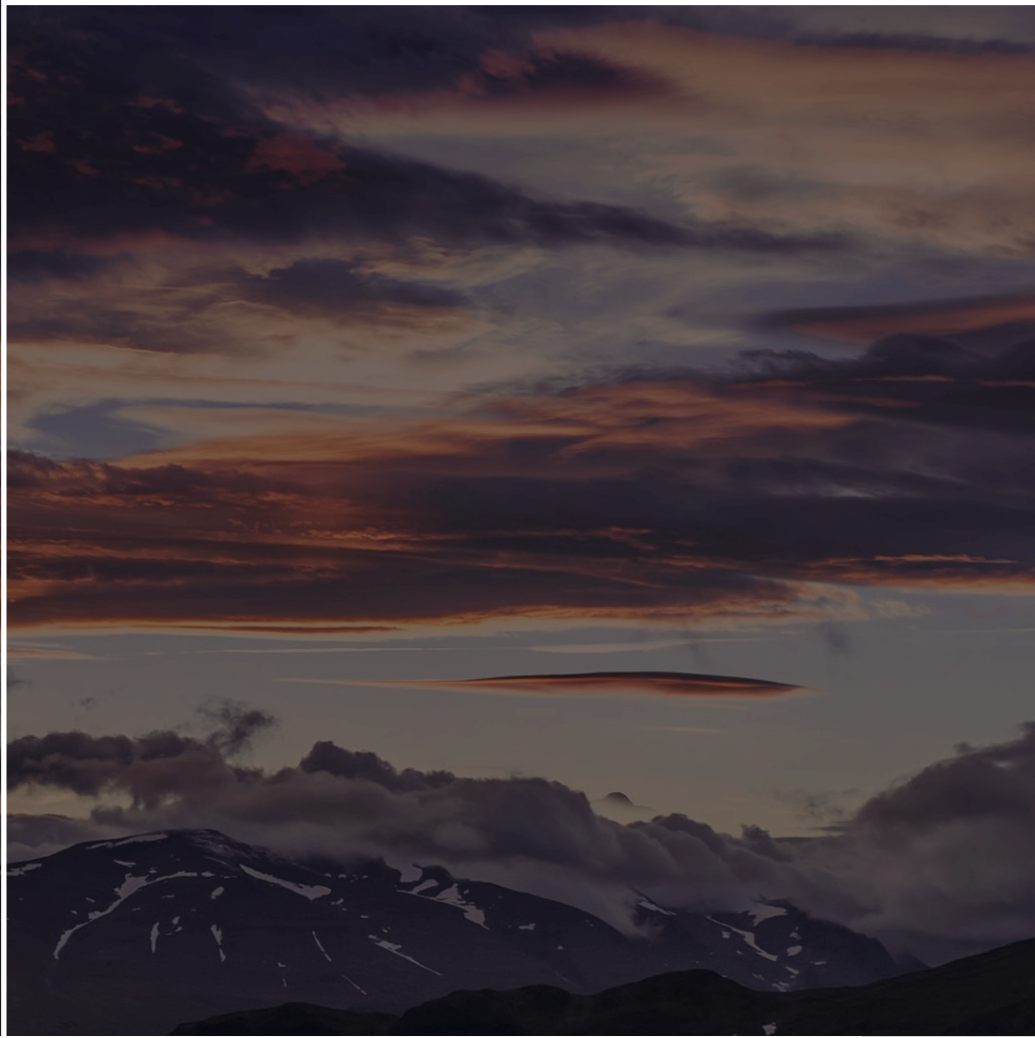




SAAB



**Saab
GRI Appendix 2019**

GRI Appendix 2019

Saab has been reporting in accordance with the Global Reporting Initiative (GRI) yearly since 2014. For 2019, 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 2019, 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), CDP and Saab's website. The table also contains references to the UN Global compact's ten principles.

GENERAL DISCLOSURES	Description	Page reference	UN Global Compact
Organisational profile			
102-1	Name of the organisation	Saab AB	
102-2	Activities, brands, products and services	AR 20, 40-45	
102-3	Location of headquarters	AR 148	
102-4	Location of operations	AR 148	
102-5	Ownership and legal form	AR 36	
102-6	Markets served	AR 10	
102-7	Scale of the organisation	AR 8-9, 36, 148, GRI A 3	
102-8	Information on employees and other workers	GRI A 3	
102-9	Supply chain	AR 64	
102-10	Significant changes to the organisation and its supply chain	AR 46	
102-11	Precautionary principle or approach	AR 48, 68	Principle 7
102-12	External initiatives	AR 54,68	
102-13	Membership of associations	AR 68	
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 68	
Stakeholder engagement			
102-40	List of stakeholder groups	AR 69	
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 69	
102-43	Approach to stakeholder engagement	AR 69	
102-44	Key topics and concerns raised	AR 69	
Reporting practice			
102-45	Entities included in the consolidated financial statements	AR 39	
102-46	Defining report content and topic boundaries	AR 69	
102-47	List of material topics	AR 56-57	
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	Description	Page reference	UN Global Compact
Economic performance			
103-1, 103-2, 103-3	Management approach	AR 8-9, 14-15, 68-73, Code of Conduct* The impact occurs both inside and outside of Saab	
201-1	Direct economic value generated and distributed	AR 8-9, 14-15	
Anti-corruption			
103-1, 103-2, 103-3	Management approach	AR 28-29, 58-59, 68	Principle 10
Company specific indicator	Audits of marketing consultants	AR 58	Principle 10
ENVIRONMENT	Description	Page reference	UN Global Compact
Energy			
103-1, 103-2, 103-3	Management approach	AR 30-31, 60-61, 68 Impact occurs inside and outside of Saab	Principles 7-9
302-1	Energy consumption within the organisation	AR 60-61, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
302-4	Reduction of energy consumption	AR 60-61, 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 30-31, 60-61, 68 Impact occurs inside and outside of Saab	Principles 7-9
305-1	Direct (Scope 1) GHG emissions	AR 60-61, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
305-2	Energy indirect (Scope 2) GHG emissions	AR 60-61, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
305-3	Other indirect (Scope 3) GHG emissions	AR 60-61, for more detailed data see Saab's CDP report at www.cdp.net	Principle 8
305-5	Reduction of GHG emissions	AR 60-61, 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 68 Impact occurs inside and outside of Saab	Principles 7-8
306-3	Significant spills	No significant spills were reported	Principle 8
Environmental compliance			
103-1, 103-2, 103-3	Management approach	AR 68 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 64 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	Description	Page reference	UN Global Compact
Occupational health and safety			
103-1, 103-2, 103-3	Management approach	AR 62-63, 68 Impact occurs mainly inside of Saab, in particular for employees	Principles 1-2
403-1	Occupational health and safety management system	Saab continued the implementation of ISO 45001 during 2019	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 63	Principles 1-2
Training and education			
103-1, 103-2, 103-3	Management approach	AR 62-63, 68 Impact occurs both inside and outside of Saab, in particular for employees	
404-3	Percentage of employees receiving regular performance and career development reviews	The indicator was not measured globally in 2019 since Saab is replacing its HR system	Principle 6
Own indicator	Number of completed training sessions by Saab's employees	AR 63	
Diversity and equal opportunities			
103-1, 103-2, 103-3	Management approach	AR 30-31, 62-63, 68 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	31 Dec 2019
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Number of operations	
Sweden	73
Outside Sweden	105
Total	178

102-8: INFORMATION ON EMPLOYEES AND OTHER WORKERS	Women	Men	Total
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Sweden employees			
Full time	3,177	10,754	13,931
Part time	213	276	489
Total	3,390	11,030	14,420

Outside Sweden employees			
Full time	609	2,259	2,868
Part time	74	58	132
Total	683	2,317	3,000

Total employees			
Full time	3,786	13,013	16,799
Part time	287	334	621
Total	4,073	13,347	17,420

405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	Women	Men	Total
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Employees			
Under 30 years	514	1,577	2,091
30–50 years old	2,161	6,286	8,447
Over 50 years old	1,398	5,484	6,882
Total	4,073	13,347	17,420

Group management			
Under 30 years	0	0	0
30–50 years old	2	4	6
Over 50 years old	2	4	6
Total	4	8	12

Board of directors*			
Under 30 years	0	0	0
30–50 years old	2	2	4
Over 50 years old	2	4	6
Total	4	6	10

* Those elected by the Annual General Meeting.