

DIVERSITY & INCLUSION POLICY

At Saab diversity and inclusion is a part of our strategy and culture.

We believe that a workplace characterized by diversity amongst our employees increase creativity and boost innovation, and that an inclusive culture where everyone feel welcome results in higher engagement, better wellbeing and higher performance amongst our employees. We are convinced that this contributes to us reaching our targets and a successful business.

At Saab:

- we work to ensure that all employees sees the importance of diversity and appreciate the unique contribution to the company by each individual
- we strive for all employees to have the same perceived opportunities throughout the company regardless of who you are
- we treat each other with respect and consideration. We should be aware for any signs of prejudice and actively prevent all forms of discrimination
- we acknowledge that an important part to succeed in our diversity and Inclusion work is our leadership.

By diversity we mean the mix of all personal attributes, characteristics, backgrounds and experiences of individuals in a group.

Inclusion to us is understanding, accepting, and valuing people's differences. An inclusive culture is characterized by a collaborative, supportive, and respectful environment that increases the engagement among all employees.



Micael Johansson
President and CEO, Saab AB

Saab serves the global market with world-leading products, services and solutions within military defence and civil security. Saab has operations and employees on all continents around the world. Through innovative, collaborative and pragmatic thinking, Saab develops, adopts and improves new technology to meet customers' changing needs.

