

Modern Slavery Act Statement 2025

This statement covers the entire Saab Group, including subsidiaries consolidated in Saab Group's financial statements, 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 2025.

1 Saab's organisation and supply chain

Saab is a global company with around 28,000 employees, operating in more than 30 countries and serving customers in over 100 countries. More than 22,000 employees are located in Sweden, with significant employee presence also across Europe, the U.S., Australia and South Africa. Saab's operations are structured into four business areas – Aeronautics, Dynamics, Surveillance and Naval – as well as the wholly owned consultancy company Combitech.

Saab operates an extensive supply chain with around 4,000 unique direct suppliers¹, although certain suppliers may serve multiple business areas. Each business area manages its own supply chain, however, Group Procurement serves as a coordinating body for decision-making forums that concern the procurement activities of all business areas. These forums include the Procurement Council, the Responsible Sourcing Team, and Process Management, and consists of representatives from each business area.

More than 80% of direct suppliers, and most sub-suppliers, are located in Europe or North America, where human rights protections are generally strong and the risk of modern slavery occurring is low. A limited portion of direct procurement originates from higher-risk geographies, primarily related to standard components. Additionally, certain raw materials in Saab's products may originate from higher risk contexts at lower tiers of the supply chain. The majority of Saab's procurement spend is focused on a limited set of high-value, technologically advanced supply chain segments critical to system performance and integration.

2 Policy framework

Saab's commitment to manage human rights risks throughout the value-chain is outlined in several policy documents. Key documents include Saab's Code of Conduct, the Supplier Code of Conduct, the Modern Slavery Policy, the Conflict Minerals Policy and the Responsible Sales Policy.

Additionally, Saab adopted a Human Rights Due Diligence Policy in 2025 that further strengthens Saab's commitment to human rights. The policy is aligned with UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. It is designed to identify, prevent, and

¹ Figure for 2025

mitigate potential adverse human rights impacts in Saab's operations and value chain, and mentions forced labour as a specific risk to be addressed.

3 Managing modern slavery risks in the supply chain

Human rights management is embedded in key processes, with the most salient human rights issues being managed through the sales and procurement processes. With regards to modern slavery specifically, Saab has implemented a Modern Slavery Policy that explicitly requires all employees, suppliers, and business partners to not tolerate or engage in any form of modern slavery in connection with Saab's business. To support this objective, Saab continuously works to:

- Make available a modern slavery awareness training to relevant employees.
- Evaluate policies and processes to ensure effectiveness.
- Require suppliers to adhere to Saab's Supplier Code of Conduct which explicitly prohibits modern slavery. Suppliers are also required to communicate and apply these same standards throughout their own supply chains.
- Evaluate and assess modern slavery risks in relation to business partners and Saab's supply chain.
- Perform risk-based sustainability due diligence in relevant processes.
- Maintain appropriate internal and external channels to report suspected violations.
- Define appropriate disciplinary actions in case of violations.

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.

4 Actions taken during 2025

As part of the ongoing activities outlined above, Saab has implemented a range of additional measures in 2025. An updated Supplier Code of Conduct was issued in September. The updated code shall, in general, be included in new and renegotiated agreements with suppliers. It contains clearer expectations in relation to modern slavery and human trafficking and requires suppliers to conduct sustainability due diligence across their value-chain.

Saab also adopted a Human Rights Due Diligence (HRDD) Policy aligned with the UN Guiding Principles on Business and Human Rights. The HRDD Policy establishes a structured and risk-based framework to identify, prevent, and mitigate potential adverse human rights impacts in Saab's operations and value chain. The framework reinforces Saab's procedures of conducting periodic risk assessments and integrating modern slavery risk evaluation into supplier onboarding and ongoing supplier management processes.



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In 2025, a total of 377 of Saab's suppliers were assessed for sustainability risks by EcoVadis. More than 95% of the suppliers had an approved score according to our predetermined threshold. Saab's ambition is that suppliers with a low scoring shall work with Corrective Actions suggested by EcoVadis and continuously improve over time. For suppliers with a previous score below the threshold, 72% managed to increase their score above the threshold in their reassessment.

To address human rights and modern slavery risks beyond tier 1, specifically in relation to the extraction and processing of raw materials, Saab has established an updated data collection and reporting procedure for tin, tantalum, tungsten and gold (jointly referred to as 3TG or 'conflict minerals') in 2025. The updated procedure aims to achieve greater transparency and raw material traceability, which will enable further due diligence efforts going forward.

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 2026.

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