

Modern Slavery Act Statement

Saab serves the global market with world-leading products, services and solutions within defence and civil security. The development, production and sales of civil security and military equipment come with great responsibility. Saab's commitment to manage human rights risks throughout the value-chain is outlined several policy documents, including Saab's Code of Conduct, which is aligned with the UN Global Compact, the UN Guiding Principles for Business and Human Rights and OECD Guidelines for Multinational Enterprises. Other key policy documents include the Supplier Code of Conduct, Modern Slavery Policy, Conflict Minerals Policy and Responsible Sales Policy.

1 Managing Modern Slavery Risks

Human rights management is embedded in key processes, with the most salient human rights issues being managed through the sales and procurement processes. Saab has implemented a Modern Slavery Policy, accompanied by an e-learning, to manage modern slavery risks. Saab's Supplier Code of Conduct includes specific requirements regarding the prohibition and the eradication of modern slavery.

Saab has operations and employees globally. Approximately 20,000 of Saab's 25,000 employees are located in Sweden. Saab requires all employees, suppliers, business partners and others, through whom Saab conducts business, not to tolerate or engage in any form of modern slavery in connection with Saab's business. To support this objective Saab has:

- Made available modern slavery awareness training to relevant employees.
- Continuously evaluated policies and processes to ensure effectiveness.
- Evaluated and assessed modern slavery risks in relation to business partners and Saab's supply chain.
- Performed risk-based sustainability due diligence in relevant processes.
- Maintained appropriate internal and external channels to report suspected violations.
- Defined appropriate disciplinary actions in case of violations.

Saab considers the risk for modern slavery in its own business as limited, but is aware that risks exist in global supply chains. Saab has relatively few direct suppliers in countries where internationally accepted principles and norms on human rights, labour standards, anti-corruption and environment protection are not fully enforced. Saab therefore believes that the any potential risks for modern slavery are found further down the supply chain, beyond direct (tier 1) suppliers.

Saab works continuously to minimise risks in the supply chain. Saab's Supplier Code of Conduct shall, in general, be included in new and renegotiated agreements. Saab expects suppliers to follow Saab's Supplier Code of Conduct and to implement the requirements on their own suppliers. Suppliers who do not meet

Saab's expectations relating to sustainability risk management are encouraged to improve their sustainability performance and actions are followed-up.

Saab uses the sustainability risk management tool EcoVadis to evaluate business partners in the procurement process. Sustainability risk areas included in this evaluation are environmental management, human rights, business ethics and sustainable procurement practices. The assessments contribute to informed decision-making relating to sustainability risk and has an impact on the selection process of suppliers.

2 Actions taken during 2024

In 2024 Saab has focused on implementing sustainability due diligence practices, in line with international frameworks, into the company's policies and processes. This has included starting a project to implement sustainability due diligence into the procurement processes, which will be finalized in 2025.

During the year Saab has developed a new Supplier Code of Conduct which will be rolled out in 2025. The updated Code contains clearer expectations in relation to modern slavery and human trafficking, and requires suppliers to conduct sustainability due diligence across their value-chain.

In 2024, 68% of Saab's strategic suppliers were assessed for sustainability risks, or be committed to be assessed, by EcoVadis. Saab's focus during the year has been to actively engage with suppliers exhibiting weaker sustainability performance. Suppliers falling below a predetermined threshold are contacted by Saab to initiate a dialogue and encourage improvements in their sustainability performance.

Saab will continue to work with implementation of sustainability due diligence practices, in line with the expectations set out in the UK Modern Slavery Act and international corporate sustainability frameworks during 2024.

3 Reporting Entities

This statement covers the entire Saab Group, including subsidiaries consolidated in Saab Group's financial statements except Saab Australia, and has been approved by the Board of Directors of Saab AB. It has been prepared in accordance with the UK Modern Slavery Act 2015 and covers the financial year 2024.

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Micael Johansson, President and CEO of Saab AB (publ)