

Human Rights Due Diligence POLICY

Managing human rights risks and impacts is a cornerstone of Saab's commitment to society and sustainable development. To meet this commitment, Saab conducts risk-based human rights due diligence across our operations and value chain in accordance with the OECD Guidelines for Multinational Enterprises for Responsible Business Conduct and the UN Guiding Principles for Business and Human Rights.

The purpose of our human rights due diligence is to systematically manage potential or actual adverse impacts on people and society in line with international best practice.

Saab's human rights due diligence is a continuous, dynamic process guided by regularly updated assessments of risks and impacts across its operations and value chain, including those related to human trafficking, forced labor, child labor, discrimination, indigenous rights and unsafe working conditions.

To achieve this, Saab will:

- conduct annual risk assessments to identify salient human rights risks and determine priorities for due diligence
- conduct activity-specific human rights due diligence where there is a heightened risk of adverse impacts
- recognize adverse human rights impacts in our operations and value chain as business risks
- adopt and maintain a structured model for evaluating and prioritising human rights risks
- define decision making and documentation requirements
- deliver training to relevant personnel
- monitor and evaluate performance annually, reporting externally on progress key metrics in line with sustainability reporting standards.



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.

