at the Plan's stated interest rate until the participant terminates employment with the Company, all parts of the Plan were frozen prior to merger.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP).

Use of Estimates

The preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Risks and Uncertainties

The Master Trust invests in various types of investment securities and in various companies and/or funds within various markets. The Plan's interest in the Master Trust is exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments in the Master Trust, it is at least reasonably

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

The actuarial present value of accumulated plan benefits is reported based on certain assumptions including interest rates and employee demographics, which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Investment Valuation and Income Recognition

Investment managers have been granted discretionary authority concerning all purchases and sales of investments in the Master Trust within the investment guidelines established by the ABB Inc. U.S. Investment Subcommittee. The Plan's interest in the Master Trust and the Plan interest in the net investment income or loss of the Master Trust has been reported to the Plan Administrator by BNY Mellon.

The Master Trust's investments are reported at fair value as described in Note 4. Purchases and sales of securities by the Master Trust are recorded on a trade-date basis. Dividend income is recorded on the ex-dividend date. Interest income is recorded when earned. Net appreciation in fair value of investments includes the Master Trust's gains and losses on investments bought, sold, and held during the year.

Funding Policy

The Company generally contributes such amounts as are necessary on an actuarial basis to provide the Plan with assets sufficient to meet the minimum funding requirements of ERISA.

The Company will make contributions to the Plan as necessary under accepted actuarial principles to meet the requirements of ERISA. Employer contributions are based on an actuarial determination, which provides for funding (a) the annual normal cost for the current year and (b) an amount necessary to amortize the unfunded accrued liability. For each of the years ended November 30, 2025 and 2024, the Plan has satisfied the minimum funding requirements of ERISA.

Payment of Pension Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

The Plan's expenses are paid either by the Plan, Master Trust, or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net asset available for benefits. In addition, certain investment-related expenses are included in change in plan interest in the Master Trust as presented in the accompanying statements of changes in net assets available for benefits.

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

Securities Lending

During 2025 and 2024, the Master Trust participated in BNY Mellon's securities lending program for securities held in custody at the trustee. These securities are loaned to certain unrelated third-party brokers in exchange for collateral, usually in the form of cash. Collateralization levels are equal to a percentage of the market value of the borrowed securities. For U.S. securities, collateral shall not be less than 102% of the fair value of the loaned securities, and for non-U.S. securities, collateral shall not be less than 105% of the fair value of the loaned securities unless it is denominated in the same currency as the collateral, in which case it will be 102% of the fair value. Collateral received is invested in overnight cash deposits and U.S. government securities managed by BNY Mellon. The value of loaned securities in the Master Trust amounted to \$0 and \$11,176 as of November 30, 2025 and 2024, respectively. The realized gain from securities lending activities of \$30 and \$53 for the years ended November 30, 2025 and 2024, respectively, are included as a component of the Master Trust's net appreciation in fair value of investments in Note 4.

NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY TRUSTEE

Certain information related to the Plan's interest in the Master Trust and the Master Trust's investments disclosed in the accompanying financial statements, including the Plan's interest in the Master Trust and the Master Trust's investments held at November 30, 2025 and 2024, and the Plan's interest in the net investment income of the Master Trust for the years ended November 30, 2025 and 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by BNY Mellon, the trustee of the Plan.

NOTE 4 - INTEREST IN THE MASTER TRUST

The Plan's investment assets are held in the Master Trust, established for the investment of the assets of the Plan and other defined benefit retirement plans sponsored by ABB Inc. Each participating plan has an undivided interest in the Master Trust. The Master Trust assets are allocated among the participating plans by assigning to each plan those transactions (primarily contributions, benefit payments, and plan-specific expenses) that can be specifically identified and by allocating among all plans, in proportion to each plan's beneficial interest in the Master Trust, income and expenses resulting from the collective investment of the assets of the Master Trust.

As of November 30, 2025, the Plan had a 95.68% interest in the net assets of the Master Trust. As of November 30, 2024, the Plan had a 95.37% interest in the net assets of the Master Trust.

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

The following information presents the investments and other assets and liabilities of the Master Trust as of November 30, 2025 and 2024:

	November 30, 2025		November 30, 2024	
	<u>Master Trust</u>	<u>Plan Interest</u>	<u>Master Trust</u>	<u>Plan Interest</u>
Assets				
Investments:				
Interest-bearing cash	\$ 67	\$ 64	\$ 1,402	\$ 1,337
U.S. government securities	42,811	40,962	42,962	40,971
Corporate bonds	328,831	314,629	297,149	283,379
Corporate stock	670	641	896	854
Partnership /joint venture interests	312	299	1,305	1,245
State and foreign bonds	369,292	353,342	158,142	150,814
Collective trusts	-	-	210,567	200,809
Collateral held under securities lending agreement	-	-	11,176	10,658
Total investments	<u>741,983</u>	<u>709,937</u>	<u>723,599</u>	<u>690,067</u>
Receivables and other:				
Interest receivables	4,612	4,413	4,424	4,220
Cash	520	497	168	160
Total receivables and other	<u>5,132</u>	<u>4,910</u>	<u>4,592</u>	<u>4,380</u>
Total assets	<u>\$ 747,115</u>	<u>\$ 714,847</u>	<u>\$ 728,191</u>	<u>\$ 694,447</u>
Liabilities				
Payable for investments purchased	\$ 2,135	\$ 2,043	\$ 2,294	\$ 2,188
Obligation to return securities lending collateral	-	-	11,176	10,658
Total liabilities	<u>2,135</u>	<u>2,043</u>	<u>13,470</u>	<u>12,846</u>
Total	<u>\$ 744,980</u>	<u>\$ 712,804</u>	<u>\$ 714,721</u>	<u>\$ 681,601</u>

The following are net appreciation in fair values of investments and investment income for the Master Trust:

	For the Years Ended November 30,	
	<u>2025</u>	<u>2024</u>
Net appreciation in fair value of investments	\$ 46,440	\$ 70,371
Interest	19,877	18,651
Dividends	5,770	6,436
Miscellaneous income	30	53
Net investment income	<u>\$ 72,117</u>	<u>\$ 95,511</u>

NOTE 5 - FAIR VALUE MEASUREMENTS

Investments held by the Master Trust are stated at fair value. FASB ASC 820, *Fair Value Measurements and Disclosures*, requires enhanced disclosures about investments that are measured and reported at fair value. ASC 820 clarifies the definition of fair value for financial reporting, establishes a framework for measuring fair value and requires additional disclosures about the use of fair value measurements.

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

The hierarchy established under ASC 820 gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). As required by ASC 820, the Master Trust investments are classified within the fair value hierarchy based on the lowest level of input that is significant to the fair value measurement. The three levels of the fair value hierarchy under ASC 820, and its applicability to the Master Trust investments, are described below:

- Level 1 - Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.
- Level 2 - Quoted prices for similar assets or liabilities, or inputs that are observable, either directly or indirectly, for substantially the full term through corroboration with observable market data. Level 2 includes investments valued at quoted prices adjusted for legal and contractual restrictions specific to the security.
- Level 3 - Pricing inputs are unobservable for the asset or liability, that is, inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability. Level 3 includes private investments that are supported by little or no market activity.

The determination of where an asset falls in the hierarchy requires significant judgment. The Plan evaluates its hierarchy disclosures each year and changes in economic conditions or valuation techniques may require the transfer of financial instruments from one fair value level to another. However, the Plan expects changes in classifications between levels will be rare. In such instances, the transfer is reported at the beginning of the reporting period.

The methods used to measure the fair value calculation may not be indicative of net realizable value or reflective of future fair values. Furthermore, while management believes the valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Following is a description of the valuation methodologies used for assets and liabilities measured at fair value. There have been no changes in the methodologies used at November 30, 2025 and 2024:

- Interest-bearing cash valued at Level 1 primarily consists of cash collateral deposits with clearing financial institutions.
- U.S. government securities valued at Level 1 are valued at the closing price reported on the active markets on which the individual securities are traded and securities valued at Level 2 are valued using pricing models maximizing the use of observable inputs for similar securities.
- Corporate bonds valued at Level 2 are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable section of issuers with similar credit ratings.
- Corporate stocks valued at Level 1 are valued at the closing price reported on the active markets on which the individual securities are traded and securities valued at Level 2 are valued using closing price reported on the inactive market.
- State and foreign bonds valued at Level 1 are valued at the closing price reported on the active markets on which the individual securities are traded and securities valued at Level 2 are valued using pricing models maximizing the use of observable inputs for similar securities.

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

- Collective trusts and partnership/joint venture interests are valued using the fund's net asset value as a practical expedient for fair value as reported by the respective fund managers based upon the fair value of the underlying investments less liabilities.

The following table sets forth by level, within the fair value hierarchy, the assets at fair value of the Master Trust as of November 30, 2025:

	Master Trust Assets			
	Level 1	Level 2	Level 3	Total
Investments in the fair value hierarchy:				
Interest-bearing cash	\$ 67	\$ -	\$ -	\$ 67
U.S. government securities	26,397	16,414	-	42,811
Corporate bonds	-	328,831	-	328,831
Corporate stock	172	498	-	670
State and foreign bonds	-	14,338	-	14,338
Total assets in the fair value hierarchy	<u>\$ 26,636</u>	<u>\$ 360,081</u>	<u>\$ -</u>	<u>386,717</u>
Investments measured at NAV:				
Partnership /joint venture interests				312
Collective trusts				<u>354,954</u>
Total investments measured at NAV				<u>355,266</u>
Total assets, at fair value				<u><u>\$ 741,983</u></u>

The following table sets forth by level, within the fair value hierarchy, the assets at fair value of the Master Trust as of November 30, 2024:

	Master Trust Assets			
	Level 1	Level 2	Level 3	Total
Investments in the fair value hierarchy:				
Interest-bearing cash	\$ 1,402	\$ -	\$ -	\$ 1,402
U.S. government securities	27,791	15,171	-	42,962
Corporate bonds	-	297,149	-	297,149
Corporate stock	-	896	-	896
State and foreign bonds	-	11,254	-	11,254
Collateral held under securities lending agreement	11,176	-	-	11,176
Total assets in the fair value hierarchy	<u>\$ 40,369</u>	<u>\$ 324,470</u>	<u>\$ -</u>	<u>364,839</u>
Investments measured at NAV:				
Partnership /joint venture interests				1,305
Collective trusts				<u>357,455</u>
Total investments measured at NAV				<u>358,760</u>
Total assets, at fair value				<u><u>\$ 723,599</u></u>

In accordance with ASC 820, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in Note 4. In addition, the 2024 presentation of certain collective trusts totaling \$146,888, that were previously

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

presented as Level 3 investments, have been revised to report them with assets measured at net asset value per share consistent with the 2025 presentation.

There were no significant transfers among investment levels during the years ended November 30, 2025 and 2024.

The following table summarizes investments measured at fair value based on the NAV per share practical expedient as of November 30, 2025:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Partnership/joint venture interests ^(a)	\$ 312	\$ -	Monthly	30-60 days
Collective trusts ^(b)	354,954	-	Monthly	31-60 days
Total	<u>\$ 355,266</u>	<u>\$ -</u>		

The following table summarizes investments measured at fair value based on the NAV per share practical expedient as of November 30, 2024:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Partnership/joint venture interests ^(a)	\$ 1,305	\$ -	Monthly	30-60 days
Collective trusts ^(b)	357,455	-	Monthly	31-60 days
Total	<u>\$ 358,760</u>	<u>\$ -</u>		

The following table summarizes investments measured at fair value based on the NAV per share practical:

- (a) The majority of the partnerships/joint venture interests are funds that have a fixed income investment strategy.
- (b) The collective trust investments included an international equity fund and a U.S. market equity fund. The investment objective of the international equity fund is to seek capital appreciation through investments in a portfolio of securities issued by companies predominantly in companies contained in the MSCI EAFE Index. The investment objective of the U.S. market equity fund is to seek capital appreciation through investments in a portfolio of U.S. based small-, mid-, and large-cap growth and value stocks. As of November 30, 2025, the value of the U.S. market equity fund in the Master Trust amounted to \$354,954. As of November 30, 2024, the value of international equity fund and the U.S. market equity fund in the Master Trust amounted to \$98,963 and \$258,492, respectively.

NOTE 6 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated Plan benefits are those periodic payments, including lump-sum distributions, that are expected to be made in the future pursuant to the Plan's provisions for the years of service employees have rendered through the valuation date.

Willis Towers Watson & Company performs consulting and actuarial functions for the Plan. The actuarial present value of the accumulated Plan benefits as determined by Willis Towers Watson & Company is that amount that results from applying actuarial assumptions to adjust the accumulated Plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

expected date of payment. The significant actuarial assumptions used in the valuations were: (a) a discount rate of 6.25%; (b) mortality rates based on Combined Collar Pri-2012 Mortality Tables with Scale MP-2021 generational projection for the 2024 Plan year; (c) interest crediting rate of 5.43%; and (d) weighted average assumed retirement age at 63.

The foregoing actuarial assumptions were based on the presumption that the Plan will continue. If the Plan is terminated, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated Plan benefits.

The actuarial present value of accumulated Plan benefits as of December 1, 2024, the Plan's most recent measurement date, are presented below:

	December 1, 2024
Vested	
Currently receiving payments	\$ 321,991
Other participants	<u>331,638</u>
Total vested benefits	653,629
 Non-vested	 <u>302</u>
Total actuarial present value of accumulated plan benefits	<u><u>\$ 653,931</u></u>

Accumulated Plan benefits changed during the Plan year ended December 1, 2024, as a result of the following:

	December 1, 2024
Actuarial present value of accumulated plan benefits as of beginning of year	\$ 199,051
Actuarial loss	(11,002)
Decrease in the discount period	(11,514)
Pension benefits paid	(46,403)
Transfers from the ABB Inc. Cash Balance Pension Plan	<u>523,799</u>
Total actuarial present value of accumulated plan benefits	<u><u>\$ 653,931</u></u>

NOTE 7 - PLAN TERMINATION

Although the Company has not expressed any intent to terminate the Plan, it may do so at any time, subject to the provisions set forth in ERISA. Upon termination of the Plan, each affected participant's accrued benefit as of the date of termination becomes fully vested to the extent funded. Under provisions of ERISA, if the Plan is terminated, the Company may be obligated to make termination payments to the Plan, and participants may be eligible for continuation of benefits under insurance provided by the Pension Benefit Guaranty Corporation (PBGC).

Refer to the Plan document for a detailed description of the order of allocation of Plan net assets among participants and beneficiaries of the Plan in the event of the termination of the Plan.

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor pensions. However, the PBGC does not guarantee all types of benefits and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees that is adjusted periodically. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or Plan termination (whichever comes later). For younger annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

NOTE 8 - FEDERAL INCOME TAXES

The Internal Revenue Service has determined and informed the Company by a letter dated October 18, 2016, that the Plan and related Master Trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

U.S. GAAP require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more-likely-than-not would not be sustained upon examination by the IRS. As of November 30, 2025 and 2024, there were no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 9 - PARTY-IN-INTEREST TRANSACTIONS

Certain of the Plan's assets are invested in funds managed by BNY Mellon. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA.

NOTE 10 - SUBSEQUENT EVENTS

Effective December 31, 2025, the ABB Inc. Pension Plan of Fischer & Porter Company (the "F&P" Plan) merged into the Plan. The assets and obligations transferred from the F&P Plan to the Plan as part of the above merger were \$31,858 and \$32,204, respectively. The benefits of the participants associated with the merger will be subject to their original plan provisions. With the merger of the F&P Plan, the Plan is now the only U.S. defined benefit pension plan sponsored by ABB Inc.

On June 24, 2026, the Company, as sponsor of the ABB Inc. Merged Pension Plan, entered into an agreement to transfer certain retirees and beneficiaries receiving benefits from the Plan and certain term vested retirees and beneficiaries with benefits payable at a future time to Mass Mutual Life Insurance Company. The effective date of the transfer is October 1, 2026. The value of the annuity contract with

ABB Inc. Merged Pension Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

November 30, 2025 and 2024
(Amounts in thousands)

Mass Mutual is \$284,520. The transaction results in the reduction of the actuarial present value of accumulated plan benefits of approximately \$306,500.

Plan management evaluated subsequent events through September 14, 2026, which is the date the Plan financial statements were available to be issued, and has concluded that there were no additional subsequent events requiring recognition or disclosure in these financial statements.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of December 1, 2024

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	3	0	0	0	0	0	0	0	0	0	3
35-39	25	20	2	0	0	0	0	0	0	0	47
40-44	19	48	46	7	0	0	0	0	0	0	120
45-49	21	45	51	52	4	0	0	0	0	0	173
50-54	26	43	70	90	57	5	0	0	0	0	291
55-59	28	64	68	96	79	46	4	0	0	0	385
60-64	28	60	82	127	65	60	18	9	0	0	449
65-69	10	24	49	62	22	26	13	9	1	0	216
70 & over	3	12	9	20	5	10	1	3	1	1	65
Total	163	316	377	454	232	147	36	21	2	1	1,749

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: ABB Inc. Merged Pension Plan
 EIN / PN: 36-3100018/306
 Plan Sponsor: ABB Inc.
 Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Participants with Cash Balance Benefits as of December 1, 2024

Number and average cash balance account distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	3	0	0	0	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
35-39	25	17	2	0	0	0	0	0	0	0	44
	4,778	-	-	-	-	-	-	-	-	-	9,552
40-44	19	40	19	3	0	0	0	0	0	0	81
	-	16,587	-	-	-	-	-	-	-	-	15,588
45-49	22	40	25	26	1	0	0	0	0	0	114
	11,015	23,365	36,957	66,764	-	-	-	-	-	-	34,099
50-54	25	30	32	46	26	2	0	0	0	0	161
	11,761	29,105	42,506	80,169	94,707	-	-	-	-	-	55,261
55-59	27	55	24	67	38	35	3	0	0	0	249
	12,512	30,510	68,496	122,780	136,108	171,300	-	-	-	-	94,714
60-64	27	44	29	106	37	48	13	8	0	0	312
	21,896	45,467	77,479	138,521	185,538	229,272	-	-	-	-	137,229
65-69	10	22	19	47	8	17	12	9	0	0	144
	-	47,437	-	146,258	-	-	-	-	-	-	142,211
70 & over	2	10	4	18	3	6	1	1	1	0	46
	-	-	-	-	-	-	-	-	-	-	144,783
Total	160	258	154	313	113	108	29	18	1	0	1,154
	10,646	30,197	55,537	122,197	142,776	213,342	273,581	-	-	-	93,592

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: ABB Inc. Merged Pension Plan

EIN / PN: 36-3100018/306

Plan Sponsor: ABB Inc.

Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Participants with Frozen Accrued Benefits as of December 1, 2024

Number and average annual frozen benefit distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	3	0	0	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	8	27	4	0	0	0	0	0	0	39
	-	-	1,550	-	-	-	-	-	-	-	1,599
45-49	0	5	26	26	3	0	0	0	0	0	60
	-	-	2,026	3,175	-	-	-	-	-	-	2,469
50-54	1	13	38	44	31	3	0	0	0	0	130
	-	-	2,377	5,632	5,163	-	-	-	-	-	4,152
55-59	1	9	44	29	41	11	1	0	0	0	136
	-	-	2,229	6,580	7,146	-	-	-	-	-	5,036
60-64	1	16	53	21	28	12	5	1	0	0	137
	-	-	2,617	4,678	6,590	-	-	-	-	-	5,004
65-69	0	2	30	15	14	9	1	0	1	0	72
	-	-	2,624	-	-	-	-	-	-	-	7,066
70 & over	1	2	5	2	2	4	0	2	0	1	19
	-	-	-	-	-	-	-	-	-	-	-
Total	4	58	223	141	119	39	7	3	1	1	596
	-	1,093	2,327	5,169	6,658	11,733	-	-	-	-	4,589

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: ABB Inc. Merged Pension Plan

EIN / PN: 36-3100018/306

Plan Sponsor: ABB Inc.

Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month August
- Interest rate basis 3-Segment Rates

Interest rates	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	5.04%	5.04%
• Second segment rate	5.32%	5.32%
• Third segment rate	5.59%	5.33%
• Effective interest rate	5.37%	5.30%

Annual rates of increase

- Compensation: N/A
- Future Social Security wage bases N/A
- Statutory limits on compensation N/A

Retroactive Payments For former T&B terminated vested participants who have not yet commenced benefits as of age 65, retroactive payments are assumed to be accumulated with 4.50% interest to commencement.

Plan-related expenses \$3,480,000

Interest Crediting Rate

- Former Cash Balance Plan Participants 5.43% for calendar year 2024, 5.40% for calendar year 2025 and 6.00% per calendar year thereafter
- Former Kuhlman Salaried Plan Participants 5.00% per annum

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees
Mortality	
• Healthy and disabled mortality rates	Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Termination	The rates at which active participants are assumed to terminate employment are shown below:

Percentage terminating during the year	
Age	Percentage
20	17.6%
25	14.1%
30	11.1%
35	8.8%
40	6.9%
45	5.3%
50	4.1%
55	3.1%
60	2.3%
65 and older	Not Applicable

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

The rates at which active participants are assumed to retire are shown below:

Percentage retiring during the year	
Age	Percentage
55	4%
56	5%
57-59	6%
60	7%
61	10%
62	12%
63	13%
64	16%
65 – 69	30%
70 and older	100%

Terminated vested participants are assumed to commence at age 65 or current age, if later.

Benefit commencement dates for current employees

- Preretirement death benefit For active, sold and terminated vested participants, the later of the date of death or the date the participant would have attained early retirement eligibility.
- Deferred vested benefit Age 65 for all participants.
- Retirement benefit Upon termination of employment

Form of payment

For active participants in the following groups, 60% are assumed to elect lump sum benefits. The remaining 40% are assumed to elect the following annuity benefits:

Group	Single Employees	Married Employees
Cash Balance and Kuhlman Salaried	5 Year Certain	5 Year Certain
Former Lamson Salaried Plan	Single Life Annuity	100% Joint & Survivor Annuity
T&B Bargained	Life Annuity	Life Annuity
All other T&B Pension participants	10 Year Certain & Life Annuity	10 Year Certain & Life Annuity

Plan Name: ABB Inc. Merged Pension Plan
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Former Kulman Salaried terminated vested participants who are eligible to elect a lump sum option are assumed to elect a lump sum benefit.

For former Cash Balance Plan "Sold" participants, Hourly, T&B Bargained, and T&B Pension terminated vested participants eligible to elect a lump sum, 40% are assumed to elect lump sum benefits. The remaining 60% are assumed to elect the normal form.

All other participants are assumed to elect the normal form, if they have not yet made an election.

Conversion Basis between Lump Sums and Annuities

Lump sums were valued using the substitution of annuity form under IRS Regulation 1.430(d) - (f)(4) without application of generational mortality.

Percent married

For purposes of valuing the pre-retirement surviving spouse's benefit, and the form of payment for former Lamson Salaried Plan participants, 70% of eligible participants are assumed to be married.

Spouse age

Male spouses are assumed to be three years older than female spouses.

Covered Pay

Not applicable.

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date

December 1, 2024

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected

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earnings of 6.50% for the 2023 plan year (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.)

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued

Sources of Data and Other Information

The Plan Sponsor through its third-party administrator (Alight), furnished participant data as of 12/1/2024. Information on assets, contributions and plan provisions was supplied by the Plan Sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the Plan Sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

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SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 12/01/2024 and ending 11/30/2025	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan ABB INC. MERGED PENSION PLAN	B Three-digit plan number (PN) ▶ 306
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ABB INC.	D Employer Identification Number (EIN) 36-3100018
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 12 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	698,294,104	
b	Actuarial value	2b	668,530,214	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	4,358	340,605,582	340,605,582
b	For terminated vested participants	5,214	220,991,546	220,991,546
c	For active participants	1,749	133,579,361	134,316,516
d	Total	11,321	695,176,489	695,913,644
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.37%	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	3,480,000	
c	Target normal cost	6c	3,480,000	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE Dina Samsonov Signature of actuary	8/24/2026 Date 2608168 Most recent enrollment number 704-620-6480 Telephone number (including area code)
Willis Towers Watson US LLC Firm name	
P0 Box 674401 Houston TX 77267 Address of the firm	

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost		
21	Discount rate:		
a	Segment rates:	1st segment: 5.04 % 2nd segment: 5.32 % 3rd segment: 5.59 %	☐ N/A, full yield curve used
b	Applicable month (enter code).....	21b	4
22	Weighted average retirement age	22	63
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute		
Part VI	Miscellaneous Items		
24	Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No		
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No		
26	Demographic and benefit information		
a	Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27	If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	
Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years		
28	Unpaid minimum required contributions for all prior years	28	0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0
Part VIII	Minimum Required Contribution For Current Year		
31	Target normal cost and excess assets (see instructions):		
a	Target normal cost (line 6c).....	31a	3,480,000
b	Excess assets, if applicable, but not greater than line 31a	31b	0
32	Amortization installments:	Outstanding Balance	Installment
a	Net shortfall amortization installment	72,931,553	7,118,856
b	Waiver amortization installment	0	0
33	If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33
34	Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34 10,598,856
35	Balances elected for use to offset funding requirement	Carryover balance 2,302,473	Prefunding balance 0 Total balance 2,302,473
36	Additional cash requirement (line 34 minus line 35).....		36 8,296,383
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37 8,296,383
38	Present value of excess contributions for current year (see instructions)		
a	Total (excess, if any, of line 37 over line 36)		38a 0
b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b 0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39 0
40	Unpaid minimum required contributions for all years		40 0
Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)		
41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021		

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of December 1, 2024

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

Age	Retirement Rates	Lives at each Age	Retirements at each Age	Weighted Avg Age
55	4.00%	1.000000	0.040000	2.20
56	5.00%	0.960000	0.048000	2.69
57	6.00%	0.912000	0.054720	3.12
58	6.00%	0.857280	0.051437	2.98
59	6.00%	0.805843	0.048351	2.85
60	7.00%	0.757493	0.053024	3.18
61	10.00%	0.704468	0.070447	4.30
62	12.00%	0.634021	0.076083	4.72
63	13.00%	0.557939	0.072532	4.57
64	16.00%	0.485407	0.077665	4.97
65	30.00%	0.407742	0.122322	7.95
66	30.00%	0.285419	0.085626	5.65
67	30.00%	0.199793	0.059938	4.02
68	30.00%	0.139855	0.041957	2.85
69	30.00%	0.097899	0.029370	2.03
70	100.00%	0.068529	0.068529	4.80
Average age at retirement				62.87
Nearest whole age				63.00

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Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month August
- Interest rate basis 3-Segment Rates

Interest rates	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	5.04%	5.04%
• Second segment rate	5.32%	5.32%
• Third segment rate	5.59%	5.33%
• Effective interest rate	5.37%	5.30%

Annual rates of increase

- Compensation: N/A
- Future Social Security wage bases N/A
- Statutory limits on compensation N/A

Retroactive Payments For former T&B terminated vested participants who have not yet commenced benefits as of age 65, retroactive payments are assumed to be accumulated with 4.50% interest to commencement.

Plan-related expenses \$3,480,000

Interest Crediting Rate

- Former Cash Balance Plan Participants 5.43% for calendar year 2024, 5.40% for calendar year 2025 and 6.00% per calendar year thereafter
- Former Kuhlman Salaried Plan Participants 5.00% per annum

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Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees
Mortality	
• Healthy and disabled mortality rates	Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Termination	The rates at which active participants are assumed to terminate employment are shown below:

Percentage terminating during the year	
Age	Percentage
20	17.6%
25	14.1%
30	11.1%
35	8.8%
40	6.9%
45	5.3%
50	4.1%
55	3.1%
60	2.3%
65 and older	Not Applicable

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Retirement

The rates at which active participants are assumed to retire are shown below:

Percentage retiring during the year	
Age	Percentage
55	4%
56	5%
57-59	6%
60	7%
61	10%
62	12%
63	13%
64	16%
65 – 69	30%
70 and older	100%

Terminated vested participants are assumed to commence at age 65 or current age, if later.

Benefit commencement dates for current employees

- Preretirement death benefit For active, sold and terminated vested participants, the later of the date of death or the date the participant would have attained early retirement eligibility.
- Deferred vested benefit Age 65 for all participants.
- Retirement benefit Upon termination of employment

Form of payment

For active participants in the following groups, 60% are assumed to elect lump sum benefits. The remaining 40% are assumed to elect the following annuity benefits:

Group	Single Employees	Married Employees
Cash Balance and Kuhlman Salaried	5 Year Certain	5 Year Certain
Former Lamson Salaried Plan	Single Life Annuity	100% Joint & Survivor Annuity
T&B Bargained	Life Annuity	Life Annuity
All other T&B Pension participants	10 Year Certain & Life Annuity	10 Year Certain & Life Annuity

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Former Kulman Salaried terminated vested participants who are eligible to elect a lump sum option are assumed to elect a lump sum benefit.

For former Cash Balance Plan "Sold" participants, Hourly, T&B Bargained, and T&B Pension terminated vested participants eligible to elect a lump sum, 40% are assumed to elect lump sum benefits. The remaining 60% are assumed to elect the normal form.

All other participants are assumed to elect the normal form, if they have not yet made an election.

Conversion Basis between Lump Sums and Annuities

Lump sums were valued using the substitution of annuity form under IRS Regulation 1.430(d) - (f)(4) without application of generational mortality.

Percent married

For purposes of valuing the pre-retirement surviving spouse's benefit, and the form of payment for former Lamson Salaried Plan participants, 70% of eligible participants are assumed to be married.

Spouse age

Male spouses are assumed to be three years older than female spouses.

Covered Pay

Not applicable.

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date

December 1, 2024

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected

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earnings of 6.50% for the 2023 plan year (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.)

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued

Sources of Data and Other Information

The Plan Sponsor through its third-party administrator (Alight), furnished participant data as of 12/1/2024. Information on assets, contributions and plan provisions was supplied by the Plan Sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the Plan Sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

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Schedule SB, Part V Summary of Plan Provisions

ABB Inc. Merged Pension Plan

Benefit Structures

On November 30, 2023 the T&B Bargaining Plan was merged into the T&B Pension Plan, which was renamed the ABB Inc. Merged Pension Plan as of that date. On December 31, 2023, the Cash Balance Plan was merged into the ABB Inc. Merged Pension Plan. Plan provisions related to each of the prior plans are described on the following pages.

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Thomas & Betts Pension Plan

Benefit Structures

The following summarizes important information about the different benefit structures in the Thomas & Betts Pension Plan.

- Part A contains the main provisions for the Thomas & Betts Pension Plan and the provisions are detailed below.
- Part B contains the provisions for hourly participants of the Elastimold Division prior to February 1, 2005. The benefits for these participants for service on or after February 1, 2005 are based on Part A. The accrued benefits prior to February 1, 2005 are being valued using the participants' previously determined accrued benefits (or actual benefits being paid).
- Part C contains the provisions of the pension plan formerly known as the Amerace Corporation Merged Pension Plan prior to March 1, 1996. The benefits for these participants for service on or after March 1, 1996 are based on Part A of the plan and are described below. The accrued benefits prior to March 1, 1996 are being valued using the participants' previously determined accrued benefits (or actual benefits being paid).
- Part D contains the provisions of the pension plan formerly known as the Augat Inc. Retirement Plan prior to December 1, 1997. The benefits for these participants for service on or after December 1, 1997 are based on Part A. The accrued benefits prior to December 1, 1997 are being valued using the participants' previously determined accrued benefits (or actual benefits being paid). The early retirement provisions for these previously accrued benefits are described below.

Three additional Lamson & Sessions pension plans were merged into the Thomas & Betts Pension Plan effective December 1, 2008.

- The Lamson & Sessions Co. Salaried Employees' Retirement Plan (Part E) was merged into the plan and still has active participants accruing benefits under the Lamson Salaried Plan formula and provisions. The provisions for this plan are described below.
- The Combined Midland Street Retirement Plan, Combined Carlon Hourly, Valley-Todeco Hourly, Combined YSD and Zimmer Hourly Retirement Plan (Part F) were merged into the plan, but participants from this plan had their accruals frozen prior to the merger. This plan is being valued using the participants' previously determined accrued benefits (or actual benefits being paid).
- The Youngstown Steel Door Company Plan Provisions (Part G) was merged into the plan, but this plan contained only former employees as of the merger. This plan is being valued using the participants' previously determined accrued benefits (or actual benefits being paid).

The plan was most recently restated effective January 1, 2024 and amendments adopted through December 31, 2024 are reflected in these plan provisions.

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Participants with Previously Accrued Benefits (Part B, C, D, F, and G)

Plan Provisions

Coverage and participation See plan structures in Benefit Structures section of Appendix B

Eligibility for Benefits

Early retirement eligibility Participants who are still employed are eligible to retire as outlined below:

Group	Early Retirement Eligibility
T&B Part B – Elastimold	Age 55 with 10 years of Vesting Service
T&B Part C – Amerace	N/A – No current employees with Part C benefit
T&B Part D – Augat	Age 55 with 20 years of Vesting Service or Age 60 with 10 years of Vesting Service
Lamson Carlon (Part F and G)	Age 60 with 5 years of Vesting Service
Lamson Midland (Part F)	N/A – No current employees with Midland benefit

Elastimold disability retirement eligibility Part B benefits are available on the first day of the seventh month following total and permanent disability for participants with 15 years of continuous service (or 10 years for Hackettstown employees) and are approved for social security disability benefits.

Benefits Paid Upon the Following Events

Early retirement benefit

T&B Part B – Elastimold: the frozen monthly accrued benefit as of February 1, 2005 reduced by 0.4167% for each month by which commencement of benefits precedes normal retirement date.

T&B Part D – Augat: the frozen monthly accrued benefit as of December 1, 1997 reduced by 0.25% for each month by which commencement of benefits precedes normal retirement date.

Lamson Carlon (Parts F and G): the monthly accrued benefit actuarially reduced to commencement date.

Retirement benefit formula Previously determined accrued benefits at Normal Retirement Age.

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Elastimold Unreduced Normal Retirement benefit.
disability retirement

Other Plan Provisions

Form of payment Single Life Annuity

Optional forms of Former Hourly Elastimold (Part B) participants are eligible to receive their entire
payment in lieu of benefit as a lump sum.
normal form

Effective April 1, 2025, deferred vested participants are eligible to receive their
benefit as a lump sum.

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under all Parts of the plan listed above.

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Thomas & Betts Pension Plan Participants (Part A)

Plan Provisions

The part of the plan was originally effective December 16, 1941 and is summarized below.

Coverage and participation	All salaried and non-union hourly employees with one year of service who were hired prior to January 1, 2008
-----------------------------------	--

Definitions

Credited service	One year of Credited Service is earned for each calendar year in which the participant completes 1,000 or more hours of service. Partial years of Credited Service are granted when the participant works less than 1,000 hours in the year of termination only. No credited service will be earned after December 31, 2010.
-------------------------	--

Vesting service	One year of service is credited for each calendar year during which the participant works at least 1,000 hours.
------------------------	---

Compensation	Base pay plus Section 401(k) and Section 125 contributions plus 60% of the following items:
---------------------	---

- Sales commissions;
- Executive Profit Sharing bonuses; and
- Management Incentive Plan bonuses.

Deferrals under the Supplemental Executive Investment Plan are excluded.

Average monthly compensation	An average of the highest consecutive 60 months of compensation during the last 120 months. If the employee has less than 60 consecutive months of compensation, the average will be computed over the number of consecutive months. Average Monthly Compensation has been frozen on December 31, 2010.
-------------------------------------	---

Eligibility for Benefits

Normal retirement	Age 65 with 5 years of Vesting Service
--------------------------	--

Early retirement	Age 55 with 5 years of Credited Service for those who commenced employment after November 30, 1997. Age 50 with 5 years of Credited Service for those who commenced employment prior to December 1, 1997 at a non-Augat location.
-------------------------	---

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Disability	5 years of Vesting Service.
Deferred vested termination	5 years of Vesting Service.
Preretirement death benefit	Death with vested benefit and eligible spouse.

Benefits Paid Upon the Following Events

Normal retirement	Monthly benefit, to be frozen on December 31, 2010, equal to the greater of: A \$10 per year of Credited Service; and B 1.50% of Average Monthly Compensation multiplied by years of Credited Service (up to a maximum of 35 years) less 50% of the primary Social Security benefit (proportionately reduced for less than 35 years of Credited Service). No future accruals will occur after December 31, 2010. Participants with a FL Industries frozen benefit receive such benefit in addition to the amount described above for service under the Part A formula.
Early retirement	Monthly benefit equal to the monthly accrued benefit from B. above calculated as of Early Retirement, reduced by 0.3% for each month by which commencement of benefits precedes normal retirement date. FL Industries participants have accrued benefits reduced by 0.4167% for each month by which commencement of benefits precedes normal retirement date.
Disability	The monthly accrued Normal Retirement or Early Retirement benefit assuming the employee continued in active service at the same rate of compensation as of the date of disability. No additional service will accrue after December 31, 2010.
Deferred vested termination	The monthly accrued benefit as of the date of termination with payments beginning at age 65. For participants who terminated prior to retirement eligibility, the benefit accrued after November 30, 1997 is actuarially reduced for Early Retirement using 7.0% interest and the UP84 mortality table. The benefit accrued prior to December 1, 1997 is reduced 0.3% per month by which benefit commencement precedes normal retirement date.

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Preretirement death benefit The eligible spouse will be entitled to a monthly lifetime pension equal to 100% of the pension the participant would have received had he retired the day prior to his death and elected a joint and survivor annuity with 100% continuation to his or her spouse. If the participant was not at early retirement age at the time of his death, the pre-retirement survivor annuity will be deferred until the date on which he would have qualified for early retirement had he lived.

Other Plan Provisions

Form of payment

Normal Form of Payment:

The normal form of payment for single participants is a 10-year certain and life annuity. The normal form of payment for married participants is an actuarially reduced 100% joint & survivor annuity with a 10-year period certain.

Optional Forms of Retirement Income in Lieu of Normal Form:

A participant may elect one of the following forms of payment of equivalent value:

- Life Annuity
- Joint and Survivor Annuity (66 2/3%, 75% and 100%) with a 10-year Period Certain
- Period Certain and Life Benefit (5 years, 10 years and 15 years)
- 10-year Period Certain Benefit
- Lump Sum option is available for six months following termination of employment
- Effective April 1, 2025, deferred vested participants are eligible to receive their benefit as a lump sum.

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under Part A of the Plan.

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The Lamson & Sessions Co. Salaried Employees' Retirement Plan (Part E)

Plan Provisions

This part of the plan was originally effective October 1, 1984, was merged into this plan effective December 1, 2008, and is summarized below.

Coverage and participation	All salaried employees of Lamson & Sessions Company hired prior to January 1, 2003.
-----------------------------------	---

Definitions

Credited service	Credited Service is the elapsed time in covered employment from most recent date of hire plus any prior periods of reinstated service. No additional credited service will be earned after December 31, 2010.
-------------------------	---

Vesting service	Vesting Service is the elapsed time from most recent date of hire plus any periods of reinstated service.
------------------------	---

Final average compensation	Average of compensation during five highest consecutive years out of the last ten. Final Average Compensation has been frozen as of December 31, 2010.
-----------------------------------	--

Accrued benefits	The benefit determined as of a given date of determination using the compensation history and service to date reduced proportionally if Credit Service is under 30 years. It is an amount payable at Normal Retirement Date on a straight-life basis. Benefits were frozen as of December 31, 2010.
-------------------------	---

Eligibility for Benefits

Normal retirement	Retirement as of Age 65
--------------------------	-------------------------

Early retirement	Retirement before NRD and on or after attaining age 55 and 10 years of Vesting Service
-------------------------	--

Disability	Permanent and total disability prior to NRD.
-------------------	--

Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
------------------------------------	---

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Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Preretirement death benefit On death of an employee after completion of 5 years of Vesting Service or on death of a vested former employee

Benefits Paid Upon the Following Events

Normal Retirement A monthly benefit equal to 50% of Final average monthly compensation less 50% of Primary Insurance Amount (PIA), reduced proportionately if Credited Service is under 30 years.

No future benefit accruals will occur after December 31, 2010.

Early Retirement The pension is equal to either:

- i. a deferred pension payable at age 65 equal to the accrued normal retirement pension (using Credited Service and average monthly compensation at time of early retirement and assuming the employee continued to receive compensation until age 65 at the same rate as on his retirement date to calculate his PIA), or
- ii. for employees with less than 30 years of service an immediate pension equal to (i) but further reduced by 3% per year for the first 5 years and 7% per year in excess of 5 years, that early retirement precedes normal retirement, or
- iii. for employees with 30 or more years of service an immediate pension equal to (i) but further reduced by 8% for the first year and 7% per year for each additional year that early retirement precedes age 62.

Disability The normal retirement pension payable at age 65, or if the employee has 10 years of vesting service, he may elect an early retirement pension at or after age 55. The pension is based on credited service earned before and during disability and average monthly compensation at time of disability. No future accruals occur after December 31, 2010.

Deferred vested termination The accrued normal retirement pension payable at age 65 or, alternatively for an employee who has completed 10 years of Vesting Service, an actuarially reduced pension payable as early as age 55.

Preretirement death benefit The surviving spouse will receive the benefit which would have been paid if the employee had terminated on the day of his death if not yet terminated, survived to his earliest possible retirement age, retired, elected a 50% Joint and Survivor option and then died.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Form of payment

Normal Form of Payment:

Straight Life Annuity. For married participants eligible for Normal, Early, or Disability retirement, the normal form is a subsidized 100% Joint & Survivor Annuity.

Optional Forms of Retirement Income in Lieu of Normal Form:

An employee may elect to receive his benefit on a straight-life basis or on an actuarially equivalent Joint and Survivor basis. A lump sum is available for six months following termination of employment. Effective April 1, 2025, deferred vested participants are eligible to receive their benefit as a lump sum.

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under Part E of the Plan.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Thomas & Betts Corporation Pension Plan for Bargaining Unit Employees

Benefit Structures

The following summarizes important information about the different benefit structures in the Thomas & Betts Corporation Pension Plan for Bargaining Unit Employees.

Five different bargaining agreements have been merged to form The Thomas & Betts Corporation Pension Plan for Bargaining Unit Employees and are referred to as Parts A, B, C, D, and E. Parts A, B, and E cover only former employees from these bargaining agreements.

Former employee from Parts A, B, and E are valued using their previously determined accrued benefits (or actual benefits being paid).

Plan Provisions for Parts C and D are outlined below. Part C applies to employees at the Athens, Tennessee plant and Part D applies to the employees at the Mercer, Pennsylvania plant, also referred to as Reznor participants.

The plan was most recently restated effective January 1, 2024 and amendments adopted through December 31, 2024 are reflected in these plan provisions.

Athens Hourly Participants (Part C)

Plan Provisions

This part of the plan was originally effective January 1, 1973 and is summarized below.

Coverage and participation	Employees represented by Local 175, International Brotherhood of Electrical Workers at the plant in Athens, Tennessee prior to the participation freeze date. Participation was frozen effective July 17, 2006.
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Definitions

Vesting service	One year of service is credited for each calendar year during which the participant works at least 1,000 hours.
Credited service	One year of Credited Service is earned for each calendar year prior to 2012 in which the participant completes 1,000 or more hours of service. No partial years of Credited Service are granted for a calendar year in which the participant works less than 1,000 hours. No Credited Service is provided after 2011.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement as of Age 65
Early retirement	Retirement before NRD and on or after both attaining age 60 and completing ten years of vesting service
Postponed retirement	Retirement after NRD
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD, and participant is age 50 with 15 years of vesting service
Preretirement death benefit	Death with vested benefit and eligible spouse

Benefits Paid Upon the Following Events

Normal retirement	\$24.00 per month per year of Credited Service up to a maximum of 40 years of Credited Service
Early retirement	The monthly accrued benefit as of Early Retirement, reduced by 5/8 of 1% for each month by which the commencement of benefits precedes the normal retirement date. If a participant has at least 30 years of Credited Service, the benefit is reduced by 5/8 of 1% for each month by which commencement of benefits precedes age 62. If participant's age plus Credited Service is at least 100, the normal retirement benefit is unreduced.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date
Deferred vested termination	The monthly accrued benefit as of the date of termination with payments beginning at age 65. The benefit is available for early retirement with 10 years of service.
Disablement	The monthly accrued benefit as of the date of the disablement unreduced for early retirement. Offsets for Workers Compensation benefits may apply if they are not already deducted from Social Security Disability benefit payable.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Preretirement death	The eligible spouse will be entitled to a monthly lifetime pension equal to 50% of the pension the participant would have received had he retired the day prior to his death and elected a joint and survivor annuity with 50% continuation to his or her spouse. If the participant was not at early retirement age at the time of his death, the pre-retirement survivor annuity will be deferred until the date of which he would have qualified for early retirement had he lived.
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Other Plan Provisions

Form of payment	<u>Normal Form of Payment:</u> The normal form of payment is a monthly life annuity. However, a married participant shall normally receive an actuarially reduced joint annuity with a 50% continuation after the participant's death to his or her spouse, if surviving. <u>Optional Forms of Retirement Income in Lieu of Normal Form:</u> A participant may elect one of the following forms of payment of equivalent value: • Life Annuity • Joint and Survivor Annuity (50%, 66 2/3%, 75%, and 100%) • Joint and Survivor Annuity (50%, 66 2/3%, 75%, and 100%) with automatic pop-up provision (only available for terminations on or after 4/1/2003 with spouse beneficiary) • Period certain and Life Benefit (5 years, 10 years, and 15 years) • Lump sum (available for 6 months following termination)
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Mercer (Reznor) Hourly Participants (Part D)

Plan Provisions

This part of the plan was originally effective March 1, 1966 and is summarized below.

Coverage and Participation

Employees represented by Local 5306 of the United Steelworkers of America, AFL-CIO (Technical Unit, Production and Maintenance Unit and Clerical Unit) become participants in the plan upon attaining age 21 and completing at least one year of service. Participation was frozen for all employees effective May 21, 2008.

Definitions

Credited Service

For employment after June 1, 1973, one year of Credited Service is earned for each calendar year prior to 2013 in which the participant completes 1,680 or more hours of service. Participants receive one tenth of a year of Credited Service for each 168 hours that are worked during a calendar year in which they complete less than 1,680 hours of service. Prior to June 1, 1973, one year of Credited Service was granted for each year of employment. No credited service is provided after 2012.

Vesting service

One year of service is credited for each calendar year during which the participant works at least 1,000 hours or is on an authorized leave of absence.

Eligibility for Benefits

Normal retirement

Retirement as of age 65 with 5 years of vesting service.

Early retirement

Retirement before NRD and on or after both attaining age 60 with 20 years of Vesting Service.

Deferred vested termination

Termination for reasons other than death or retirement after completing five years of vesting service

Disability

Permanent and total disability prior to NRD, and participant is age 50 with 15 years of vesting service

Preretirement death benefit

Death with vested benefit and eligible spouse.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement	Participants receive an accrual based on a multiplier per month per year of Credited Service. The multipliers for each year of Credited Service are shown below for terminations on or after June 1, 2008. <table><tr><th>Credited Service</th><th>Multiplier</th></tr><tr><td>Prior to May 31, 1963</td><td>\$5.00</td></tr><tr><td>June 1, 1963 – June 30, 1990</td><td>16.25</td></tr><tr><td>July 1, 1990 and Later</td><td>23.00</td></tr></table>	Credited Service	Multiplier	Prior to May 31, 1963	\$5.00	June 1, 1963 – June 30, 1990	16.25	July 1, 1990 and Later	23.00
Credited Service	Multiplier								
Prior to May 31, 1963	\$5.00								
June 1, 1963 – June 30, 1990	16.25								
July 1, 1990 and Later	23.00								
Early retirement	The monthly accrued benefit as of Early Retirement, reduced by 1/180th for each month by which the commencement of benefits precedes the earlier of the normal retirement date or the attainment of age 62 with 40 years of service. If a participant is at least age 62 with at least 40 years of service, the monthly accrued benefit is unreduced.								
Deferred vested termination	The monthly accrued benefit as of the date of termination with payments beginning at age 65. The benefit is available for early retirement as described above with 20 years of Vesting Service at termination.								
Disablement	The monthly accrued benefit as of the date of disablement unreduced for early retirement. If a participant is awarded an Employer-provided Public Disability benefit, then the disability benefit under the plan is reduced by the Public Disability benefit.								
Preretirement death	The eligible spouse will be entitled to a monthly lifetime pension equal to 50% of the pension the participant would have received had he retired the day prior to his death and elected a joint and survivor annuity with 50% continuation to his or her spouse. If the participant was not at early retirement age at the time of his death, the pre-retirement survivor annuity will be deferred until the date on which he would have qualified for early retirement had he lived. Charge for Coverage: Active participants are charged 1% for each year that death benefit coverage is in effect beginning at age 60. Terminated vested participants are charged for each year coverage is in effect after their termination date based on the following table. Coverage can be waived with spousal consent for each year that a charge applies.								

Plan Name:	ABB Inc. Merged Pension Plan
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Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Age	Reduction Per Year
40 and earlier	0.10%
40 – 49	0.20
50 – 54	0.30
55 – 59	0.50
60 and later	1.00

Other Plan Provisions

Form of Payment

Normal Form of Payment:

The normal form of payment is a monthly 10 year certain and life annuity. However, a married participant shall normally receive an actuarially equivalent joint annuity with a 50% continuation after the participant's death to his or her spouse, if surviving.

Optional Forms of Retirement Income in Lieu of Normal Form:

A participant may elect one of the following forms of payment of equivalent value:

- Life Annuity
- Joint and Survivor Annuity (50%, 75%, and 100%)
- 10 Year Certain and Life Annuity
- Effective April 1, 2025, deferred vested participants are eligible to receive their benefit as a lump sum.

Maximum limits on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing dollar limits automatically as such changes take effect.

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under all Parts other than Part C of the former T&B Bargained Plan.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

ABB Inc. Cash Balance Pension Plan

Plan Provisions

The Plan was adopted on December 1, 1950. The plan was most recently restated effective January 1, 2024 and amendments through December 31, 2024 are reflected in these plan provisions.

Coverage and participation	First day of the month following employee commencement date. Accruals under the plan were frozen as of December 31, 2011. There will be no new participants in this plan after December 31, 2011. As of December 31, 2019, inactive participants in the Represented Cash Balance were merged into the plan. As of December 31, 2021, participants of the Consolidated Hourly Plan and Kuhlman Salaried Plan were merged into the Cash Balance Plan.
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Definitions

Vesting service	100% after 3 years of vesting service. All participants were vested as of December 31, 2011.
Normal retirement date (NRD)	First day of the month coinciding with or next following the attainment of age 65.
Retirement benefit formula	For each year of service, a member's account will be credited with the following percentage of salary:

Age	Percentage
Under 25	2.5%
25 - 29	3.0%
30 - 34	3.5%
35 - 39	4.0%
40 - 44	4.5%
45 - 49	5.0%
50 - 54	5.5%
55 - 59	6.0%
60 and over	6.5%

An additional 2.25% of salary in excess of one-half the Social Security Taxable Wage Base is credited each year.

Pay credits were frozen as of December 31, 2011.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Transitional credits A member of the prior plan who as of the date of conversion had attained certain age and service conditions is credited with an additional percentage of his salary for each year of service.

Interest credits Interest credits on each member's account balance in any year are equal to the Cost of Living Escalator Percentage, which is the highest Consumer Price Index rate for the months of August, September, and October of the previous year plus 300 basis points, but not less than 4% or greater than 9%, however, the resulting rate is limited to the 417(e) third segment rate for August of the previous year. The Percentage was 8% for the plan years beginning January 1, 1992 through January 1, 2001, 6.7% for the plan year beginning January 1, 2002, 5.93% for the plan year beginning January 1, 2003, 6.00% for the plan year beginning January 1, 2004, 6.20% for the plan year beginning January 1, 2005, 7.70% for the plan year beginning January 1, 2006, 6.80% for the plan year beginning January 1, 2007, 6.50% for the plan year beginning January 1, 2008, 8.40% for the plan year beginning January 1, 2009, 4.00% for the plan year beginning January 1, 2010, 4.20% for the plan year beginning January 1, 2011, 6.90% for the plan year beginning January 1, 2012, 5.20% for the plan year beginning January 1, 2013, 4.50% for the plan year beginning January 1, 2014, 4.70% for the plan year beginning January 1, 2015, 4.00% for the plan year beginning January 1, 2016, 4.18% for the plan year beginning January 1, 2017, 4.36% for the plan year beginning January 1, 2018, 4.46% for the plan year beginning January 1, 2019, 4.00% for the plan year beginning January 1, 2020, 4.00% for the plan year beginning January 1, 2021, 4.00% for the plan year beginning January 1, 2022, 4.69% for the plan year beginning January 1, 2023, 5.43% for the plan year beginning January 1, 2024, and 5.40% for the calendar year beginning January 1, 2025.

Accrued benefit under prior plan The accrued benefit under the prior plan, excluding the Retirement Income Plan for Applied Automation, Inc., as of the date of conversion was converted to a lump sum amount as a beginning account balance. Such conversion was based upon an 8% interest rate for the January 1, 1994, January 1, 1992 and December 1, 1988 conversions, and 7.25% for December 1, 1989 conversions, and an assumed retirement age of 65.

The accrued benefit under the Applied Automation Plan will be indexed with increases in final average earnings and may be converted to a lump sum at termination.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Accrued monthly annuity benefit	Equal to a five-year certain and continuous annuity payable at age 65 that is actuarial equivalent to the account balance. In no event will the accrued benefit be less than the benefit accrued under the prior plan as of the date of conversion.
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Eligibility for Benefits

Normal retirement	First of month coinciding with or next following the attainment of age 65
Early retirement	First day of the month following attainment of age 55 and completion of 5 years of service (age 55 for Combustion Engineering employees as of December 31, 1991).
Deferred vested termination	Termination for reasons other than death or retirement after completing three years of vesting service
Disability	Upon total and permanent disablement
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits

Benefits Paid Upon the Following Events

Normal retirement	A monthly annuity calculated in accordance with the Retirement Benefit Formula and payable as a Normal Form of Benefit.
Early retirement	A monthly annuity calculated in accordance with the Retirement Benefit Formula and payable as a Normal Form of Benefit at age 65, or payable earlier in an actuarially reduced amount.
Deferred vested termination	A monthly annuity calculated in accordance with the Retirement Benefit Formula and payable as a Normal Form of Benefit at age 65, or payable earlier in an actuarially reduced amount.
Disablement	A member shall be eligible for additional credits each year in accordance with the Retirement Benefit Formula, Transitional Credits, and Interest Credits based upon the member's salary in effect at the time of disability retirement. The additional credits shall cease upon the earlier of recovery or attainment of age 65. A member may elect to receive his accrued benefit at any time, at which time no further credits shall be granted.
Preretirement death	In the event of death of a vested employee prior to retirement, his beneficiary will be entitled to the actuarially equivalent lump sum value of the employee's accrued benefit. If the beneficiary is the employee's surviving spouse, an actuarially equivalent annuity may be received.

Plan Name:	ABB Inc. Merged Pension Plan
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Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Normal Forms of Payment

- For a member who does not have a spouse, the automatic form of benefit is a monthly life annuity with a five-year certain feature.
- For married members, the automatic form of benefit is an actuarially equivalent 50% joint and survivor annuity with a five-year certain feature. Alternatively, a member may elect to receive an actuarially equivalent lump sum.

Forms of Payment in Lieu of Normal Forms

- Single Life Annuity
- Joint & Survivor Options (50%, 67%, 75%, 100%)
- Certain & Life (5, 10, 15, 20 years)
- Lump Sum (available for up to 90 days following termination. "Sold" participants who can take a lump sum at any time prior to termination from the successor employer and up to 90 days following termination)

Preserved early retirement provision

- Eligibility
 1. Prior ABB or Power T&D Active members whose age plus vesting service equalled 65 or more on their date of conversion.
 2. Active members on their date of conversion who had attained age 55 or whose age plus years of benefit service equalled 60 or more as of that date.
- Benefit

The benefit for service prior to the effective date shall be no less than the normal retirement or early retirement benefit accrued under the prior plan, as applicable.

Minimum Benefit for Certain Prior Flakt Plan Members

- Eligibility

Members of the prior Flakt Plan as of December 31, 1993 that were (i) 35-39 and vested, or (ii) at least age 40.
- Benefit

The participant will receive their cash balance account, plus the difference in the value of a life annuity at their date of termination determined under the prior Flakt plan and the life annuity equivalent of the cash balance account at their date of termination. If applicable, this additional benefit will be paid as a life annuity under the terms of the prior Flakt Plan.

Plan Name: ABB Inc. Merged Pension Plan
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Plan Sponsor: ABB Inc.
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SCHEDULE SB ATTACHMENTS

Provisions Related to Other Merged Plans

Williamsport

Eligibility for Benefits

Normal retirement	First of month coinciding with or next following the attainment of age 65
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 55 and completing fifteen years of benefit service or age 62 and completing ten years of benefit service.
Postponed retirement	Retirement after Normal Retirement Date
Disability	Permanent and total disability prior to Normal Retirement Date, following 10 years of benefit service
Death benefits	Death while eligible for normal, early, postponed, deferred vested retirement benefits or participants in retirement, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	A monthly benefit of \$22.75 multiplied by years of benefit service.
Early retirement	A monthly benefit of \$22.75 multiplied by years of benefit service. The benefit will be reduced by 0.4% for each month that retirement precedes age 62, provided that there will be no reduction if the employee has 30 or more years of benefit service.
Disability	A monthly benefit of \$22.75 multiplied by years of benefit service to the date of disablement, payable without reduction after permanent and total disablement following 10 years of benefit service. The monthly disability retirement benefit shall be double the amount determined in the preceding sentence until the employee is eligible for a federal Social Security benefit of disability or age.
Termination	Upon termination of employment after 5 years of vesting service, an employee will be entitled to his accrued benefit payable in full at age 65. The member may elect commencement on or after age 55 if he has 15 years of vesting service or on or after age 62 if he has at least 10 years of vesting service, payable in an actuarially reduced amount.

Plan Name: ABB Inc. Merged Pension Plan
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Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Death benefits

Preretirement Death Benefit

In the event of death of a vested employee prior to retirement, his surviving spouse will be entitled to 50% of the accrued benefit, reduced for the 50% joint and survivor option, the early retirement reduction, and the charge for coverage, as of the date of death, payable upon the later of the date of employee's death or early retirement age. There is a coverage charge for this benefit.

Postretirement Death Benefit

The retirement benefits described above based upon election of a straight life form of payment, plus the additional provision that if a retiree dies between ages 65 and 70, then the monthly benefits will continue until the retiree would have attained age 70. Actuarially equivalent optional forms are available.

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Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Power T&D

Eligibility for Benefits

Normal retirement	First of month coinciding with or next following the attainment of age 65 with five years of service
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 58 and completing thirty years of eligibility service or age 60 and completing ten years of eligibility service.
Postponed retirement	Retirement after Normal Retirement Date
Preretirement death benefit	<u>Death Pension for Vested Participants</u> Five years of Eligibility Service but does not meet the eligibility of the Death Pension below. <u>Preretirement Death Pension</u> Active Participant Age 50 with 15 years of Eligibility Service. Age 60 with 10 years of Eligibility Service, 25 years of Eligibility Service or eligible for normal retirement.
Early retirement supplement	Retirement before age 62 on Early Retirement

Benefits Paid Upon the Following Events

Normal retirement	The greater of the career average and the final average benefit.
Early retirement	The benefit at age 60 and 10 years is the greater of (a) the career average benefit, reduced one-fourth of 1% for each month that the employee's early retirement date precedes his normal retirement date or (b) the final average benefit. In addition, the participant will get the supplemental career average benefit reduced by one-third of 1% for each month that the employee's early retirement date precedes his normal retirement date. When an employee retires at age 58 or later with 30 years of service, the benefit is equal to the greater of (a) the career average benefit or (b) the final average benefit; plus, the supplemental career average benefit, the sum of which is reduced by one-third of 1% for each month that the employee's early retirement date precedes the first of the month after attaining age 60. An employee that has elected to receive their monthly pension payments as described above but has died after payments have begun but before sixty (60)

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SCHEDULE SB ATTACHMENTS

monthly payments have been paid, the balance of any such sixty payments shall be payable in a lump sum to a beneficiary name by the employee.

Termination Amount as in Normal/Early retirement benefit above accrued to Date of Termination. The benefit is deferred to early, selected or normal retirement based on Eligibility Service on the date of termination and reduced by one-half of 1% for each month the deferral date precedes normal retirement.

Preretirement death Death Pension for Vested Participants

Surviving spouse benefit equal to 50% of the Normal/Early retirement benefit described above based on Credited Service on the date of the participant's death. The benefit is deferred to the date that the participant would have attained age 60 and is reduced one-half of 1% for each month prior to normal retirement date if the participant had ten years of Eligibility service at death. Otherwise, the benefit is deferred to the date the participant would have attained age 65. The benefit is further reduced by the table below:

Age Difference Between Employee and Surviving Spouse	Employee Older Than Surviving Spouse	Employee Younger Than Surviving Spouse
0 Years	92.5%	92.5%
1	92.0%	93.0%
2	91.5%	93.5%
3	91.0%	94.0%
Etc.	Decreasing by ½%	Increasing by ½% up to 100%

Preretirement Death Pension

Surviving spouse benefit equal to 55%, payable immediately, of the Normal/Early retirement benefit described above and further reduced by the table above.

Early retirement supplement T&D Muncie

\$11.00 for each year of Credited Service as of date of retirement reduced by the Early Retirement Supplement payable from the prior plan; payable until the first of the month following the month in which the employee attains his 62nd birthday.

T&D Other Locations

\$10.00 for each year of Credited Service as of date of retirement reduced by the Early Retirement Supplement payable from the prior plan; payable until the first of the month following the month in which the employee attains his 62nd birthday.

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SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Special Supplement

Any Athens employee represented by IBEW 2109 or AWEA who was hired by April 23, 1995 and retires within 3 months of becoming eligible for early retirement based on age 58 with 30 years of service shall receive a \$100 per month supplement payable until age 62. Similarly, if he retires within 3 months of attaining age 60 with 25 years of service, he shall receive a \$200 per month supplement payable until age 62.

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SCHEDULE SB ATTACHMENTS

Electro – Mechanics

Eligibility for Benefits

Early Retirement Eligibility Age 55 and 10 years.

Benefits Paid Upon the Following Events

Monthly Benefit The accrued benefit, reduced three tenths of 1% for each month that the employee's early retirement date precedes his normal retirement date.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Process Analytics

Eligibility for Benefits

Normal retirement	The later of age 65 or 5 years of participation in the Plan.
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 60 and completing ten years of vesting service
Deferred vested termination	Termination for reasons other than death, disability, or retirement after completing five years of Vesting Service

Benefits Paid Upon the Following Events

Normal retirement	A monthly benefit based on the Benefit Level from the table below, subject to a minimum of 0.5% of five-year average monthly earnings, multiplied by years of Benefit Service. <table><tr><th>Termination Date</th><th>Benefit Level</th></tr><tr><td>Effective 02/01/2016</td><td>\$39.00</td></tr><tr><td>Effective 02/01/2017</td><td>\$40.00</td></tr><tr><td>Effective 02/01/2019</td><td>\$41.00</td></tr></table>	Termination Date	Benefit Level	Effective 02/01/2016	\$39.00	Effective 02/01/2017	\$40.00	Effective 02/01/2019	\$41.00
Termination Date	Benefit Level								
Effective 02/01/2016	\$39.00								
Effective 02/01/2017	\$40.00								
Effective 02/01/2019	\$41.00								
Early retirement	The benefit payable at Normal Retirement, based on Benefit Service at retirement and reduced by 5/9 of 1% for each month that retirement precedes age 65.								
Deferred vested termination	The monthly pension benefit calculated as for a normal retirement benefit, but based upon Benefit Service at termination, payable in full at age 65 or payable after age 60 reduced by 5/9 of 1% per month that retirement precedes age 65.								

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

UE (625 & 626)

Eligibility for Benefits

Normal retirement	Retirement at age 65
Early retirement	Retirement before Normal Retirement and on or after both attaining age 55 and completing five years of Credited Service
Deferred vested termination	The benefit is payable at age 65, or payable after age 55 in a reduced amount, provided the employee had completed at least 5 years of Credited Service at the time of termination.

Benefits Paid Upon the Following Events

Normal retirement	A monthly benefit payable equal to 2.6% of Earnings for each year of participation service on and after the Original Effective Date (September 15, 1984 for Local 625, January 1, 1985 for Local 626). However, if Local 626 and more than 10 but less than 25 years of Credited Service, benefits are based on the highest 5 year average of Earnings within the last 10 years prior to retirement. If more than 25 years of Credited Service, the benefit is based on the larger of career average earnings in the first sentence above and final average earnings in the second sentence above. For all participants, the benefit is subject to a minimum of \$180 per year for each year of Credited Service.
Early retirement	A monthly benefit calculated based on service to early retirement date. The benefit is payable unreduced at age 62 with 5 years of Vesting Service or age 60 with 35 years of Credited Service. Otherwise, the benefit is reduced as follows:

Age at Retirement	Local 625 and 626 Reduction Factor
62 - 65	100.0%
61	94.0%
60	87.4%
59	81.3%
58	75.5%
57	69.9%
56	63.5%
55	57.9%

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Special temporary early retirement supplement

Participants who retire between the ages of 56 and 62 with at least 30 years of Credited Service are eligible for a special temporary early retirement supplement. This supplement is equal to \$460 per month for Local 625 and \$525 per month for Local 626, if the participant begins receiving their pension benefit within 24 months of their last day of active employment. The supplement will be paid until the participant becomes eligible for Social Security benefits or reaches age 62, whichever is first. If the participant dies before age 62, the temporary supplement payments stop.

The supplement is reduced if the sum of the participant's monthly pension and the supplement exceeds 70% of the participant's annual pre-retirement pay.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Crystal Springs

Eligibility for Benefits

Normal retirement	Retirement at the later of age 65 and the 5th anniversary of the date of hire.
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 60 and completing ten years of Credited Service
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of Vesting Service

Benefits Paid Upon the Following Events

Normal retirement															
1. Monthly Benefit	The benefit level multiplied by years of credited service														
2. Benefit Level	<table><tr><th>Termination Date</th><th>Benefit Level</th></tr><tr><td>Effective 01/01/1997</td><td>\$11.00</td></tr><tr><td>Effective 01/01/1998</td><td>\$12.00</td></tr><tr><td>Effective 01/01/1999</td><td>\$13.00</td></tr><tr><td>Effective 01/01/2001</td><td>\$14.00</td></tr><tr><td>Effective 01/01/2002</td><td>\$15.00</td></tr><tr><td>Effective 01/01/2003</td><td>\$16.00</td></tr></table>	Termination Date	Benefit Level	Effective 01/01/1997	\$11.00	Effective 01/01/1998	\$12.00	Effective 01/01/1999	\$13.00	Effective 01/01/2001	\$14.00	Effective 01/01/2002	\$15.00	Effective 01/01/2003	\$16.00
Termination Date	Benefit Level														
Effective 01/01/1997	\$11.00														
Effective 01/01/1998	\$12.00														
Effective 01/01/1999	\$13.00														
Effective 01/01/2001	\$14.00														
Effective 01/01/2002	\$15.00														
Effective 01/01/2003	\$16.00														
Early retirement	The monthly pension benefit determined as of the early retirement date, reduced 5/9% for each month that retirement precedes Normal Retirement Date.														
Deferred vested termination	A monthly benefit equal to the benefit level multiplied by years of Credited Service, payable in full at age 65. The member may elect commencement on or after age 60 if he has at least 10 years of Credited Service. This benefit will be reduced 5/9% for each month that retirement precedes Normal Retirement Date.														

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Kuhlman Electric Corporation Salaried Employees' Pension Plan

Plan Provisions

Coverage and Participation	All regular, full-time salaried or clerical employees hired before May 1, 2006 became eligible to participate on the January 1 coincident with or next following their date of hire. Accruals under the plan were frozen as of December 31, 2009.
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Definitions

Vesting service	One year for each 1,000-hour calendar year of employment by Kuhlman Electric Corporation.
Pension service	Years and months of service as a covered employee.
Credited service	Based on elapsed time from credited service date, calculated to the nearest 1/12th of a year.
Social Security benefit	The projected amount of the participant's primary Social Security benefit according to the law in effect at the date of termination of employment assuming continuation of then current earnings to age 65.
Normal retirement date (NRD)	First day of the month following the employee's 65th birthday

Eligibility for Benefits

Normal retirement	Retirement on Normal Retirement Date
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 55 and completing ten years of Vesting Service
Deferred vested termination	Termination for reasons other than death or retirement after completing three years of Vesting Service
Disability	Permanent and total disability prior to Normal Retirement Date
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement

Normal retirement income as an annuity indexed to CPI for the life of the participant (with 66 $\frac{2}{3}$ % continuation to the participant's spouse if applicable). The starting value of this annuity is 1/180 times the participant's Account Balance at Benefit Commencement Date.

The Account Balance is initially established on the present value of the benefit accrued under the plan at 12/31/86. Participants earn annual credits to Account Balances equal to 3% of eligible compensation in excess of 1/4th of the Social Security Maximum Taxable Wage Base for that year plus 6% of compensation in excess of 1/4th of the Social Security Maximum Taxable Wage Base. In addition, certain participants are eligible to receive special transitional credits equal to a specified percentage of annual pay. Account Balances are credited with an Interest Credit Percentage at the end of each quarter based on the Account Balance at the beginning of each quarter.

The Interest Credit Percentage is equal to the lesser of:

- (i) The Consumer Price Index as measured for the 12-month period ending 3 months prior to the start of the plan year, and
- (ii) The 12-month average of the yields of One-Year Treasury Constant Maturities for the 12-month period ending 3 months prior to the start of the plan year.

The Plan was amended effective January 1, 2001 to provide a minimum interest crediting percentage of 5% and a maximum interest crediting rate of 8%.

A minimum benefit applies to all active participants earning benefits under the plan after December 31, 1986 and is equal to five-year average pay times 1.2% times credited service (to a maximum of 20 years) is payable if it provides a larger benefit.

In no event will the present value of benefits due to a participant commencing payment under the Plan be less than the value of his accrued benefit under the Plan as of December 31, 1986.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Early retirement	The monthly pension benefit determined under the Plan is based on (a) Account Balance at his early retirement date, and (b) his minimum benefit payable as of his normal retirement date reduced 5/9% for each month that benefit commencement precedes age 65 and 5/18% for each month that benefit commencement precedes age 60.
Deferred vested termination	A participant will be entitled to a deferred vested benefit payable in full at age 65. Participants may elect to receive a reduced benefit on or after age 55 and at least 10 years of Credited Service.
Disablement	Employees continue to receive pay-based credits during the period from the date of disablement until the attainment of age 65, calculated assuming that compensation for the period of disablement is deemed to be equal to the amount of benefits he receives (or would have received if enrolled) under the LTD Group Plan.
Preretirement death	In the event of the death of a vested participant prior to retirement, his surviving spouse will be entitled to 50% of the reduced accrued benefit as of the date of death, payable upon the later of (1) the date of employee's death and (2) the attainment of the employee's earliest retirement age.

Other Plan Provisions

Form of Payment	<u>Normal Forms of Payment</u> 1. For a member who does not have a spouse, the automatic form of benefit is a monthly life annuity with a five-year certain feature. 2. For married members, the automatic form of benefit is an actuarially equivalent 66 2/3% joint and survivor annuity. Alternatively, a member may elect to receive an actuarially equivalent lump sum. <u>Forms of Payment in Lieu of Normal Forms</u> 1. Single Life Annuity 2. Joint & Survivor Options (66 2/3%, 75%, 100%) 3. Certain & Life (5, 10 years) 4. Lump Sum
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Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under all Other Merged Plans, (i.e., all Parts other than the original ABB Cash Balance Plan, under which the lump sum continues to be limited to a 90-day window following termination of employment).

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

- The assumed plan-related expenses added to the target normal cost were changed from \$2,960,000 to \$3,480,000.
- The cash balance interest crediting rate assumption for the former Cash Balance Plan participants reflects the actual 2025 calendar year interest crediting rate of 5.40% and the long-term assumption of 6.00%, in order to reflect more recent market conditions.
- The benefit commencement date assumption for terminated vested participants in the ABB Inc. Merged Pension Plan was consolidated to assume a commencement date of age 65 for participants in all legacy groups in conjunction with the 2023 plan mergers.
- The form of payment for certain ABB Inc. Merged Pension Plan terminated vested participants was changed from 100% annuity to 60% annuity and 40% lump sum since the plan was amended to offer a lump sum option for terminated vested participants effective April 1, 2025.
- The pre-retirement death benefit commencement date for all ABB Inc. Merged Pension Plan participants was consolidated to assume a commencement at the later of date of death or early retirement eligibility in all legacy groups in conjunction with the 2023 plan mergers.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 25 Change in Method

As approved in the letter dated February 10, 2026, the asset averaging history for the ABB Inc. Cash Balance Plan was re-constructed into December 1 to November 30 plan years and included with the combined plan histories of the ABB Inc. Merged Pension Plan and the Thomas and Betts Corporation Pension Plan for Bargaining Unit Employees.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of December 1, 2024

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	3	0	0	0	0	0	0	0	0	0	3
35-39	25	20	2	0	0	0	0	0	0	0	47
40-44	19	48	46	7	0	0	0	0	0	0	120
45-49	21	45	51	52	4	0	0	0	0	0	173
50-54	26	43	70	90	57	5	0	0	0	0	291
55-59	28	64	68	96	79	46	4	0	0	0	385
60-64	28	60	82	127	65	60	18	9	0	0	449
65-69	10	24	49	62	22	26	13	9	1	0	216
70 & over	3	12	9	20	5	10	1	3	1	1	65
Total	163	316	377	454	232	147	36	21	2	1	1,749

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: ABB Inc. Merged Pension Plan
 EIN / PN: 36-3100018/306
 Plan Sponsor: ABB Inc.
 Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Participants with Cash Balance Benefits as of December 1, 2024

Number and average cash balance account distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	3	0	0	0	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
35-39	25	17	2	0	0	0	0	0	0	0	44
	4,778	-	-	-	-	-	-	-	-	-	9,552
40-44	19	40	19	3	0	0	0	0	0	0	81
	-	16,587	-	-	-	-	-	-	-	-	15,588
45-49	22	40	25	26	1	0	0	0	0	0	114
	11,015	23,365	36,957	66,764	-	-	-	-	-	-	34,099
50-54	25	30	32	46	26	2	0	0	0	0	161
	11,761	29,105	42,506	80,169	94,707	-	-	-	-	-	55,261
55-59	27	55	24	67	38	35	3	0	0	0	249
	12,512	30,510	68,496	122,780	136,108	171,300	-	-	-	-	94,714
60-64	27	44	29	106	37	48	13	8	0	0	312
	21,896	45,467	77,479	138,521	185,538	229,272	-	-	-	-	137,229
65-69	10	22	19	47	8	17	12	9	0	0	144
	-	47,437	-	146,258	-	-	-	-	-	-	142,211
70 & over	2	10	4	18	3	6	1	1	1	0	46
	-	-	-	-	-	-	-	-	-	-	144,783
Total	160	258	154	313	113	108	29	18	1	0	1,154
	10,646	30,197	55,537	122,197	142,776	213,342	273,581	-	-	-	93,592

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: ABB Inc. Merged Pension Plan

EIN / PN: 36-3100018/306

Plan Sponsor: ABB Inc.

Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Participants with Frozen Accrued Benefits as of December 1, 2024

Number and average annual frozen benefit distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	3	0	0	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	8	27	4	0	0	0	0	0	0	39
	-	-	1,550	-	-	-	-	-	-	-	1,599
45-49	0	5	26	26	3	0	0	0	0	0	60
	-	-	2,026	3,175	-	-	-	-	-	-	2,469
50-54	1	13	38	44	31	3	0	0	0	0	130
	-	-	2,377	5,632	5,163	-	-	-	-	-	4,152
55-59	1	9	44	29	41	11	1	0	0	0	136
	-	-	2,229	6,580	7,146	-	-	-	-	-	5,036
60-64	1	16	53	21	28	12	5	1	0	0	137
	-	-	2,617	4,678	6,590	-	-	-	-	-	5,004
65-69	0	2	30	15	14	9	1	0	1	0	72
	-	-	2,624	-	-	-	-	-	-	-	7,066
70 & over	1	2	5	2	2	4	0	2	0	1	19
	-	-	-	-	-	-	-	-	-	-	-
Total	4	58	223	141	119	39	7	3	1	1	596
	-	1,093	2,327	5,169	6,658	11,733	-	-	-	-	4,589

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: ABB Inc. Merged Pension Plan

EIN / PN: 36-3100018/306

Plan Sponsor: ABB Inc.

Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	16,251,566	23,117,219	35,921,178	75,289,963
2025	10,648,606	9,374,520	34,951,095	54,974,221
2026	10,953,707	9,084,962	33,718,835	53,757,504
2027	10,734,921	10,613,133	32,492,808	53,840,862
2028	10,524,832	13,020,537	31,211,121	54,756,490
2029	10,510,398	12,766,442	29,881,681	53,158,521
2030	10,107,635	13,841,857	28,431,437	52,380,929
2031	9,514,873	14,226,633	26,924,337	50,665,843
2032	9,326,698	14,767,691	25,492,468	49,586,857
2033	8,772,983	15,659,359	24,137,803	48,570,145
2034	8,516,108	16,154,521	22,795,276	47,465,905
2035	8,045,720	15,816,467	21,451,618	45,313,805
2036	7,536,585	16,255,244	20,096,595	43,888,424
2037	7,229,154	15,758,730	18,712,752	41,700,636
2038	7,104,138	15,563,991	17,338,737	40,006,866
2039	6,791,505	15,617,019	15,999,373	38,407,897
2040	6,607,258	15,528,126	14,673,987	36,809,371
2041	6,370,137	15,216,813	13,369,207	34,956,157
2042	6,113,234	14,992,361	12,094,953	33,200,548
2043	5,908,809	14,434,937	10,858,920	31,202,666
2044	5,589,080	14,016,228	9,689,691	29,294,999
2045	5,340,622	13,589,881	8,597,802	27,528,305
2046	5,119,346	13,109,699	7,570,351	25,799,396
2047	4,795,113	12,624,295	6,612,469	24,031,877
2048	4,549,584	12,131,969	5,728,301	22,409,854
2049	4,282,752	11,496,546	4,920,610	20,699,908
2050	4,019,158	10,891,069	4,190,867	19,101,094
2051	3,737,172	10,259,084	3,539,038	17,535,294
2052	3,410,019	9,777,850	2,963,591	16,151,460

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	3,177,577	8,900,447	2,461,615	14,539,639
2054	2,906,012	8,208,897	2,028,968	13,143,877
2055	2,615,461	7,529,709	1,660,528	11,805,698
2056	2,343,615	6,867,034	1,350,455	10,561,104
2057	2,101,539	6,230,958	1,092,493	9,424,990
2058	1,898,141	5,626,087	880,247	8,404,475
2059	1,660,777	5,055,083	707,415	7,423,275
2060	1,468,468	4,519,951	568,014	6,556,433
2061	1,291,472	4,022,039	456,505	5,770,016
2062	1,129,735	3,562,738	367,907	5,060,380
2063	982,955	3,142,180	297,878	4,423,013
2064	850,734	2,759,587	242,697	3,853,018
2065	732,499	2,413,649	199,258	3,345,406
2066	627,385	2,102,593	165,023	2,895,001
2067	534,487	1,824,219	137,946	2,496,652
2068	452,859	1,576,160	116,408	2,145,427
2069	381,529	1,355,949	99,144	1,836,622
2070	319,542	1,161,141	85,175	1,565,858
2071	265,978	989,371	73,757	1,329,106
2072	219,958	838,357	64,326	1,122,641
2073	180,655	706,016	56,455	943,126

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of December 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	12/01/2024	41,746,668	15.00000	41,746,668	3,893,516
2. Shortfall	12/01/2023	4,503,019	14.00000	4,222,090	412,390
3. Shortfall	12/01/2022	25,495,918	13.00000	21,730,096	2,233,690
4. Shortfall	12/01/2021	4,959,679	12.00000	3,835,996	417,343
5. Shortfall	12/01/2020	1,995,967	11.00000	1,396,703	161,917
Total				72,931,553	7,118,856

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	16,251,566	23,117,219	35,921,178	75,289,963
2025	10,648,606	9,374,520	34,951,095	54,974,221
2026	10,953,707	9,084,962	33,718,835	53,757,504
2027	10,734,921	10,613,133	32,492,808	53,840,862
2028	10,524,832	13,020,537	31,211,121	54,756,490
2029	10,510,398	12,766,442	29,881,681	53,158,521
2030	10,107,635	13,841,857	28,431,437	52,380,929
2031	9,514,873	14,226,633	26,924,337	50,665,843
2032	9,326,698	14,767,691	25,492,468	49,586,857
2033	8,772,983	15,659,359	24,137,803	48,570,145
2034	8,516,108	16,154,521	22,795,276	47,465,905
2035	8,045,720	15,816,467	21,451,618	45,313,805
2036	7,536,585	16,255,244	20,096,595	43,888,424
2037	7,229,154	15,758,730	18,712,752	41,700,636
2038	7,104,138	15,563,991	17,338,737	40,006,866
2039	6,791,505	15,617,019	15,999,373	38,407,897
2040	6,607,258	15,528,126	14,673,987	36,809,371
2041	6,370,137	15,216,813	13,369,207	34,956,157
2042	6,113,234	14,992,361	12,094,953	33,200,548
2043	5,908,809	14,434,937	10,858,920	31,202,666
2044	5,589,080	14,016,228	9,689,691	29,294,999
2045	5,340,622	13,589,881	8,597,802	27,528,305
2046	5,119,346	13,109,699	7,570,351	25,799,396
2047	4,795,113	12,624,295	6,612,469	24,031,877
2048	4,549,584	12,131,969	5,728,301	22,409,854
2049	4,282,752	11,496,546	4,920,610	20,699,908
2050	4,019,158	10,891,069	4,190,867	19,101,094
2051	3,737,172	10,259,084	3,539,038	17,535,294
2052	3,410,019	9,777,850	2,963,591	16,151,460

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	3,177,577	8,900,447	2,461,615	14,539,639
2054	2,906,012	8,208,897	2,028,968	13,143,877
2055	2,615,461	7,529,709	1,660,528	11,805,698
2056	2,343,615	6,867,034	1,350,455	10,561,104
2057	2,101,539	6,230,958	1,092,493	9,424,990
2058	1,898,141	5,626,087	880,247	8,404,475
2059	1,660,777	5,055,083	707,415	7,423,275
2060	1,468,468	4,519,951	568,014	6,556,433
2061	1,291,472	4,022,039	456,505	5,770,016
2062	1,129,735	3,562,738	367,907	5,060,380
2063	982,955	3,142,180	297,878	4,423,013
2064	850,734	2,759,587	242,697	3,853,018
2065	732,499	2,413,649	199,258	3,345,406
2066	627,385	2,102,593	165,023	2,895,001
2067	534,487	1,824,219	137,946	2,496,652
2068	452,859	1,576,160	116,408	2,145,427
2069	381,529	1,355,949	99,144	1,836,622
2070	319,542	1,161,141	85,175	1,565,858
2071	265,978	989,371	73,757	1,329,106
2072	219,958	838,357	64,326	1,122,641
2073	180,655	706,016	56,455	943,126

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

ABB Inc. Merged Pension Plan

Benefit Structures

On November 30, 2023 the T&B Bargaining Plan was merged into the T&B Pension Plan, which was renamed the ABB Inc. Merged Pension Plan as of that date. On December 31, 2023, the Cash Balance Plan was merged into the ABB Inc. Merged Pension Plan. Plan provisions related to each of the prior plans are described on the following pages.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Thomas & Betts Pension Plan

Benefit Structures

The following summarizes important information about the different benefit structures in the Thomas & Betts Pension Plan.

- Part A contains the main provisions for the Thomas & Betts Pension Plan and the provisions are detailed below.
- Part B contains the provisions for hourly participants of the Elastimold Division prior to February 1, 2005. The benefits for these participants for service on or after February 1, 2005 are based on Part A. The accrued benefits prior to February 1, 2005 are being valued using the participants' previously determined accrued benefits (or actual benefits being paid).
- Part C contains the provisions of the pension plan formerly known as the Amerace Corporation Merged Pension Plan prior to March 1, 1996. The benefits for these participants for service on or after March 1, 1996 are based on Part A of the plan and are described below. The accrued benefits prior to March 1, 1996 are being valued using the participants' previously determined accrued benefits (or actual benefits being paid).
- Part D contains the provisions of the pension plan formerly known as the Augat Inc. Retirement Plan prior to December 1, 1997. The benefits for these participants for service on or after December 1, 1997 are based on Part A. The accrued benefits prior to December 1, 1997 are being valued using the participants' previously determined accrued benefits (or actual benefits being paid). The early retirement provisions for these previously accrued benefits are described below.

Three additional Lamson & Sessions pension plans were merged into the Thomas & Betts Pension Plan effective December 1, 2008.

- The Lamson & Sessions Co. Salaried Employees' Retirement Plan (Part E) was merged into the plan and still has active participants accruing benefits under the Lamson Salaried Plan formula and provisions. The provisions for this plan are described below.
- The Combined Midland Street Retirement Plan, Combined Carlon Hourly, Valley-Todeco Hourly, Combined YSD and Zimmer Hourly Retirement Plan (Part F) were merged into the plan, but participants from this plan had their accruals frozen prior to the merger. This plan is being valued using the participants' previously determined accrued benefits (or actual benefits being paid).
- The Youngstown Steel Door Company Plan Provisions (Part G) was merged into the plan, but this plan contained only former employees as of the merger. This plan is being valued using the participants' previously determined accrued benefits (or actual benefits being paid).

The plan was most recently restated effective January 1, 2024 and amendments adopted through December 31, 2024 are reflected in these plan provisions.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Participants with Previously Accrued Benefits (Part B, C, D, F, and G)

Plan Provisions

Coverage and participation See plan structures in Benefit Structures section of Appendix B

Eligibility for Benefits

Early retirement eligibility Participants who are still employed are eligible to retire as outlined below:

Group	Early Retirement Eligibility
T&B Part B – Elastimold	Age 55 with 10 years of Vesting Service
T&B Part C – Amerace	N/A – No current employees with Part C benefit
T&B Part D – Augat	Age 55 with 20 years of Vesting Service or Age 60 with 10 years of Vesting Service
Lamson Carlon (Part F and G)	Age 60 with 5 years of Vesting Service
Lamson Midland (Part F)	N/A – No current employees with Midland benefit

Elastimold disability retirement eligibility Part B benefits are available on the first day of the seventh month following total and permanent disability for participants with 15 years of continuous service (or 10 years for Hackettstown employees) and are approved for social security disability benefits.

Benefits Paid Upon the Following Events

Early retirement benefit T&B Part B – Elastimold: the frozen monthly accrued benefit as of February 1, 2005 reduced by 0.4167% for each month by which commencement of benefits precedes normal retirement date.

T&B Part D – Augat: the frozen monthly accrued benefit as of December 1, 1997 reduced by 0.25% for each month by which commencement of benefits precedes normal retirement date.

Lamson Carlon (Parts F and G): the monthly accrued benefit actuarially reduced to commencement date.

Retirement benefit formula Previously determined accrued benefits at Normal Retirement Age.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Elastimold Unreduced Normal Retirement benefit.
disability retirement

Other Plan Provisions

Form of payment Single Life Annuity

Optional forms of Former Hourly Elastimold (Part B) participants are eligible to receive their entire
payment in lieu of benefit as a lump sum.
normal form

Effective April 1, 2025, deferred vested participants are eligible to receive their
benefit as a lump sum.

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under all Parts of the plan listed above.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Thomas & Betts Pension Plan Participants (Part A)

Plan Provisions

The part of the plan was originally effective December 16, 1941 and is summarized below.

Coverage and participation	All salaried and non-union hourly employees with one year of service who were hired prior to January 1, 2008
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Definitions

Credited service	One year of Credited Service is earned for each calendar year in which the participant completes 1,000 or more hours of service. Partial years of Credited Service are granted when the participant works less than 1,000 hours in the year of termination only. No credited service will be earned after December 31, 2010.
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Vesting service	One year of service is credited for each calendar year during which the participant works at least 1,000 hours.
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Compensation	Base pay plus Section 401(k) and Section 125 contributions plus 60% of the following items:
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- Sales commissions;
- Executive Profit Sharing bonuses; and
- Management Incentive Plan bonuses.

Deferrals under the Supplemental Executive Investment Plan are excluded.

Average monthly compensation	An average of the highest consecutive 60 months of compensation during the last 120 months. If the employee has less than 60 consecutive months of compensation, the average will be computed over the number of consecutive months. Average Monthly Compensation has been frozen on December 31, 2010.
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Eligibility for Benefits

Normal retirement	Age 65 with 5 years of Vesting Service
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Early retirement	Age 55 with 5 years of Credited Service for those who commenced employment after November 30, 1997. Age 50 with 5 years of Credited Service for those who commenced employment prior to December 1, 1997 at a non-Augat location.
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Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Disability	5 years of Vesting Service.
Deferred vested termination	5 years of Vesting Service.
Preretirement death benefit	Death with vested benefit and eligible spouse.

Benefits Paid Upon the Following Events

Normal retirement	Monthly benefit, to be frozen on December 31, 2010, equal to the greater of: A \$10 per year of Credited Service; and B 1.50% of Average Monthly Compensation multiplied by years of Credited Service (up to a maximum of 35 years) less 50% of the primary Social Security benefit (proportionately reduced for less than 35 years of Credited Service). No future accruals will occur after December 31, 2010. Participants with a FL Industries frozen benefit receive such benefit in addition to the amount described above for service under the Part A formula.
Early retirement	Monthly benefit equal to the monthly accrued benefit from B. above calculated as of Early Retirement, reduced by 0.3% for each month by which commencement of benefits precedes normal retirement date. FL Industries participants have accrued benefits reduced by 0.4167% for each month by which commencement of benefits precedes normal retirement date.
Disability	The monthly accrued Normal Retirement or Early Retirement benefit assuming the employee continued in active service at the same rate of compensation as of the date of disability. No additional service will accrue after December 31, 2010.
Deferred vested termination	The monthly accrued benefit as of the date of termination with payments beginning at age 65. For participants who terminated prior to retirement eligibility, the benefit accrued after November 30, 1997 is actuarially reduced for Early Retirement using 7.0% interest and the UP84 mortality table. The benefit accrued prior to December 1, 1997 is reduced 0.3% per month by which benefit commencement precedes normal retirement date.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Preretirement death benefit The eligible spouse will be entitled to a monthly lifetime pension equal to 100% of the pension the participant would have received had he retired the day prior to his death and elected a joint and survivor annuity with 100% continuation to his or her spouse. If the participant was not at early retirement age at the time of his death, the pre-retirement survivor annuity will be deferred until the date on which he would have qualified for early retirement had he lived.

Other Plan Provisions

Form of payment

Normal Form of Payment:

The normal form of payment for single participants is a 10-year certain and life annuity. The normal form of payment for married participants is an actuarially reduced 100% joint & survivor annuity with a 10-year period certain.

Optional Forms of Retirement Income in Lieu of Normal Form:

A participant may elect one of the following forms of payment of equivalent value:

- Life Annuity
- Joint and Survivor Annuity (66 2/3%, 75% and 100%) with a 10-year Period Certain
- Period Certain and Life Benefit (5 years, 10 years and 15 years)
- 10-year Period Certain Benefit
- Lump Sum option is available for six months following termination of employment
- Effective April 1, 2025, deferred vested participants are eligible to receive their benefit as a lump sum.

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under Part A of the Plan.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

The Lamson & Sessions Co. Salaried Employees' Retirement Plan (Part E)

Plan Provisions

This part of the plan was originally effective October 1, 1984, was merged into this plan effective December 1, 2008, and is summarized below.

Coverage and participation	All salaried employees of Lamson & Sessions Company hired prior to January 1, 2003.
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Definitions

Credited service	Credited Service is the elapsed time in covered employment from most recent date of hire plus any prior periods of reinstated service. No additional credited service will be earned after December 31, 2010.
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Vesting service	Vesting Service is the elapsed time from most recent date of hire plus any periods of reinstated service.
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Final average compensation	Average of compensation during five highest consecutive years out of the last ten. Final Average Compensation has been frozen as of December 31, 2010.
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Accrued benefits	The benefit determined as of a given date of determination using the compensation history and service to date reduced proportionally if Credit Service is under 30 years. It is an amount payable at Normal Retirement Date on a straight-life basis. Benefits were frozen as of December 31, 2010.
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Eligibility for Benefits

Normal retirement	Retirement as of Age 65
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Early retirement	Retirement before NRD and on or after attaining age 55 and 10 years of Vesting Service
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Disability	Permanent and total disability prior to NRD.
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Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
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Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Preretirement death benefit On death of an employee after completion of 5 years of Vesting Service or on death of a vested former employee

Benefits Paid Upon the Following Events

Normal Retirement A monthly benefit equal to 50% of Final average monthly compensation less 50% of Primary Insurance Amount (PIA), reduced proportionately if Credited Service is under 30 years.

No future benefit accruals will occur after December 31, 2010.

Early Retirement The pension is equal to either:

- i. a deferred pension payable at age 65 equal to the accrued normal retirement pension (using Credited Service and average monthly compensation at time of early retirement and assuming the employee continued to receive compensation until age 65 at the same rate as on his retirement date to calculate his PIA), or
- ii. for employees with less than 30 years of service an immediate pension equal to (i) but further reduced by 3% per year for the first 5 years and 7% per year in excess of 5 years, that early retirement precedes normal retirement, or
- iii. for employees with 30 or more years of service an immediate pension equal to (i) but further reduced by 8% for the first year and 7% per year for each additional year that early retirement precedes age 62.

Disability The normal retirement pension payable at age 65, or if the employee has 10 years of vesting service, he may elect an early retirement pension at or after age 55. The pension is based on credited service earned before and during disability and average monthly compensation at time of disability. No future accruals occur after December 31, 2010.

Deferred vested termination The accrued normal retirement pension payable at age 65 or, alternatively for an employee who has completed 10 years of Vesting Service, an actuarially reduced pension payable as early as age 55.

Preretirement death benefit The surviving spouse will receive the benefit which would have been paid if the employee had terminated on the day of his death if not yet terminated, survived to his earliest possible retirement age, retired, elected a 50% Joint and Survivor option and then died.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Form of payment

Normal Form of Payment:

Straight Life Annuity. For married participants eligible for Normal, Early, or Disability retirement, the normal form is a subsidized 100% Joint & Survivor Annuity.

Optional Forms of Retirement Income in Lieu of Normal Form:

An employee may elect to receive his benefit on a straight-life basis or on an actuarially equivalent Joint and Survivor basis. A lump sum is available for six months following termination of employment. Effective April 1, 2025, deferred vested participants are eligible to receive their benefit as a lump sum.

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under Part E of the Plan.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Thomas & Betts Corporation Pension Plan for Bargaining Unit Employees

Benefit Structures

The following summarizes important information about the different benefit structures in the Thomas & Betts Corporation Pension Plan for Bargaining Unit Employees.

Five different bargaining agreements have been merged to form The Thomas & Betts Corporation Pension Plan for Bargaining Unit Employees and are referred to as Parts A, B, C, D, and E. Parts A, B, and E cover only former employees from these bargaining agreements.

Former employee from Parts A, B, and E are valued using their previously determined accrued benefits (or actual benefits being paid).

Plan Provisions for Parts C and D are outlined below. Part C applies to employees at the Athens, Tennessee plant and Part D applies to the employees at the Mercer, Pennsylvania plant, also referred to as Reznor participants.

The plan was most recently restated effective January 1, 2024 and amendments adopted through December 31, 2024 are reflected in these plan provisions.

Athens Hourly Participants (Part C)

Plan Provisions

This part of the plan was originally effective January 1, 1973 and is summarized below.

Coverage and participation	Employees represented by Local 175, International Brotherhood of Electrical Workers at the plant in Athens, Tennessee prior to the participation freeze date. Participation was frozen effective July 17, 2006.
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Definitions

Vesting service	One year of service is credited for each calendar year during which the participant works at least 1,000 hours.
Credited service	One year of Credited Service is earned for each calendar year prior to 2012 in which the participant completes 1,000 or more hours of service. No partial years of Credited Service are granted for a calendar year in which the participant works less than 1,000 hours. No Credited Service is provided after 2011.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement as of Age 65
Early retirement	Retirement before NRD and on or after both attaining age 60 and completing ten years of vesting service
Postponed retirement	Retirement after NRD
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD, and participant is age 50 with 15 years of vesting service
Preretirement death benefit	Death with vested benefit and eligible spouse

Benefits Paid Upon the Following Events

Normal retirement	\$24.00 per month per year of Credited Service up to a maximum of 40 years of Credited Service
Early retirement	The monthly accrued benefit as of Early Retirement, reduced by 5/8 of 1% for each month by which the commencement of benefits precedes the normal retirement date. If a participant has at least 30 years of Credited Service, the benefit is reduced by 5/8 of 1% for each month by which commencement of benefits precedes age 62. If participant's age plus Credited Service is at least 100, the normal retirement benefit is unreduced.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date
Deferred vested termination	The monthly accrued benefit as of the date of termination with payments beginning at age 65. The benefit is available for early retirement with 10 years of service.
Disablement	The monthly accrued benefit as of the date of the disablement unreduced for early retirement. Offsets for Workers Compensation benefits may apply if they are not already deducted from Social Security Disability benefit payable.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Preretirement death	The eligible spouse will be entitled to a monthly lifetime pension equal to 50% of the pension the participant would have received had he retired the day prior to his death and elected a joint and survivor annuity with 50% continuation to his or her spouse. If the participant was not at early retirement age at the time of his death, the pre-retirement survivor annuity will be deferred until the date of which he would have qualified for early retirement had he lived.
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Other Plan Provisions

Form of payment	<u>Normal Form of Payment:</u> The normal form of payment is a monthly life annuity. However, a married participant shall normally receive an actuarially reduced joint annuity with a 50% continuation after the participant's death to his or her spouse, if surviving. <u>Optional Forms of Retirement Income in Lieu of Normal Form:</u> A participant may elect one of the following forms of payment of equivalent value: • Life Annuity • Joint and Survivor Annuity (50%, 66 2/3%, 75%, and 100%) • Joint and Survivor Annuity (50%, 66 2/3%, 75%, and 100%) with automatic pop-up provision (only available for terminations on or after 4/1/2003 with spouse beneficiary) • Period certain and Life Benefit (5 years, 10 years, and 15 years) • Lump sum (available for 6 months following termination)
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Mercer (Reznor) Hourly Participants (Part D)

Plan Provisions

This part of the plan was originally effective March 1, 1966 and is summarized below.

Coverage and Participation

Employees represented by Local 5306 of the United Steelworkers of America, AFL-CIO (Technical Unit, Production and Maintenance Unit and Clerical Unit) become participants in the plan upon attaining age 21 and completing at least one year of service. Participation was frozen for all employees effective May 21, 2008.

Definitions

Credited Service

For employment after June 1, 1973, one year of Credited Service is earned for each calendar year prior to 2013 in which the participant completes 1,680 or more hours of service. Participants receive one tenth of a year of Credited Service for each 168 hours that are worked during a calendar year in which they complete less than 1,680 hours of service. Prior to June 1, 1973, one year of Credited Service was granted for each year of employment. No credited service is provided after 2012.

Vesting service

One year of service is credited for each calendar year during which the participant works at least 1,000 hours or is on an authorized leave of absence.

Eligibility for Benefits

Normal retirement

Retirement as of age 65 with 5 years of vesting service.

Early retirement

Retirement before NRD and on or after both attaining age 60 with 20 years of Vesting Service.

Deferred vested termination

Termination for reasons other than death or retirement after completing five years of vesting service

Disability

Permanent and total disability prior to NRD, and participant is age 50 with 15 years of vesting service

Preretirement death benefit

Death with vested benefit and eligible spouse.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement	Participants receive an accrual based on a multiplier per month per year of Credited Service. The multipliers for each year of Credited Service are shown below for terminations on or after June 1, 2008. <table><tr><th>Credited Service</th><th>Multiplier</th></tr><tr><td>Prior to May 31, 1963</td><td>\$5.00</td></tr><tr><td>June 1, 1963 – June 30, 1990</td><td>16.25</td></tr><tr><td>July 1, 1990 and Later</td><td>23.00</td></tr></table>	Credited Service	Multiplier	Prior to May 31, 1963	\$5.00	June 1, 1963 – June 30, 1990	16.25	July 1, 1990 and Later	23.00
Credited Service	Multiplier								
Prior to May 31, 1963	\$5.00								
June 1, 1963 – June 30, 1990	16.25								
July 1, 1990 and Later	23.00								
Early retirement	The monthly accrued benefit as of Early Retirement, reduced by 1/180th for each month by which the commencement of benefits precedes the earlier of the normal retirement date or the attainment of age 62 with 40 years of service. If a participant is at least age 62 with at least 40 years of service, the monthly accrued benefit is unreduced.								
Deferred vested termination	The monthly accrued benefit as of the date of termination with payments beginning at age 65. The benefit is available for early retirement as described above with 20 years of Vesting Service at termination.								
Disablement	The monthly accrued benefit as of the date of disablement unreduced for early retirement. If a participant is awarded an Employer-provided Public Disability benefit, then the disability benefit under the plan is reduced by the Public Disability benefit.								
Preretirement death	The eligible spouse will be entitled to a monthly lifetime pension equal to 50% of the pension the participant would have received had he retired the day prior to his death and elected a joint and survivor annuity with 50% continuation to his or her spouse. If the participant was not at early retirement age at the time of his death, the pre-retirement survivor annuity will be deferred until the date on which he would have qualified for early retirement had he lived. Charge for Coverage: Active participants are charged 1% for each year that death benefit coverage is in effect beginning at age 60. Terminated vested participants are charged for each year coverage is in effect after their termination date based on the following table. Coverage can be waived with spousal consent for each year that a charge applies.								

Plan Name:	ABB Inc. Merged Pension Plan
EIN / PN:	36-3100018/306
Plan Sponsor:	ABB Inc.
Valuation Date:	December 1, 2024

SCHEDULE SB ATTACHMENTS

Age	Reduction Per Year
40 and earlier	0.10%
40 – 49	0.20
50 – 54	0.30
55 – 59	0.50
60 and later	1.00

Other Plan Provisions

Form of Payment

Normal Form of Payment:

The normal form of payment is a monthly 10 year certain and life annuity. However, a married participant shall normally receive an actuarially equivalent joint annuity with a 50% continuation after the participant's death to his or her spouse, if surviving.

Optional Forms of Retirement Income in Lieu of Normal Form:

A participant may elect one of the following forms of payment of equivalent value:

- Life Annuity
- Joint and Survivor Annuity (50%, 75%, and 100%)
- 10 Year Certain and Life Annuity
- Effective April 1, 2025, deferred vested participants are eligible to receive their benefit as a lump sum.

Maximum limits on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing dollar limits automatically as such changes take effect.

Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under all Parts other than Part C of the former T&B Bargained Plan.

Plan Name: ABB Inc. Merged Pension Plan
EIN / PN: 36-3100018/306
Plan Sponsor: ABB Inc.
Valuation Date: December 1, 2024

SCHEDULE SB ATTACHMENTS

ABB Inc. Cash Balance Pension Plan

Plan Provisions

The Plan was adopted on December 1, 1950. The plan was most recently restated effective January 1, 2024 and amendments through December 31, 2024 are reflected in these plan provisions.

Coverage and participation	First day of the month following employee commencement date. Accruals under the plan were frozen as of December 31, 2011. There will be no new participants in this plan after December 31, 2011. As of December 31, 2019, inactive participants in the Represented Cash Balance were merged into the plan. As of December 31, 2021, participants of the Consolidated Hourly Plan and Kuhlman Salaried Plan were merged into the Cash Balance Plan.
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Definitions

Vesting service	100% after 3 years of vesting service. All participants were vested as of December 31, 2011.
Normal retirement date (NRD)	First day of the month coinciding with or next following the attainment of age 65.
Retirement benefit formula	For each year of service, a member's account will be credited with the following percentage of salary:

Age	Percentage
Under 25	2.5%
25 - 29	3.0%
30 - 34	3.5%
35 - 39	4.0%
40 - 44	4.5%
45 - 49	5.0%
50 - 54	5.5%
55 - 59	6.0%
60 and over	6.5%

An additional 2.25% of salary in excess of one-half the Social Security Taxable Wage Base is credited each year.

Pay credits were frozen as of December 31, 2011.

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Transitional credits A member of the prior plan who as of the date of conversion had attained certain age and service conditions is credited with an additional percentage of his salary for each year of service.

Interest credits Interest credits on each member's account balance in any year are equal to the Cost of Living Escalator Percentage, which is the highest Consumer Price Index rate for the months of August, September, and October of the previous year plus 300 basis points, but not less than 4% or greater than 9%, however, the resulting rate is limited to the 417(e) third segment rate for August of the previous year. The Percentage was 8% for the plan years beginning January 1, 1992 through January 1, 2001, 6.7% for the plan year beginning January 1, 2002, 5.93% for the plan year beginning January 1, 2003, 6.00% for the plan year beginning January 1, 2004, 6.20% for the plan year beginning January 1, 2005, 7.70% for the plan year beginning January 1, 2006, 6.80% for the plan year beginning January 1, 2007, 6.50% for the plan year beginning January 1, 2008, 8.40% for the plan year beginning January 1, 2009, 4.00% for the plan year beginning January 1, 2010, 4.20% for the plan year beginning January 1, 2011, 6.90% for the plan year beginning January 1, 2012, 5.20% for the plan year beginning January 1, 2013, 4.50% for the plan year beginning January 1, 2014, 4.70% for the plan year beginning January 1, 2015, 4.00% for the plan year beginning January 1, 2016, 4.18% for the plan year beginning January 1, 2017, 4.36% for the plan year beginning January 1, 2018, 4.46% for the plan year beginning January 1, 2019, 4.00% for the plan year beginning January 1, 2020, 4.00% for the plan year beginning January 1, 2021, 4.00% for the plan year beginning January 1, 2022, 4.69% for the plan year beginning January 1, 2023, 5.43% for the plan year beginning January 1, 2024, and 5.40% for the calendar year beginning January 1, 2025.

Accrued benefit under prior plan The accrued benefit under the prior plan, excluding the Retirement Income Plan for Applied Automation, Inc., as of the date of conversion was converted to a lump sum amount as a beginning account balance. Such conversion was based upon an 8% interest rate for the January 1, 1994, January 1, 1992 and December 1, 1988 conversions, and 7.25% for December 1, 1989 conversions, and an assumed retirement age of 65.

The accrued benefit under the Applied Automation Plan will be indexed with increases in final average earnings and may be converted to a lump sum at termination.

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Accrued monthly annuity benefit	Equal to a five-year certain and continuous annuity payable at age 65 that is actuarial equivalent to the account balance. In no event will the accrued benefit be less than the benefit accrued under the prior plan as of the date of conversion.
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Eligibility for Benefits

Normal retirement	First of month coinciding with or next following the attainment of age 65
Early retirement	First day of the month following attainment of age 55 and completion of 5 years of service (age 55 for Combustion Engineering employees as of December 31, 1991).
Deferred vested termination	Termination for reasons other than death or retirement after completing three years of vesting service
Disability	Upon total and permanent disablement
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits

Benefits Paid Upon the Following Events

Normal retirement	A monthly annuity calculated in accordance with the Retirement Benefit Formula and payable as a Normal Form of Benefit.
Early retirement	A monthly annuity calculated in accordance with the Retirement Benefit Formula and payable as a Normal Form of Benefit at age 65, or payable earlier in an actuarially reduced amount.
Deferred vested termination	A monthly annuity calculated in accordance with the Retirement Benefit Formula and payable as a Normal Form of Benefit at age 65, or payable earlier in an actuarially reduced amount.
Disablement	A member shall be eligible for additional credits each year in accordance with the Retirement Benefit Formula, Transitional Credits, and Interest Credits based upon the member's salary in effect at the time of disability retirement. The additional credits shall cease upon the earlier of recovery or attainment of age 65. A member may elect to receive his accrued benefit at any time, at which time no further credits shall be granted.
Preretirement death	In the event of death of a vested employee prior to retirement, his beneficiary will be entitled to the actuarially equivalent lump sum value of the employee's accrued benefit. If the beneficiary is the employee's surviving spouse, an actuarially equivalent annuity may be received.

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Other Plan Provisions

Forms of payment

Normal Forms of Payment

- For a member who does not have a spouse, the automatic form of benefit is a monthly life annuity with a five-year certain feature.
- For married members, the automatic form of benefit is an actuarially equivalent 50% joint and survivor annuity with a five-year certain feature. Alternatively, a member may elect to receive an actuarially equivalent lump sum.

Forms of Payment in Lieu of Normal Forms

- Single Life Annuity
- Joint & Survivor Options (50%, 67%, 75%, 100%)
- Certain & Life (5, 10, 15, 20 years)
- Lump Sum (available for up to 90 days following termination. "Sold" participants who can take a lump sum at any time prior to termination from the successor employer and up to 90 days following termination)

Preserved early retirement provision

- Eligibility
 1. Prior ABB or Power T&D Active members whose age plus vesting service equalled 65 or more on their date of conversion.
 2. Active members on their date of conversion who had attained age 55 or whose age plus years of benefit service equalled 60 or more as of that date.
- Benefit

The benefit for service prior to the effective date shall be no less than the normal retirement or early retirement benefit accrued under the prior plan, as applicable.

Minimum Benefit for Certain Prior Flakt Plan Members

- Eligibility

Members of the prior Flakt Plan as of December 31, 1993 that were (i) 35-39 and vested, or (ii) at least age 40.
- Benefit

The participant will receive their cash balance account, plus the difference in the value of a life annuity at their date of termination determined under the prior Flakt plan and the life annuity equivalent of the cash balance account at their date of termination. If applicable, this additional benefit will be paid as a life annuity under the terms of the prior Flakt Plan.

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Provisions Related to Other Merged Plans

Williamsport

Eligibility for Benefits

Normal retirement	First of month coinciding with or next following the attainment of age 65
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 55 and completing fifteen years of benefit service or age 62 and completing ten years of benefit service.
Postponed retirement	Retirement after Normal Retirement Date
Disability	Permanent and total disability prior to Normal Retirement Date, following 10 years of benefit service
Death benefits	Death while eligible for normal, early, postponed, deferred vested retirement benefits or participants in retirement, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	A monthly benefit of \$22.75 multiplied by years of benefit service.
Early retirement	A monthly benefit of \$22.75 multiplied by years of benefit service. The benefit will be reduced by 0.4% for each month that retirement precedes age 62, provided that there will be no reduction if the employee has 30 or more years of benefit service.
Disability	A monthly benefit of \$22.75 multiplied by years of benefit service to the date of disablement, payable without reduction after permanent and total disablement following 10 years of benefit service. The monthly disability retirement benefit shall be double the amount determined in the preceding sentence until the employee is eligible for a federal Social Security benefit of disability or age.
Termination	Upon termination of employment after 5 years of vesting service, an employee will be entitled to his accrued benefit payable in full at age 65. The member may elect commencement on or after age 55 if he has 15 years of vesting service or on or after age 62 if he has at least 10 years of vesting service, payable in an actuarially reduced amount.

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Death benefits

Preretirement Death Benefit

In the event of death of a vested employee prior to retirement, his surviving spouse will be entitled to 50% of the accrued benefit, reduced for the 50% joint and survivor option, the early retirement reduction, and the charge for coverage, as of the date of death, payable upon the later of the date of employee's death or early retirement age. There is a coverage charge for this benefit.

Postretirement Death Benefit

The retirement benefits described above based upon election of a straight life form of payment, plus the additional provision that if a retiree dies between ages 65 and 70, then the monthly benefits will continue until the retiree would have attained age 70. Actuarially equivalent optional forms are available.

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Power T&D

Eligibility for Benefits

Normal retirement	First of month coinciding with or next following the attainment of age 65 with five years of service
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 58 and completing thirty years of eligibility service or age 60 and completing ten years of eligibility service.
Postponed retirement	Retirement after Normal Retirement Date
Preretirement death benefit	<u>Death Pension for Vested Participants</u> Five years of Eligibility Service but does not meet the eligibility of the Death Pension below. <u>Preretirement Death Pension</u> Active Participant Age 50 with 15 years of Eligibility Service. Age 60 with 10 years of Eligibility Service, 25 years of Eligibility Service or eligible for normal retirement.
Early retirement supplement	Retirement before age 62 on Early Retirement

Benefits Paid Upon the Following Events

Normal retirement	The greater of the career average and the final average benefit.
Early retirement	The benefit at age 60 and 10 years is the greater of (a) the career average benefit, reduced one-fourth of 1% for each month that the employee's early retirement date precedes his normal retirement date or (b) the final average benefit. In addition, the participant will get the supplemental career average benefit reduced by one-third of 1% for each month that the employee's early retirement date precedes his normal retirement date. When an employee retires at age 58 or later with 30 years of service, the benefit is equal to the greater of (a) the career average benefit or (b) the final average benefit; plus, the supplemental career average benefit, the sum of which is reduced by one-third of 1% for each month that the employee's early retirement date precedes the first of the month after attaining age 60. An employee that has elected to receive their monthly pension payments as described above but has died after payments have begun but before sixty (60)

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monthly payments have been paid, the balance of any such sixty payments shall be payable in a lump sum to a beneficiary name by the employee.

Termination Amount as in Normal/Early retirement benefit above accrued to Date of Termination. The benefit is deferred to early, selected or normal retirement based on Eligibility Service on the date of termination and reduced by one-half of 1% for each month the deferral date precedes normal retirement.

Preretirement death Death Pension for Vested Participants
Surviving spouse benefit equal to 50% of the Normal/Early retirement benefit described above based on Credited Service on the date of the participant's death. The benefit is deferred to the date that the participant would have attained age 60 and is reduced one-half of 1% for each month prior to normal retirement date if the participant had ten years of Eligibility service at death. Otherwise, the benefit is deferred to the date the participant would have attained age 65. The benefit is further reduced by the table below:

Age Difference Between Employee and Surviving Spouse	Employee Older Than Surviving Spouse	Employee Younger Than Surviving Spouse
0 Years	92.5%	92.5%
1	92.0%	93.0%
2	91.5%	93.5%
3	91.0%	94.0%
Etc.	Decreasing by ½%	Increasing by ½% up to 100%

Preretirement Death Pension

Surviving spouse benefit equal to 55%, payable immediately, of the Normal/Early retirement benefit described above and further reduced by the table above.

Early retirement supplement T&D Muncie
\$11.00 for each year of Credited Service as of date of retirement reduced by the Early Retirement Supplement payable from the prior plan; payable until the first of the month following the month in which the employee attains his 62nd birthday.

T&D Other Locations
\$10.00 for each year of Credited Service as of date of retirement reduced by the Early Retirement Supplement payable from the prior plan; payable until the first of the month following the month in which the employee attains his 62nd birthday.

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Other Plan Provisions

Special Supplement

Any Athens employee represented by IBEW 2109 or AWEA who was hired by April 23, 1995 and retires within 3 months of becoming eligible for early retirement based on age 58 with 30 years of service shall receive a \$100 per month supplement payable until age 62. Similarly, if he retires within 3 months of attaining age 60 with 25 years of service, he shall receive a \$200 per month supplement payable until age 62.

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Electro – Mechanics

Eligibility for Benefits

Early Retirement Eligibility Age 55 and 10 years.

Benefits Paid Upon the Following Events

Monthly Benefit The accrued benefit, reduced three tenths of 1% for each month that the employee's early retirement date precedes his normal retirement date.

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Process Analytics

Eligibility for Benefits

Normal retirement	The later of age 65 or 5 years of participation in the Plan.
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 60 and completing ten years of vesting service
Deferred vested termination	Termination for reasons other than death, disability, or retirement after completing five years of Vesting Service

Benefits Paid Upon the Following Events

Normal retirement	A monthly benefit based on the Benefit Level from the table below, subject to a minimum of 0.5% of five-year average monthly earnings, multiplied by years of Benefit Service. <table><tr><th>Termination Date</th><th>Benefit Level</th></tr><tr><td>Effective 02/01/2016</td><td>\$39.00</td></tr><tr><td>Effective 02/01/2017</td><td>\$40.00</td></tr><tr><td>Effective 02/01/2019</td><td>\$41.00</td></tr></table>	Termination Date	Benefit Level	Effective 02/01/2016	\$39.00	Effective 02/01/2017	\$40.00	Effective 02/01/2019	\$41.00
Termination Date	Benefit Level								
Effective 02/01/2016	\$39.00								
Effective 02/01/2017	\$40.00								
Effective 02/01/2019	\$41.00								
Early retirement	The benefit payable at Normal Retirement, based on Benefit Service at retirement and reduced by 5/9 of 1% for each month that retirement precedes age 65.								
Deferred vested termination	The monthly pension benefit calculated as for a normal retirement benefit, but based upon Benefit Service at termination, payable in full at age 65 or payable after age 60 reduced by 5/9 of 1% per month that retirement precedes age 65.								

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UE (625 & 626)

Eligibility for Benefits

Normal retirement	Retirement at age 65
Early retirement	Retirement before Normal Retirement and on or after both attaining age 55 and completing five years of Credited Service
Deferred vested termination	The benefit is payable at age 65, or payable after age 55 in a reduced amount, provided the employee had completed at least 5 years of Credited Service at the time of termination.

Benefits Paid Upon the Following Events

Normal retirement	A monthly benefit payable equal to 2.6% of Earnings for each year of participation service on and after the Original Effective Date (September 15, 1984 for Local 625, January 1, 1985 for Local 626). However, if Local 626 and more than 10 but less than 25 years of Credited Service, benefits are based on the highest 5 year average of Earnings within the last 10 years prior to retirement. If more than 25 years of Credited Service, the benefit is based on the larger of career average earnings in the first sentence above and final average earnings in the second sentence above. For all participants, the benefit is subject to a minimum of \$180 per year for each year of Credited Service.
Early retirement	A monthly benefit calculated based on service to early retirement date. The benefit is payable unreduced at age 62 with 5 years of Vesting Service or age 60 with 35 years of Credited Service. Otherwise, the benefit is reduced as follows:

Age at Retirement	Local 625 and 626 Reduction Factor
62 - 65	100.0%
61	94.0%
60	87.4%
59	81.3%
58	75.5%
57	69.9%
56	63.5%
55	57.9%

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Other Plan Provisions

Special temporary early retirement supplement

Participants who retire between the ages of 56 and 62 with at least 30 years of Credited Service are eligible for a special temporary early retirement supplement. This supplement is equal to \$460 per month for Local 625 and \$525 per month for Local 626, if the participant begins receiving their pension benefit within 24 months of their last day of active employment. The supplement will be paid until the participant becomes eligible for Social Security benefits or reaches age 62, whichever is first. If the participant dies before age 62, the temporary supplement payments stop.

The supplement is reduced if the sum of the participant's monthly pension and the supplement exceeds 70% of the participant's annual pre-retirement pay.

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Crystal Springs

Eligibility for Benefits

Normal retirement	Retirement at the later of age 65 and the 5th anniversary of the date of hire.
Early retirement	Retirement before Normal Retirement Date and on or after both attaining age 60 and completing ten years of Credited Service
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of Vesting Service

Benefits Paid Upon the Following Events

Normal retirement															
1. Monthly Benefit	The benefit level multiplied by years of credited service														
2. Benefit Level	<table><tr><th>Termination Date</th><th>Benefit Level</th></tr><tr><td>Effective 01/01/1997</td><td>\$11.00</td></tr><tr><td>Effective 01/01/1998</td><td>\$12.00</td></tr><tr><td>Effective 01/01/1999</td><td>\$13.00</td></tr><tr><td>Effective 01/01/2001</td><td>\$14.00</td></tr><tr><td>Effective 01/01/2002</td><td>\$15.00</td></tr><tr><td>Effective 01/01/2003</td><td>\$16.00</td></tr></table>	Termination Date	Benefit Level	Effective 01/01/1997	\$11.00	Effective 01/01/1998	\$12.00	Effective 01/01/1999	\$13.00	Effective 01/01/2001	\$14.00	Effective 01/01/2002	\$15.00	Effective 01/01/2003	\$16.00
Termination Date	Benefit Level														
Effective 01/01/1997	\$11.00														
Effective 01/01/1998	\$12.00														
Effective 01/01/1999	\$13.00														
Effective 01/01/2001	\$14.00														
Effective 01/01/2002	\$15.00														
Effective 01/01/2003	\$16.00														
Early retirement	The monthly pension benefit determined as of the early retirement date, reduced 5/9% for each month that retirement precedes Normal Retirement Date.														
Deferred vested termination	A monthly benefit equal to the benefit level multiplied by years of Credited Service, payable in full at age 65. The member may elect commencement on or after age 60 if he has at least 10 years of Credited Service. This benefit will be reduced 5/9% for each month that retirement precedes Normal Retirement Date.														

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Kuhlman Electric Corporation Salaried Employees' Pension Plan

Plan Provisions

Coverage and Participation All regular, full-time salaried or clerical employees hired before May 1, 2006 became eligible to participate on the January 1 coincident with or next following their date of hire. Accruals under the plan were frozen as of December 31, 2009.

Definitions

Vesting service One year for each 1,000-hour calendar year of employment by Kuhlman Electric Corporation.

Pension service Years and months of service as a covered employee.

Credited service Based on elapsed time from credited service date, calculated to the nearest 1/12th of a year.

Social Security benefit The projected amount of the participant's primary Social Security benefit according to the law in effect at the date of termination of employment assuming continuation of then current earnings to age 65.

Normal retirement date (NRD) First day of the month following the employee's 65th birthday

Eligibility for Benefits

Normal retirement Retirement on Normal Retirement Date

Early retirement Retirement before Normal Retirement Date and on or after both attaining age 55 and completing ten years of Vesting Service

Deferred vested termination Termination for reasons other than death or retirement after completing three years of Vesting Service

Disability Permanent and total disability prior to Normal Retirement Date

Preretirement death benefit Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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Benefits Paid Upon the Following Events

Normal retirement

Normal retirement income as an annuity indexed to CPI for the life of the participant (with 66 $\frac{2}{3}$ % continuation to the participant's spouse if applicable). The starting value of this annuity is 1/180 times the participant's Account Balance at Benefit Commencement Date.

The Account Balance is initially established on the present value of the benefit accrued under the plan at 12/31/86. Participants earn annual credits to Account Balances equal to 3% of eligible compensation in excess of 1/4th of the Social Security Maximum Taxable Wage Base for that year plus 6% of compensation in excess of 1/4th of the Social Security Maximum Taxable Wage Base. In addition, certain participants are eligible to receive special transitional credits equal to a specified percentage of annual pay. Account Balances are credited with an Interest Credit Percentage at the end of each quarter based on the Account Balance at the beginning of each quarter.

The Interest Credit Percentage is equal to the lesser of:

- (i) The Consumer Price Index as measured for the 12-month period ending 3 months prior to the start of the plan year, and
- (ii) The 12-month average of the yields of One-Year Treasury Constant Maturities for the 12-month period ending 3 months prior to the start of the plan year.

The Plan was amended effective January 1, 2001 to provide a minimum interest crediting percentage of 5% and a maximum interest crediting rate of 8%.

A minimum benefit applies to all active participants earning benefits under the plan after December 31, 1986 and is equal to five-year average pay times 1.2% times credited service (to a maximum of 20 years) is payable if it provides a larger benefit.

In no event will the present value of benefits due to a participant commencing payment under the Plan be less than the value of his accrued benefit under the Plan as of December 31, 1986.

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Early retirement	The monthly pension benefit determined under the Plan is based on (a) Account Balance at his early retirement date, and (b) his minimum benefit payable as of his normal retirement date reduced 5/9% for each month that benefit commencement precedes age 65 and 5/18% for each month that benefit commencement precedes age 60.
Deferred vested termination	A participant will be entitled to a deferred vested benefit payable in full at age 65. Participants may elect to receive a reduced benefit on or after age 55 and at least 10 years of Credited Service.
Disablement	Employees continue to receive pay-based credits during the period from the date of disablement until the attainment of age 65, calculated assuming that compensation for the period of disablement is deemed to be equal to the amount of benefits he receives (or would have received if enrolled) under the LTD Group Plan.
Preretirement death	In the event of the death of a vested participant prior to retirement, his surviving spouse will be entitled to 50% of the reduced accrued benefit as of the date of death, payable upon the later of (1) the date of employee's death and (2) the attainment of the employee's earliest retirement age.

Other Plan Provisions

Form of Payment	<u>Normal Forms of Payment</u> 1. For a member who does not have a spouse, the automatic form of benefit is a monthly life annuity with a five-year certain feature. 2. For married members, the automatic form of benefit is an actuarially equivalent 66 2/3% joint and survivor annuity. Alternatively, a member may elect to receive an actuarially equivalent lump sum. <u>Forms of Payment in Lieu of Normal Forms</u> 1. Single Life Annuity 2. Joint & Survivor Options (66 2/3%, 75%, 100%) 3. Certain & Life (5, 10 years) 4. Lump Sum
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Changes in Benefits Valued Since Prior Year

Effective April 1, 2025, a lump sum option equal to the actuarial equivalent of the vested accrued benefit is available as an optional form of payment under all Other Merged Plans, (i.e., all Parts other than the original ABB Cash Balance Plan, under which the lump sum continues to be limited to a 90-day window following termination of employment).

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Schedule SB, Line 32
Schedule of Amortization Bases
as of December 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	12/01/2024	41,746,668	15.00000	41,746,668	3,893,516
2. Shortfall	12/01/2023	4,503,019	14.00000	4,222,090	412,390
3. Shortfall	12/01/2022	25,495,918	13.00000	21,730,096	2,233,690
4. Shortfall	12/01/2021	4,959,679	12.00000	3,835,996	417,343
5. Shortfall	12/01/2020	1,995,967	11.00000	1,396,703	161,917
Total				72,931,553	7,118,856

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Schedule SB, Line 25

Change in Method

As approved in the letter dated February 10, 2026, the asset averaging history for the ABB Inc. Cash Balance Plan was re-constructed into December 1 to November 30 plan years and included with the combined plan histories of the ABB Inc. Merged Pension Plan and the Thomas and Betts Corporation Pension Plan for Bargaining Unit Employees.

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Schedule SB, Line 24 Change in Actuarial Assumptions

- The assumed plan-related expenses added to the target normal cost were changed from \$2,960,000 to \$3,480,000.
- The cash balance interest crediting rate assumption for the former Cash Balance Plan participants reflects the actual 2025 calendar year interest crediting rate of 5.40% and the long-term assumption of 6.00%, in order to reflect more recent market conditions.
- The benefit commencement date assumption for terminated vested participants in the ABB Inc. Merged Pension Plan was consolidated to assume a commencement date of age 65 for participants in all legacy groups in conjunction with the 2023 plan mergers.
- The form of payment for certain ABB Inc. Merged Pension Plan terminated vested participants was changed from 100% annuity to 60% annuity and 40% lump sum since the plan was amended to offer a lump sum option for terminated vested participants effective April 1, 2025.
- The pre-retirement death benefit commencement date for all ABB Inc. Merged Pension Plan participants was consolidated to assume a commencement at the later of date of death or early retirement eligibility in all legacy groups in conjunction with the 2023 plan mergers.

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Plan Sponsor: ABB Inc.
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