

ERICSSON INC USA EMPLOYEES POLITICAL ACTION COMMITTEE

CONTRIBUTION GUIDELINES

- I. No PAC contribution shall be made in exchange for the performance of an official act, to influence a candidate or elected official in the discharge of his or her duties, or to thank, reward or punish the recipient for his or her vote or position on a particular bill or issue.
- II. The PAC Chair will authorize PAC disbursements or will assign a designee to act on his/her behalf for this purpose. The PAC Chair, Treasurer, and Assistant Treasurer will have the authority to sign PAC checks.
- III. To be eligible for an Ericsson PAC contribution, the candidate must display respect for democracy and democratic norms, including adherence to Congressional rules of decorum and civility toward other Members of Congress. Additionally, the following factors shall be considered although no one factor shall be determinative:
 - A. Whether the candidate represents a district or state that has Ericsson facilities and/or employees;
 - B. Whether the candidate serves on one or more committees of jurisdiction over issues of importance to Ericsson;
 - C. Whether the candidate has been elected to a position of leadership in the U.S. House of Representatives or U.S. Senate;
 - D. Whether the candidate is a champion for the wireless telecommunications industry; and
 - E. Whether the candidate has strong or emerging positions on issues that impact the high-tech industry.
- IV. All contributions shall be limited as follows:
 - A. The PAC shall make political contributions as permitted by federal law.
 - B. The PAC shall not make contributions to the committees of candidates for President or Vice-President of the United States or to the committees of any candidates for state or local office.
 - C. Unless a majority of the Board specifically authorizes otherwise, the PAC shall not make a contribution:
 - (i) to a political party committee;

- (ii) to a candidate for office, unless that candidate is an “incumbent” Representative or Senator (i.e., already are serving in Congress);
 - (iii) to any other separate segregated fund of a corporation, labor organization, business league, or trade association; or
 - (iv) to an independent expenditure-only committee or “SuperPAC”.
- V. On a per election cycle basis, and after first taking into account the factors set forth in Section III, above, as well as then-current political dynamics, the PAC shall attempt to ensure that contributions are distributed equitably between the two major political parties; provided, however, that this section shall not be construed to require Ericsson PAC contributions to be distributed equally between the two major political parties.

Adopted: March 30, 2022