

# WHISTLEBLOWING POLICY

Saab is committed to the highest standards of business ethics. Detecting and correcting behaviour that runs counter to Saab's values and Code of Conduct is an important part of this commitment.

Saab is determined to foster a culture where people feel comfortable to speak up and report actual or suspected violations of the Code of Conduct.

This will be achieved through:

- implementing and maintaining appropriate channels to report, actual or suspected violations of Saab's Code of Conduct
- ensuring that the channels allow for anonymous reporting as well as both oral and written reporting
- ensuring that reports are taken seriously and investigated objectively and impartially by investigators of sufficient independency and autonomy
- safeguarding that reports and investigations are treated confidentially and that personal data collected as a result thereof is protected in accordance with applicable privacy laws
- keeping the reporter informed about the progress and, as reasonable, the outcome of the investigation
- implementing appropriate corrective actions where the investigation is substantiated
- monitoring and reporting statistics to Group Management and the Board of Directors
- protecting anyone who reports in good faith from any form of retaliation and taking measures against any instance of detected retaliation
- providing clear, correct and comprehensive information about available reporting channels and investigation practices.



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.*

