



SAAB

A full-page background image of a mountain landscape. The scene is dominated by a range of rugged, dark mountains under a sky with soft, hazy clouds. The foreground is filled with a dense, lush green forest of evergreen trees. The lighting suggests a late afternoon or early morning setting, with a warm, golden glow filtering through the air.

Saab GRI Appendix 2018

GRI Appendix 2018

Saab has been reporting in accordance with the Global Reporting Initiative (GRI) yearly since 2014. For 2018, the report has been prepared in accordance with the GRI Standards: Core option. The report comprises all of the group's operations for the financial year

2018, unless indicated otherwise. The report is issued in connection with Saab's annual report and is a complement to Saab's sustainability report that is included in the annual report. The GRI table below contains page references to Saab's Annual Report (AR),

the GRI Appendix (GRI A), Carbon Disclosure Project (CDP) and Saab's website. The table also contains references to the UN Global compact's ten principles.

GENERAL DISCLOSURES			
ORGANISATIONAL PROFILE	Description	Page reference	UN Global Compact
102-1	Name of the organisation	Saab AB	
102-2	Activities, brands, products and services	AR 3, 25	
102-3	Location of headquarters	AR 144	
102-4	Location of operations	AR 10	
102-5	Ownership and legal form	AR 36	
102-6	Markets served	AR 20–21	
102-7	Scale of the organisation	AR 2–3, 25, 36, 144, GRI A 3	
102-8	Information on employees and other workers	GRI A 3	
102-9	Supply chain	AR 63	
102-10	Significant changes to the organisation and its supply chain	AR 2	
102-11	Precautionary principle or approach	AR 48, 66	Principle 7
102-12	External initiatives	AR 66	
102-13	Membership of associations	AR 53, 66	
STRATEGY			
102-14	Statement from senior decision-maker	AR 4–7	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards and norms of behavior	Saab Code of Conduct*	All principles
GOVERNANCE			
102-18	Governance structure	AR 66	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	AR 67	
102-41	Collective bargaining agreements	All employees in Sweden have collective bargaining agreements (no information on rest of the world)	Principle 3
102-42	Identifying and selecting stakeholders	AR 67	
102-43	Approach to stakeholder engagement	AR 67	
102-44	Key topics and concerns raised	AR 67	
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	AR 39	
102-46	Defining report content and topic boundaries	AR 67	
102-47	List of material topics	AR 54–55	
102-48	Restatements of information	No restatements	
102-49	Changes in reporting	GRI A 1	
102-50	Reporting period	GRI A 1	
102-51	Date of most recent report	GRI A 1	
102-52	Reporting cycle	GRI A 1	
102-53	Contact point for questions regarding the report	cr@saabgroup.com	
102-54	Claims of reporting in accordance with the GRI Standards	GRI A 1	
102-55	GRI content index	GRI A 1-3	
102-56	External assurance	The GRI report has not been externally assured	

ECONOMIC			
ECONOMIC PERFORMANCE	Description	Page reference	UN Global Compact
103-1, 103-2, 103-3	Management approach	AR 12-13, 53, 67-73, Code of Conduct* The impact occurs both inside and outside of Saab	
201-1	Direct economic value generated and distributed	AR 2, 53	
ANTI-CORRUPTION			
103-1, 103-2, 103-3	Management approach	AR 56-57, 67	Principle 10
Company specific indicator	Audits of marketing consultants	AR 56-57	Principle 10
ENVIRONMENT			
ENERGY	Description	Page reference	UN Global Compact
103-1, 103-2, 103-3	Management approach	AR 58-59, 66-67 Impact occurs inside and outside of Saab	Principles 7-9
302-1	Energy consumption within the organisation	AR 58-59, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
302-4	Reduction of energy consumption	AR 58-59, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
EMISSIONS			
103-1, 103-2, 103-3	Management approach	AR 58-59, 66-67 Impact occurs inside and outside of Saab	Principles 7-9
305-1	Direct (Scope 1) GHG emissions	AR 58-59, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
305-2	Energy indirect (Scope 2) GHG emissions	AR 58-59, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
305-3	Other indirect (Scope 3) GHG emissions	AR 58-59, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
305-5	Reduction of GHG emissions	AR 58-59, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
EFFLUENTS AND WASTE			
103-1, 103-2, 103-3	Management approach	AR 58-59, 66-67 Impact occurs inside and outside of Saab	Principles 7-8
306-2	Waste by type and disposal method	AR 59	Principle 8
306-3	Significant spills	No significant spills were reported	Principle 8
ENVIRONMENTAL COMPLIANCE			
103-1, 103-2, 103-3	Management approach	AR 58-59, 66-67 Impact occurs inside and outside of Saab	Principle 8
307-1	Non-compliance with environmental laws and regulations	No significant fines and non-monetary sanctions No identified non-compliance with environmental laws and/or regulations	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
103-1, 103-2, 103-3	Management approach	AR 63 Impact occurs mainly outside of Saab	Principle 8
308-1	New suppliers that were screened using environmental criteria	All new strategic suppliers	Principle 8
SOCIAL STANDARDS			
OCCUPATIONAL HEALTH AND SAFETY	Description	Page reference	UN Global Compact
103-1, 103-2, 103-3	Management approach	AR 60-61, 66-67 Impact occurs mainly inside of Saab, in particular for employees	Principles 1-2
403-1	Occupational health and safety management system	Saab started the implementation of ISO 450001 during 2018	Principles 1-2
Company own indicator	Number of reported incidents per workplace injury (a higher propensity to report incidents reduces the risk of workplace injuries)	AR 61	Principles 1-2
TRAINING AND EDUCATION			
103-1, 103-2, 103-3	Management approach	AR 60-61, 66-67 Impact occurs both inside and outside of Saab, in particular for employees and customers	
404-3	Percentage of employees receiving regular performance and career development reviews	The indicator was not measured globally in 2018 since Saab is replacing its HR system	Principle 6
Own indicator	Number of completed training sessions by Saab's employees	AR 61	
DIVERSITY AND EQUAL OPPORTUNITIES			
103-1, 103-2, 103-3	Management approach	AR 60-61, 66-67 Impact occurs both inside and outside of Saab, in particular for employees	Principle 6
405-1	Diversity of governance bodies and employees	AR 61, GRI A 3	Principle 6

* Link to Saab Code of Conduct: saabgroup.com/responsibility/code-of-conduct/

102-7: SCALE OF THE ORGANIZATION/TOTAL NUMBER OF OPERATIONS

NUMBER OF OPERATIONS	31 Dec 2018
Sweden	74
Outside Sweden	107
Total	181

102-8: INFORMATION ON EMPLOYEES AND OTHER WORKERS

SWEDEN EMPLOYEES	WOMEN	MEN	TOTAL
Full time	3,044	10,481	13,525
Part time	255	305	560
Total	3,299	10,786	14,085

OUTSIDE SWEDEN EMPLOYEES	WOMEN	MEN	TOTAL
Full time	632	2,263	2,895
Part time	62	54	116
Total	694	2,317	3,011

OUTSIDE SWEDEN EMPLOYEES	WOMEN	MEN	TOTAL
Full time	3,676	12,744	16,420
Part time	317	359	676
Total	3,993	13,103	17,096

405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

EMPLOYEES	TOTAL	WOMEN	MEN
Under 30 years	1,939	498	1,441
30–50 years old	8,490	2,148	6,342
Over 50 years old	6,612	1,346	5,266
Total	17,096	3,993	13,103

GROUP MANAGEMENT	TOTAL	WOMEN	MEN
Under 30 years	0	0	0
30–50 years old	6	2	4
Over 50 years old	7	2	5
Total	13	4	9

BOARD OF DIRECTORS *	TOTAL	WOMEN	MEN
Under 30 years	0	0	0
30–50 years old	3	2	1
Over 50 years old	6	2	4
Total	9	4	5

* Those elected by the Annual General Meeting.