

The graphic consists of a red 'T' on the left, followed by a circle divided vertically by a white line. Below this is a square divided into four quadrants by a white cross. To the right of these symbols, the word 'TOGETHER' is written in a purple-to-blue gradient, and the word 'BETTER' is written in a blue-to-purple gradient below it.

TOGETHER BETTER

T&B = TOGETHER + BETTER

ABB Installation Products

2025 VIP Program + Signature Service™

Table of Contents

Welcome to VIP	3
Product Portfolio	4
Program Overview	5
+ Signature Service™	6
Partner Benefits	7
Financial Incentives	8
Goals and Efficiency Metrics	9
Eligibility Requirements	10
Qualifying Product Lines	13

Welcome to our Vendor Incentive Program

A partnership with new rewards + services

The ABB Installation Products VIP Program has always provided benefits to help enable our most valued customers maximize success. Those benefits include:



RETURNING
IN 2025

**TOGETHER
BETTER**

Signature Service™ adds even more benefits which bring value to your organization through business optimization savings and growth rebates. It also includes a robust rewards component that makes your VIP program more advantageous, along with exclusive access to our most superior level of customer support.

There has never been a better way to generate more success with ABB Installation Products.

See page 6 for more on Signature Service.

VIP Program Portfolio

Giving you access to our most recognized brands

ABB Installation Products supports the industrial and commercial markets with some of the most recognized brand names built upon the Thomas & Betts legacy.

Premier Industrial

T&B Liquidtight Systems® *T&B Fittings* *Ty-Rap*® *Sta-Kon*®

Blackburn® *Ty-Duct*® *Shrink-Kon*® *Pos-E-Kon*® *Russellstoll*®

Color-Keyed® *Ocal*® *Star Teck*® *Deltec*® *Catamount*®

EZCODE® *PMA*® *Adaptaflex*® *Harnessflex*® *KOPEX-EX*®

Commercial Essentials

Carlton® *Kindorf*® *Superstrut*® *Steel City*®

IBERVILLE® *redodot*®

Distribution Connectors

Blackburn®  *HOMAC*®

VIP Program Overview

Program Components

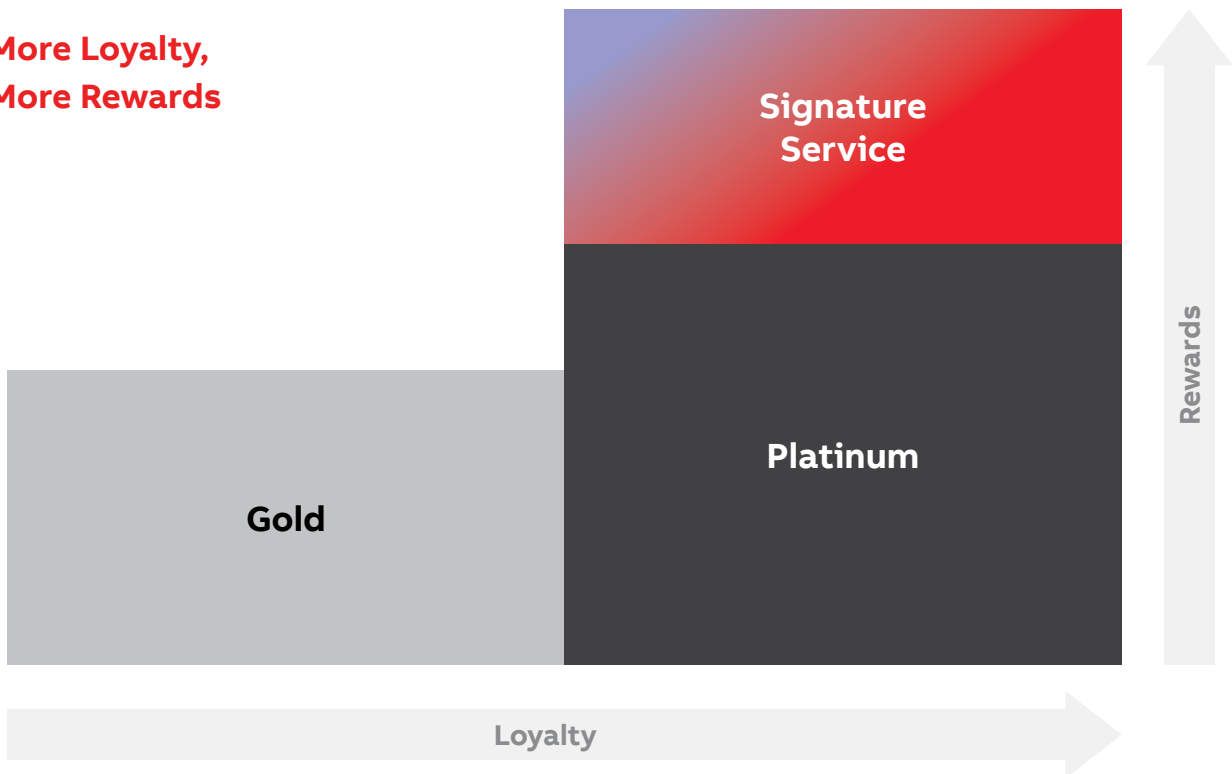


Loyalty Levels

ABB’s VIP Program provides you the financial incentives to collectively grow and maximize your profitability. Your order volume determines if you are classified into Gold or Platinum levels for ABB incentives.

	Gold	Platinum
Order Volume Your overall sales volume of combined Premier Industrial and Commercial Essentials product lines.	<\$3M	>\$3M

More Loyalty, More Rewards



+ Signature Service™

A partnership to better your business

Signature Service is an exclusive rewards program available to our Platinum partners and Buying Group partners. When you commit to ABB Installation Products as the primary supplier for specific product lines, we commit to providing you first-rate service and benefits throughout the year.

Take
advantage
of your
rebate
opportunity

1. Select 4-12 product lines* and work towards your rebate on those selected products
2. NEW for 2025 – Each product line selection provides an additional rebate opportunity ranging from 1% to 3%
3. Rebate is awarded if selected product line sees a 7% growth rate from prior year, primary share position is maintained throughout the year, and product line sales total more than \$25,000.

*Your selection must include no more than 50% product lines from the Commercial Essentials portfolio

Receive Premium Treatment

- **Hot Shot Delivery** - once a quarter, get next-day delivery within 150 miles of a distribution center
- **Return Pickup** - we pick up your returns on direct deliveries
- **Expedited Return Credits** - 48-hour credit for Signature Service products
- **Priority Customer Service** - jump to the front of the line for a quicker response

Improve Efficiency

- Custom reports to share your ordering patterns
- Recommendations to save costs on shipping, receiving and operations
- Direct Delivery and Back Haul opportunity to drive down your shipping costs

Elevate Our Partnership

- A team of dedicated regional sales engineers, working to grow your business
- All-access to the quality brand names you and your customers know and trust
- First-class ABB representatives available to work with you on annual growth planning
- With Signature Service you get scheduled deliveries, shipment notifications and improved logistics

Earning Rewards is As Easy As 1-2-3

Together + Better means we work with you to ensure your business does better than ever



STEP 1

Sign up for Signature Service and select your products at tnbsignatureservice.com



STEP 2

Maintain your commitment through 2025



STEP 3

Participate in ABB-offered incentives and earn rewards throughout the year

Sign up now

VIP Partner Benefits

ABB's VIP Program helps foster reciprocal partnerships with strategic channel partners, by complimenting a channel's local inventory and last mile fulfillment expertise, with ABB demand generation resources, robust portfolio and optimization tools.

	Platinum	Gold
38 Marquee brand names – the broadest electrical portfolio in the industry*	●	●
Priority stock for common part #'s	●	●
Solutions training / marketing support	●	●
Power Connections Program	●	●
Mobile Solutions Truck	●	●
ABB digital eFinder	●	
Enhanced rebates & marketing funds	●	
Demand generation resource priority	●	
Priority new product introductions	●	
Dedicated delivery preference	●	
OEM conversion program	●	
Distributor optimization dashboard	●	
Select product promotions	●	
Vendor-managed inventory (VMI) eligible	●	
+ Signature Service™ (For Platinum and Buying Groups only)		
Signature Service rebate	●	
Hot shot delivery	●	
Stock return pickup	●	
Expedited return credit	●	
Priority customer service	●	

*Access to MV per MSA Authorization

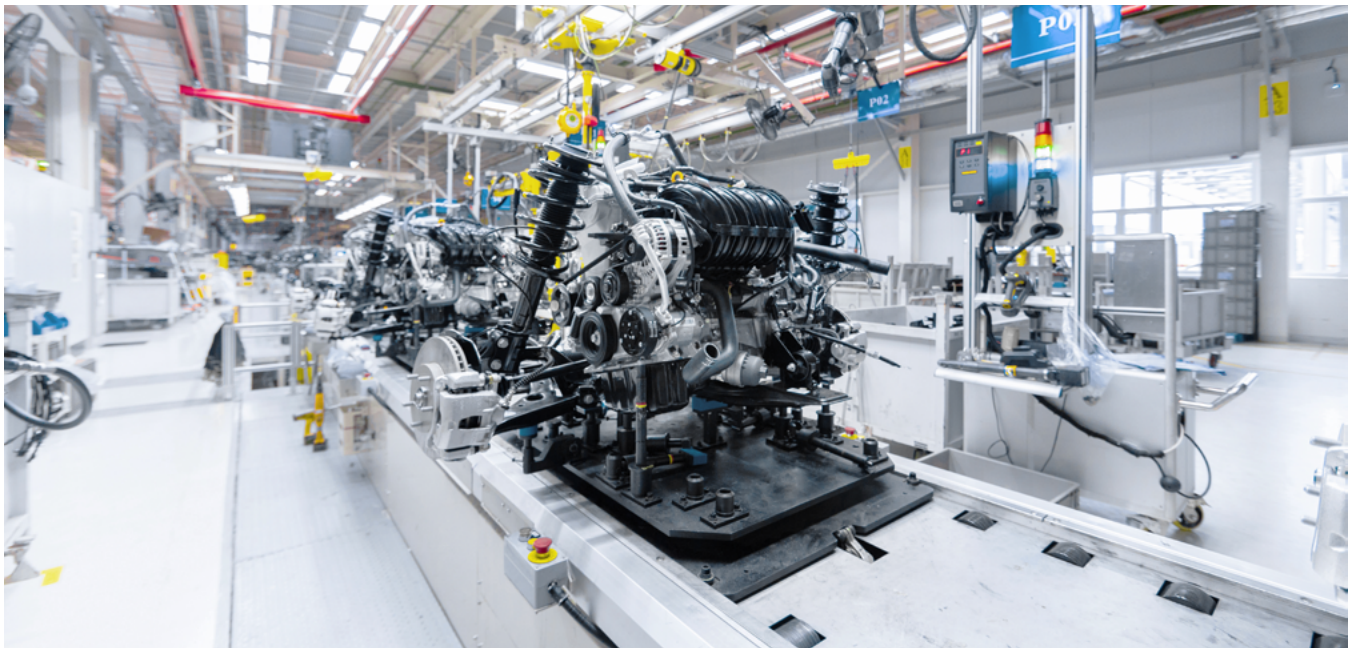
2025 ABB VIP Program Financial Incentives

Program Requirements

- MSA signed & compliance required
- No contract for standard program – published program
- All measurements are on Premier Industrial and Commercial Essentials sales volume only – straight line back to dollar 1 after 80% of prior year revenue threshold is achieved on each product category
- Gold and Platinum members qualify based on loyalty level
- Marketing Funds and Efficiency Metrics paid once total annual volume growth is achieved (80% YoY)
- Individual goals will be delivered in Q1
- Distribution Connectors paid on growth dollars only
- All metrics will be calculated at the corporation level

Payout Component

	Gold	Platinum	Signature Service™
Premier Industrial	\$	\$\$	\$\$\$
Commercial Essentials	\$	\$\$	\$\$\$
Distribution Connectors	\$	\$\$	-
Order Efficiency	\$	\$\$	-
Marketing Funds	\$	\$\$	-



Goals and Efficiency Metrics

Program includes:



Revenue
Growth Goal

&



Average Order Value
Growth Goal

VIP Distributor Order Efficiency Metrics

ABB Installation Products believes in Reciprocal Partnerships and bringing value to one another in order to enhance each other's business and profitability.

DISTRIBUTOR OPTIMIZATION DASHBOARD

In 2021, ABB developed a new tool called the **Distributor Optimization Dashboard** to measure ordering patterns and efficiency in our transactions to reduce shipping time, costs and improve sustainability. A key component of our partnership is sharing data and recommendations, that when acted upon, will help save our distributor partners operating costs. Efficiency improvements, using data customized to your business, is the key to realizing your maximum savings.

ORDER EFFICIENCY

To further encourage order consolidation processes, ABB is adding **Order Efficiency** incentives to the VIP program. Not only will you realize operational cost savings in your own business with more efficient ordering processes, but if you meet the goal metrics provided on Average Order Value (AOV), ABB will pay you an incentive based on your efficiency in ordering.

AVERAGE ORDER VALUE (AOV)

At an average Operational Cost of \$160 to place an order with a manufacturer, being efficient with your ordering patterns is crucial to reducing your costs. Consolidating orders with more SKUs per order increases your average order size and reduces the number of labor and freight costs associated with placing small orders more often.

2025 ABB VIP + Signature Service™ Program Eligibility Requirements

ABB's VIP Program ("VIP") and Marketing Development Fund ("MDF") provides ABB Distributors ("Participant") the opportunity to earn incentives based on growth and volume of eligible product purchases that meet the Program eligibility requirements herein. By participating in the ABB VIP Program, Participant agrees to comply with all terms, conditions and restrictions contained herein to remain eligible to receive the Program Incentive.

Definitions:

- "ABB VIP Program" ("VIP Program" or "Program") means ABB's current 2025 Vendor Incentive Program offered by ABB to eligible Program Participants to promote volume growth.
- "Acquired Locations" means branch locations or distribution centers acquired by Participant through the purchase of the assets or business of a distributor, wholesaler, or retailer of electrical products during the term of the Program Period.
- "Incentive" shall mean all funds earned in the Program by an eligible Program Participant.
- "Marketing and Development Funds" ("MDF") means funds that ABB may remit to a cooperative marketing and advertising fund if the applicable criteria is achieved by Participant.
- "Net Sales Billed" means annual gross Participant sales less any applied credits, special price agreement rebates, and returns.
- "Program Participant" ("Participant") means an ABB Distributor who meets the eligibility requirements detailed herein, is a current customer of ABB and/or a member of an ABB recognized marketing group.
- "Program Period" means the annual timeframe set by ABB where product purchases are totaled to determine the earned Incentive.
- "Product(s)" means the ABB products listed in Attachment 2 of this Agreement.
- "Territory" means the 50 States in the United States plus Puerto Rico
- "Volume" means the ABB-calculated Net Sales Billed total during the Program Period for the Participant's product sales.

Eligibility:

Participation in this Program is supplemental and subject to the terms and conditions mutually agreed between ABB and Participant in the Participant's Mutual Supply Agreement ("MSA"). All terms and conditions of the MSA are hereby incorporated by reference and to the extent this eligibility requirement document is silent on any matter, such matter will be governed by the terms of the MSA. In the event of any conflict between these Eligibility Requirements and the MSA the MSA shall govern.

Participation in this Program is subject to Participant following ABB's Code of Conduct (available online at ABB Code of Conduct — ABB Group (global.abb), as well as US Governmental Supplement to the ABB Code of Conduct and other relevant Integrity-related ABB procedures that may be made available by ABB to Participant from time to time.

Program Participants must have a valid current Mutual Supply Agreement ("MSA") in place and be in good standing in the reasonable discretion of ABB to remain eligible for participation in ABB's VIP Program during the entire Program Period.

Product purchases by Participant will count towards the Participant's Volume only during the time-period where there is a current valid MSA in place. Any product purchases made during a time-period without a valid Participant MSA will not count toward a Participant's Volume calculation.

It is the intent of the Parties that no payments or transfers of value shall be made that have the purpose or effect of public or commercial bribery, acceptance of or acquiescence in extortion, kickbacks, or other unlawful or improper means of obtaining business in engaging in this program.

Neither party shall interpret or apply an offering in this Program in a way that would require any party to do, or refrain from doing, any act which would constitute a violation of, or result in a loss of economic benefit under, applicable Trade Control Laws.

Any amounts due and payable to Participant are prohibited, restricted, or limited by Applicable Integrity Laws which includes; U.S. Foreign Corrupt Practices Act 1977 (as amended), UK Bribery Act 2010 (as amended), any legislation enacting the principles of the OECD Convention on Combating Bribery of Foreign Officials and any other applicable laws, rules, regulations, decrees and/or official governmental orders relating to anti-corruption, anti-money laundering and anti-tax evasion in relevant jurisdiction, applicable Sanction and Trade Control Laws and regulations and applicable Human Rights and applicable anti-modern slavery laws.

Participant shall not receive any Incentive under this Program if:

Participant owes any outstanding amounts to ABB that extend beyond ninety (90) days past due and Participant has not cured the outstanding amount or made arrangements in writing with ABB to resolve the past due outstanding amounts owed.

Participant does not have a valid MSA in place or is not in good standing with ABB in the reasonable discretion of ABB.

ABB may reduce any Incentive payment earned by Participant in an amount equal to any unauthorized deduction by Participant (including, but not limited to, unearned prompt payment discounts) and any non-paid commercial policy deductions (including small order charges, deductions for missed, short, or wrong material shipments; and freight debits) and for any past due amounts not subject to a good faith dispute.

Participant shall not deduct or otherwise offset from ABB any money that may be owed to ABB based on Participant's estimate of any earned Incentive. ABB's VIP Program and participation in the program is a voluntary earning opportunity for Participant and ABB is not obligated to provide an Incentive Program. ABB reserves the right to change the structure of the VIP Program upon written notice to Participant, including but not limited to in the

2025 ABB VIP + Signature Service™ Program Eligibility Requirements

event of any unilateral off-setting, change in control, management, bankruptcy filing, acquisition, divestiture, merger, or other business combination by Participant.

If Participant's MSA is terminated prior to the end Program Period, then ABB is not liable to make any Incentive payments to the Participant.

Participant shall comply with the obligations under ABB's Code of Conduct and shall not allow any third party to take any action or engage in any practice that would violate the ABB Code of Conduct.

Participant may not assign participation in this Program or any amount due and/or earned to any third-party without the prior express written consent of ABB.

All applicable taxes (including, but not limited to, Value Added Tax and Withholding Taxes) on Incentives are the sole responsibility of Participant.

Participant shall not appoint an agent or sub-agent for the Products or the Services or assign or sub-contract any of its benefits or obligations under the Program.

Participant shall immediately notify ABB if Participant engages in any potential breach of obligations set forth under Applicable Integrity Laws, the ABB Code of Conduct, US Governmental Supplement to the ABB Code of Conduct, by Participant, its affiliated parties or any third parties.

In the event that ABB otherwise has reason to believe that a potential or possible breach of Participant has occurred, Participant shall make available its Records, employees, officers, directors, and any affiliates or third parties engaged in relation to the Agreement for any audit, inquiries, or investigation during which ABB may withhold payments until such time as ABB has received confirmation to its satisfaction that no breach has occurred or will occur. ABB shall not be liable to Distributor for any claim, losses or damages whatsoever related to its decision to suspend or withhold payments in the event of Participant breach.

In the event of any actual or imminent violation of Applicable Integrity Laws or material breach of obligations set forth under the ABB Code of Conduct, US Governmental Supplement to the ABB Code of Conduct ABB shall have the right to unilaterally terminate the Program and/or Participant eligibility in the Program with immediate effect and ABB shall not be liable to Distributor for any claim, losses or damages whatsoever related to its decision to terminate payments/participation for this reason.

Volume Calculations:

Participant must meet the VIP Program growth targets for Volume as calculated by ABB. ABB calculates each Participant's growth target based on Participant's previous year volume performance.

Upon request, Volume growth targets will be provided by ABB to each Participant no later than April of the Program Period. Products ordered by Participant and shipped by ABB prior to December 31 of the current year, will count toward a Participant's Net Sales Billed total.

The percentage of Incentive a Participant earns is based on the Program tiers and eligible product lines as detailed in the VIP Program Brochure as made available by ABB.

Product orders by Participant occurring in December of the Program Period may be limited by ABB to only "in-stock" Products purchases with standard published lead times. This allows ABB to avoid a negative impact to ABB's year-end demand planning and fulfillment schedules. ABB may exclude specially discounted items (typically for special projects) from any Incentive calculations if applicable.

By participating in the VIP Program, Participant agrees that ABB shall calculate the Incentive owed to Participant based on the Participant's achieved growth amount during the Program Period. ABB determines a Participant's achieved growth amount by comparing the Participant's current Program Period Net Sales Billed against Participants' Net Sales Billed from the previous year's Program Period.

Participant must notify ABB of any Acquired Locations for the volume of that Acquired Location to be included in Participant's volume calculation for the current Program Period. Purchase volumes from Acquired Locations will become eligible for inclusion in Participant's volume total for purposes of this Program only after the time such notice is received by ABB and only if such Acquired Locations operate under an ABB MSA with ABB's Terms and Conditions.

Base and Growth Incentive:

Participant will only become eligible to earn a base Incentive if Participant achieves over one-million dollars (\$1,000,000.00) USD in Net Sales Billed of eligible product purchases.

Participant may also become eligible to receive additional Incentives beyond the base incentive. As Participant achieves higher volume tiers, Participant may have additional Incentive earning opportunities as provided in ABB's VIP Program Brochure.

Upon the request of Participant in the event of large customer conversions, large ad hoc projects and/or other special circumstances, ABB may evaluate threshold exception requests for the purposes of calculating a Participant's Net Sales Billed.

On or about March 31, 2026, ABB will issue a Participant Incentive memo that details ABB's calculation of a Participant's earned Incentive credit. ABB does not have any obligation to provide any earned Incentive credits prior to this date.

In the event of a dispute regarding ABB's calculation of the Incentive, Participant may request an email or phone dialogue, or meeting with Participant's ABB Account Manager to discuss the issue and to provide evidence to support the Participant's dispute, within thirty (30) days following receipt of ABB's Incentive memo. If Participant does not issue a dispute with ABB within thirty (30) days of receipt of ABB's Incentive memo, then Participant forfeits ability to later raise any dispute as to ABB's Incentive calculation. Any decisions made by ABB are final.

2025 ABB VIP + Signature Service™ Program Eligibility Requirements

Additional Incentive – Marketing Development Funds:

Participants who hit eighty (80%) percent of their ABB calculated volume growth target are additionally eligible for inclusion in ABB's Marketing Fund Allowance ("MDF") Program.

MDF funds shall only be used for mutually agreed upon projects or events that qualify as promotion, advertising, and training that promote ABB products specifically and follow the ABB MDF guidelines. MDF funds shall not be used in conjunction with projects or events that promote products that directly compete with ABB products, unless Participant obtains the prior written consent of ABB. The parties agree that MDF funds will be returned to ABB if there is any change in the mutually agreed marketing support during the period of promotion for the project.

****Terms and Conditions for the Signature Service Program****

Program: Signature Service is an optional program extended to Platinum level distributors and Buying Group member partners and must be signed up online. You will receive confirmation of participation after signing up on our website.

Qualifying for Signature Service rebate requires meeting 2 metrics:

- 1) **Performance Measurement:** Achieve sales growth in selected product lines. Each product line must achieve the 2025 growth target of 7% from prior year. All performance measurements for this incentive program will be assessed in comparison to the prior year's sales figures. Participants' eligibility and potential rebates will be determined based on their performance relative to their prior year's sales.
- 2) **Primary Share Position:** Each product line selected for Signature Service must be Primary Share position, meaning greater than 80% of your sales in that product category. Example \$400,000 in annual sales for a selected Product Lines must be >\$320K in ELIP product.

Determining Primary Share Position: ABB will rely on good faith estimates for most primary share position estimates, utilizing local market knowledge. Distributor will allow ABB representatives the ability to walk through distributors warehouse and review inventory during normal operating hours to get a visual estimate of ELIP products on the shelf. In the event that we feel distributor is selling competitors product in higher than expected volumes, distributor agrees to share with ABB a summarized financial statement of overall product line sales of ABB vs. competitor products to justify primary share position. Competitors name and exact sales numbers should not be shared, but anonymized and rounded for general percentage estimates. Any competitive conversion away from a selected Signature Service product line will forfeit the entire Signature Service rebate.

Minimum Product Line Requirement: To qualify for this incentive program, each product line must achieve a minimum sales threshold of \$25,000 by the end of the calendar year. Only product lines meeting or exceeding this threshold will be considered for rebate calculations.

Rebate for Signature Service: Further details on rebate percentages can be found on the website tnbsignatureservice.com

ABB Electrification Business

VIP Program qualifying product lines

Premier Industrial

PL#	PL Description	Signature Service rebate level
006	+ Blackburn® mechanical	3%
007	+ Color-keyed® compression	3%
008	Electrician's supplies	
009	+ Ty-Rap® fastening	3%
012	+ T&B Liquidtight Systems® fittings	3%
013	+ T&B® Fittings rigid fittings	3%
014	+ Blackburn® grounding	2%
016	Identification	
017	Insulation, Heat Shrink-Kon®	
029	+ Sta-Kon® and Catamount® terminals	3%
051	+ Teck & MC cable fittings	3%
054	+ Single PC Catamount® fastening	1%
057	Russellstoll®	
080	Pos-E-Kon®	
087	+ OCAL®	2%
104	+ Wiring Duct	2%
105	+ T&B® cord fittings	3%
106	+ T&B® BX/FLX fittings	3%
115	+ Steel City® liquidtight	3%
117	+ Steel City® rigid	3%
118	+ Red Dot® conduit bodies	3%
131	Application Tooling	
159	+ Deltec®	3%
264	Homac® tools	
292	+ PMA® conduit and fittings	2%
296	+ Adaptaflex®	2%
297	+ Kopex-Ex®	2%
298	+ Harnessflex®	2%
303	+ Cable glands	2%

Commercial Essentials

PL#	PL Description	Signature Service rebate level
001	+ Steel City® boxes and accessories	2%
002	+ Red Dot® outdoor weatherproof	2%
003	+ Steel City® floor boxes	3%
004	+ Kindorf® modular metal framing	3%
005	+ Superstrut® channel and accessories	2%
010	Steel City® die-cast fittings	
011	Steel City® commercial fittings	
015	+ Steel City® hangers clamps	2%
040	+ Non-metallic boxes (Carlton®)	2%
050	Metering equipment - Anchor	
116	+ Steel City® EMT fittings	1%
126	Iberville® boxes and covers	
135	Steel City® steel squeeze connectors	
231	+ Carlon® elbows	1%
232	+ Carlon® fittings	1%
234	+ Carlon® ENT	1%
237	+ Carlon® weatherproof	2%
238	Carlton® enclosures	
241	+ Carlon® premise	1%
242	+ Carlon® spacers and P&C flex duct	1%
243	+ Carlon® junction boxes	1%
244	Carlton® electrical other	

Distribution Connectors

PL#	PL Description
PL260	Homac® - URD In-Line Splices & BUSC
PL262	Homac® - Compression Connectors
PL267	Blackburn® - Overhead Splice & Tap Conn.

+ Products eligible for Signature Service.™