



# Benefits & rewards

## Competitive and Comprehensive



ABB's philosophy is to provide compensation and benefits that will attract, retain and motivate employees.

We provide a competitive compensation package that includes base pay as well as variable pay opportunities. We offer a comprehensive suite of benefits to help protect employees and their family's health as well as financial well being. Additionally, we provide programs that reward and recognize employees for their contributions.

## – Benefits in the U.S.

In the United States, ABB's Total Rewards package provides you with benefits designed to protect you and your family's health and financial security. These include:

- Competitive base salary
- Annual incentive or commission program
- Comprehensive Medical, Dental, Vision plans
- Exciting and fun Wellness Programs
- Valuable Life and AD&D Insurance for you and your dependents
- Income protecting disability benefits
- 401(k) Retirement Savings Plan with generous company contributions
- And numerous other benefit offerings that set ABB apart from other employer

In our workplace, we strive to assist you in balancing your work and personal life. Only by providing you a supportive and caring environment, can we create a better world together.

## – Reward programs

ABB's success depends on your performance and contributions as an employee, and our reward programs are aimed at increasing employee interest in ABB's business goals and results.

Various reward programs are positioned in line with respective market conditions and typically include, but are not limited to, a share acquisition plan, profit sharing, spot bonuses, performance awards, and sales incentives.