SUSTAINABILITY STATEMENT

The following voluntary Sustainability Statement was prepared in accordance with the Swedish Annual Accounts Act chapter 6 section 12-12f, which includes disclosure requirements in accordance with the European Sustainability Reporting Standards (ESRS). This voluntary Statement is an extract from the Scania 2025 Annual Report. Within the text of the report, there are ESRS disclosure requirement identifiers, for example [10e], that refer to the specific disclosure requirements for each ESRS standard. Due to being an extract from the Annual Report, the Statement starts on page 14.

GENERAL DISCLOSURES

A SUSTAINABLE TRANSPORT SYSTEM

Scania's purpose is to drive the shift towards a sustainable transport system. Today, the transport sector is a major contributor to global greenhouse gas emissions and demand for transport is growing. To limit climate change, the transport system's dependency on fossil fuels must be broken. The transport industry also needs to improve the social conditions and better understand social risks and challenges into its operations [40e, 40g].

The shift to a sustainable transport system is underway, and Scania is taking a leading role in driving it. Driving the shift matters not just because it's the right thing to do, but because the future of Scania's business depends on it. Therefore, there is no separate strategy for sustainability. Instead, sustainability is at the core of Scania's business strategy, which aims to align targets and activities with sustainable development.

Electrification is the key driver in the long term to a fully decarbonised transport system. While the technology is ready, achieving large-scale transformation requires enabling conditions across the entire transport ecosystem. No single actor can deliver this transition alone. Progress depends on coordinated action, strong leadership and effective public policy, including the removal of fossil fuel subsidies, stronger carbon pricing and conditions that enable total cost of ownership parity between battery electric vehicles and internal combustion engines. Increased investments in renewable electricity, grid capacity and charging infrastructure are essential to support the transition.

Most of Scania's deliveries to date are trucks, buses and engines that still run of fossil fuels. But internal combustion engines running on diesel are being phased out and new drivetrain technologies are being phased in at an increasing pace. Transport is transforming at a faster pace than any other time since the Industrial Revolution, and it is vital to stay ahead of the curve [40f].

52,000+
Employees

100+
Markets served

1,500+
Service points

About Scania [SBM-1]
The Scania Group (hereinafter Scania) provides premium products, services and solutions for sustainable transport. The offering includes trucks, people transport (buses and coaches), power solutions and services [40a-i]. The two largest geographical markets are Europe and America which for Scania is mainly Latin America. Other markets include Asia, Africa and Oceania as well as Eurasia (Georgia, Kazakhstan and Ukraine). Furthermore, Scania operates over 1,500 owned service points. Scania's customers include both private-sector and public-sector entities, primarily transport and logistics companies, bus and coach operators, public transport authorities, and industrial actors within construction, mining, and marine power. These customers operate commercial and public-service fleets and rely on heavy-duty vehicles and engines for their operations [40a-ii]. In 2025, Scania's revenue is 198,480m [40b].
For information on employees, see section 'Scania's workforce [S1-6, S1-7]' within S1 Own Workforce [40a-iii]. Based on available information, Scania is not aware of any of its products being subject to comprehensive bans [40a-iv].

GENERAL DISCLOSURES, CONT.

Sustainability focus areas
While there is room for further fuel-saving actions, such as driver training courses and optimised vehicle specifications, electrification is what will lead to a fully decarbonised transport system in the longer term. Transitioning to electric vehicles is therefore at the core of Scania's business strategy. In parallel, renewable fuels are an important lever in the transition, enabling immediate emissions reductions in existing fleets and providing solutions for customers in their transition journeys, where market conditions for electrification are not yet present. Scania offers the broadest range of renewable fuels solutions in the market, with all internal combustion engines capable of operating on HVO renewable diesel without modifications. Biomethane purified biogas, provides another opportunity for the transport industry.

A sustainable transport system is one that is better for business, society and the environment. Decarbonisation is central to this vision. Scania wants to ensure that the transition to renewable energy is done in a way that maximises value for society and the environment and minimises negative impacts. Therefore, Scania's strategic sustainability actions are focused around three interconected priorities:

- **Decarbonisation**
  Rapidly transitioning away from fossil fuels.
- **Circular business**
  Optimising the use of resources and minimising waste throughout the product life cycle.
- **Social sustainability**
  Ensuring a just transition for people and society.

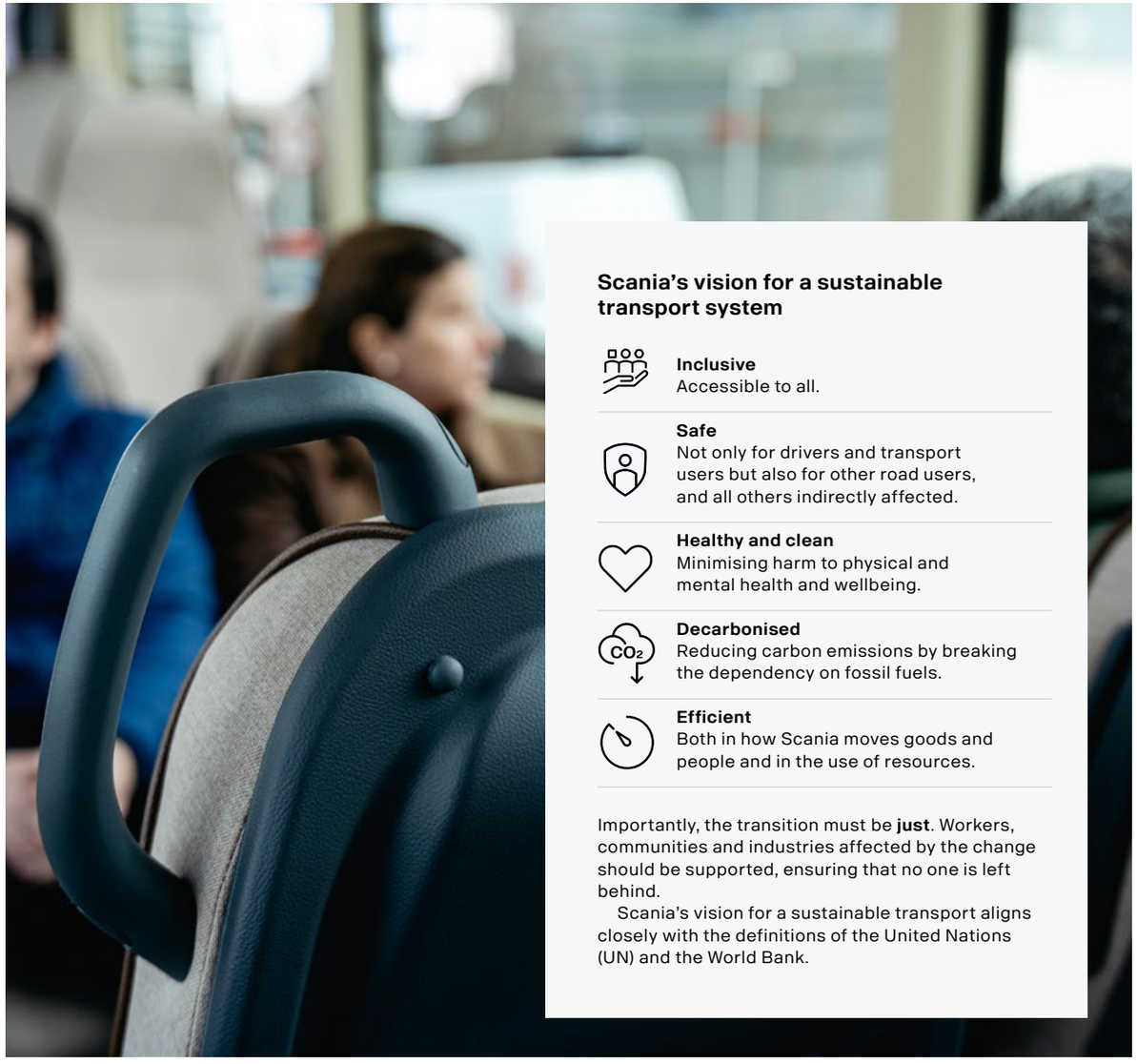
Modelling the future
Three scenarios

Scania's strategy is informed by insights into how our world might look in the future, based on how current trends could play out over the coming years. By modelling plausible scenarios and testing our strategy against our three scenarios, we can ensure our strategy is robust and make course corrections where necessary [48f].

Biosphere highway
A biotech world with intense competition among sustainability leaders.

Diverging roads
A polarised world in which strong nations focused on power lead their blocks.

Hyperlocal paths
A local world of re-use economies, micro-solutions and virtual communities.



Scania's vision for a sustainable transport system

Inclusive
Accessible to all.

Safe
Not only for drivers and transport users but also for other road users, and all others indirectly affected.

Healthy and clean
Minimising harm to physical and mental health and wellbeing.

Decarbonised
Reducing carbon emissions by breaking the dependency on fossil fuels.

Efficient
Both in how Scania moves goods and people and in the use of resources.

Importantly, the transition must be **just**. Workers, communities and industries affected by the change should be supported, ensuring that no one is left behind.

Scania's vision for a sustainable transport aligns closely with the definitions of the United Nations (UN) and the World Bank.

GENERAL DISCLOSURES, CONT.

Business model and value chain [SBM-1]
By ensuring Scania products and services are fuel efficient and durable, Scania can contribute to our customers' profitability and sustainability objectives. Scania relies on raw materials, components, skilled labour and financial resources in our manufacturing process. Scania's inputs are secured through strategic supplier relationships, investments in research and development, talent acquisition, and robust financial management.

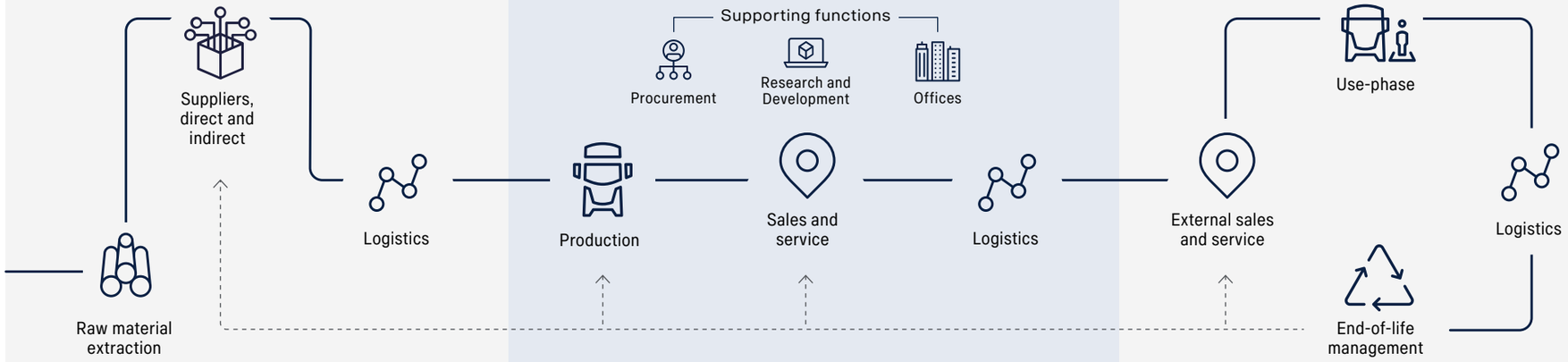
Upstream activities include raw material extraction and manufacturing of parts and components that are linked to greenhouse gas emissions, biodiversity- and water-stress. Human rights risks are also present, especially in the extraction of certain raw materials such as lithium, nickel, cobalt and natural graphite. Upstream activities also include inbound logistics and transportation of raw materials, components and parts from suppliers to Scania's production units. Scania has approximately 1,000 direct suppliers and 10,000 indirect suppliers.

Scania's own operations cover the development, production, sales and delivery of products and services that drive energy use, direct emissions, water and chemicals use, waste and present workplace safety and health risks. Design choices affect life cycle emissions, reparability and material intensity.

Downstream activities include Scania providing services such as maintenance and repairs for products in use, as well as outbound logistics which include the distribution of vehicles, engines and spare parts to customers and dealers, and services logistics flows. Scania's trucks, buses and engines emit greenhouse gas and air pollutants and affect road safety and driver wellbeing; dealers and service networks affect service quality and waste handling; charging and energy partners shape grid impacts, renewable uptake, safety and affordability; and digital services raise cybersecurity and privacy considerations while enabling efficiency.

End-of-life management includes the recovery of materials for remanufacturing and the recycling of batteries and other components. Remanufacturing, reuse and take-back reduce resource use and waste; recyclers and dismantlers manage hazardous materials and safety of workers, especially for batteries and electronics [42, 42a, 42b, 42c].

OUR VALUE CHAIN



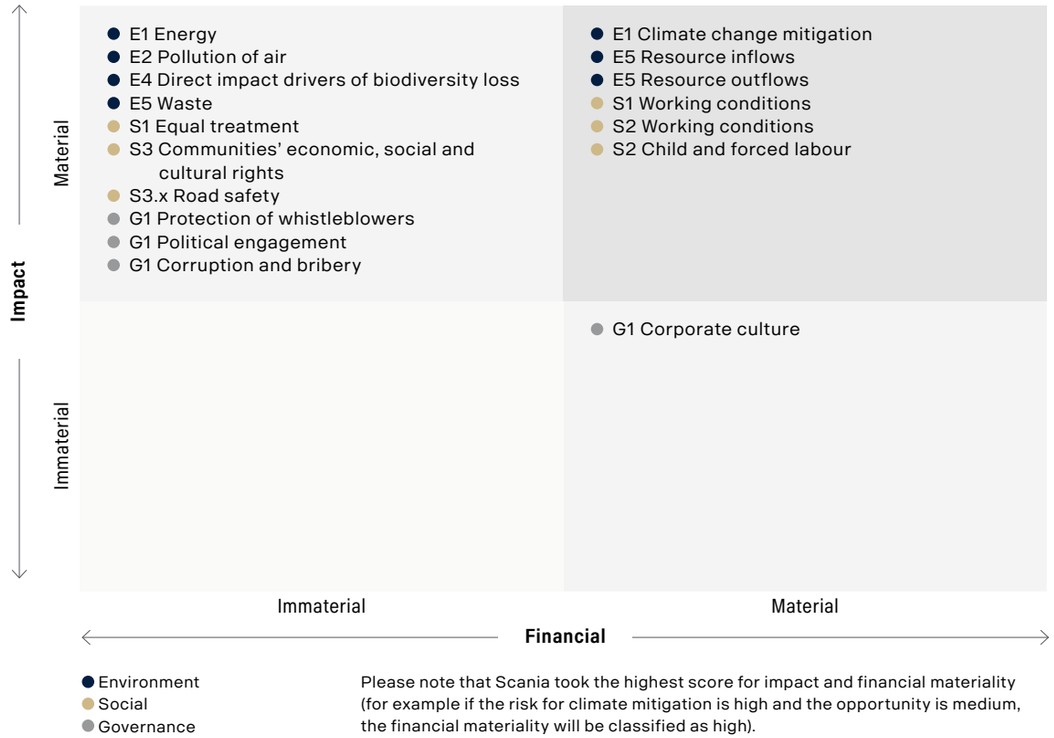
Upstream	Own operations	Downstream
Key stakeholders Suppliers Business associations	**Key stakeholders** Employees Trade unions TRATON	**Key stakeholders** Customers Communities Business associations
Scania's material topics E1 Climate change mitigation and energy E2 Pollution of air E4 Direct impact drivers of biodiversity loss E5 Resource inflows S2 Working conditions and child and forced labour G1 Protection of whistleblowers and corruption and bribery	**Scania's material topics** E1 Climate change mitigation and energy E2 Pollution of air E4 Direct impact drivers of biodiversity loss E5 Waste and resource outflows S1 Working conditions and equal treatment S3 Communities economic, social and cultural rights G1 Protection of whistleblowers, corporate culture, political engagement and corruption and bribery	**Scania's material topics** E1 Climate change mitigation and energy E2 Pollution of air E4 Direct impact drivers of biodiversity loss E5 Waste and resource outflows S2 Working conditions and child and forced labour S3 Communities economic, social and cultural rights, and road safety G1 Political engagement, corruption and bribery

GENERAL DISCLOSURES, CONT.

Material impacts, risks and opportunities [SBM-3]

Scania undertook its first double materiality assessment (DMA) in line with the European Sustainability Reporting Standards (ESRS) to evaluate key sustainability impacts, risks and opportunities (IRO) in 2024. In 2025, this assessment was reviewed. High-level results are presented on below and the following page, detailed results are available at the beginning of each chapter [17a; E1 AR11, AR12; E2 16b; E4 17a, b; E5 11a]. These are the high-level results:

Double materiality [17, 17a]



Please note that Scania took the highest score for impact and financial materiality (for example if the risk for climate mitigation is high and the opportunity is medium, the financial materiality will be classified as high).

The following tables provide a brief description of Scania's IROs and where in the business model and value chain they originate. They also explain how Scania's impact affects people and the environment and reasonably expected time horizons for the impacts. *For the full IRO description, please refer to the specific chapter of the IRO [48a, 48ci-iv, 48h].*

Connection to business model and strategy

Scania's material sustainability impacts originate directly from the core business model of producing and servicing heavy-duty transport solutions. Those impacts and the associated risks and opportunities are clustered around three main themes:

- **Climate change and decarbonisation:** Regulatory demands, carbon pricing, and customer pressure for low-emission solutions affect Scania's portfolio and operations.
- **Resource dependency and circularity:** Reliance on critical minerals and volatile energy markets drive a need for resilient, circular supply chains.
- **Social sustainability and human rights:** Heightened scrutiny and stakeholder expectations shape procurement, audits, and customer engagement.

These forces are expected to intensify with electrification and renewable fuels reshaping costs and revenues, circularity becoming central to competitiveness, and policies plus stakeholder expectations guiding strategic decisions. Scania's response has been to put sustainability at the core of the business strategy and to align targets and activities with sustainable development.

A resilience analysis of the business model to address all material IROs has not been performed. Within Scania's strategy resilience assessment, climate and natural systems, technology, energy transition, societal equality, geopolitics, regulations and standards, and financial systems were considered.

Scania's business model is adaptive to transition risks and societal expectations. Continuous integration of newly identified IROs through risk reviews and DMAs ensures the strategy remains robust against emerging challenges.

There are no material risks or opportunities where there is a risk of material adjustment to balance sheet items within the next annual reporting period [48d].

Resources, investments and other expenditures related to the current strategy are not separated from day-to-day operations and budgets; related expenses are within normal capital expenditure (CapEx) and operating expenditure (OpEx) budgets [48b, 48f].

The material IROs related to Scania's own workforce are not connected to any unique feature of Scania's business model or strategy [S1 SBM-3 13a-i]. They do inform the strategy, as the potential negative impacts identified need to be avoided to mitigate the identified risks [S1 SBM-3 13a-ii]. All people in Scania's own workforce who could be impacted are included in the ESRS 2 reporting scope [S1 SBM-3 14, 15]. None of the identified material IROs identified in the DMA relate to specific groups of people in the workforce [S1 SBM-3 16].

GENERAL DISCLOSURES, CONT.

Topic and sub-topic	High-level IRO description	Type of IRO	Value chain	Time horizon
E1 Climate change				
Climate Change mitigation	Greenhouse gas emissions	Actual negative impact		
	Transition risks	Risk		
	Transition opportunities	Opportunity		
Energy	Energy consumption	Actual negative impact		
E2 Pollution				
Pollution of air	Transport and manufacturing pollution	Actual negative impact		
E4 Biodiversity and ecosystems				
Direct impact drivers of biodiversity loss	Land- and water use	Potential negative impact		
E5 Resource use and circular economy				
Resource inflows	Raw material use	Potential negative impact		
	Raw material cost increases	Risk		
Resource outflows	Resource depletion	Potential negative impact		
	Reduced waste and resource use	Potential positive impact		
	Sustainable design	Opportunity		
Waste	Waste generation	Actual negative impact		

Topic and sub-topic	High-level IRO description	Type of IRO	Value chain	Time horizon
S1 Own workforce				
Working conditions	Poor working conditions	Potential negative impact		
	Strengthening the voice of workers	Actual positive impact		
	Costs due to poor working conditions	Risk		
Equal treatment and opportunity for all	Discrimination	Potential negative impact		
S2 Workers in the value chain				
Working conditions	Poor working conditions	Potential negative impact		
	Reputation risks	Risk		
Child and forced labour	Underage workers and forced labour	Potential negative impact		
	Legal and reputational risks	Risk		
S3 Affected communities				
Communities, economic and cultural	Product misuse and community harm	Potential negative impact		
Road safety [Entity specific]	Road accident injuries and fatalities	Actual negative impact		
	Improved road safety	Actual positive impact		

Upstream Own Operations Downstream

Short-term Medium-term Long-term

GENERAL DISCLOSURES, CONT.

Topic and sub-topic	High-level IRO description	Type of IRO	Value chain	Time horizon
G1 Business conduct				
Corporate culture	Positive culture	Opportunity	Upstream, Own Operations	Short-term
Protection of whistleblowers	Promotion of trust	Actual positive impact	Upstream, Own Operations	Short-term
Political engagement	Non-transparent political engagement	Potential negative impact	Own Operations, Downstream	Long-term
	Transparent political engagement	Actual positive impact	Own Operations, Downstream	Long-term
Corruption and bribery	Governance and responsible conduct	Potential negative impact	Upstream, Own Operations	Short-term

Upstream Own Operations Downstream Short-term Medium-term Long-term

Changes compared to last year
In 2025, the DMA was enhanced with more quantitative data, broader stakeholder interviews, and peer- as well as market-benchmarking. To sharpen focus on where the biggest impacts and risks lie, the materiality threshold was raised from 20 to 25, out of a total possible score of 100. This stricter bar, together with new evidence, led to the reclassification of several topics as not material. However, they are still being monitored and will be assessed for materiality annually as part of the DMA process [48g, 53h].

The topics excluded this year were:

- **E1-1 Climate change adaptation** — Low current risk exposure given existing assets and time horizon.
- **E3-1 Water** (incl. **E2-1 Pollution of water**) — Own operations below materiality thresholds; relevant upstream aspects considered within biodiversity.[1]
- **E2-7 Microplastics** — Not material as a standalone topic; tyre and brakes wear are addressed within biodiversity.
- **E2-6 Substances of very high concern** — Limited use and strong regulatory controls; not material at present.
- **G1-5 Management of supplier relationships** — Procurement data, including payment terms and statistics, supports the assessment of non-materiality.

1 Despite water being of importance, water is no longer material. To fulfil our prior commitment to report on historical targets relating to water, please refer to Sustainability ambitions and targets | Scania Group

GENERAL DISCLOSURES, CONT.

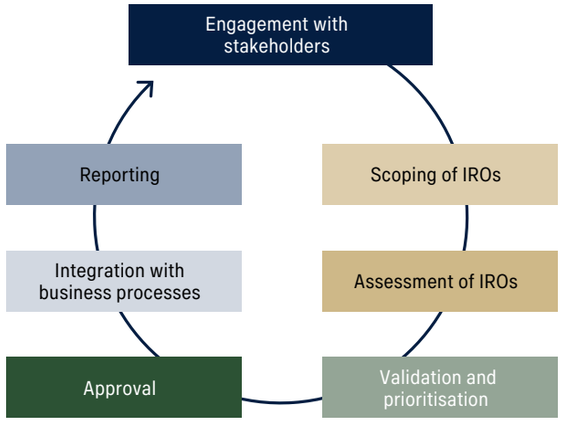
DMA methodology [IRO-1]

Two dimensions of materiality are assessed in the DMA [53a, 53b-i]

Impact materiality: This dimension examines Scania's positive and negative, actual and potential impact on the environment, people and society, including impacts on employees, emissions, resource use and supply chain practices. By assessing these areas, Scania can prioritise actions to reduce our environmental footprint and strengthen our social and governance responsibility.

Financial materiality: This aspect evaluates sustainability-related risks and opportunities that may affect Scania's financial performance, such as regulatory changes, shifting demand towards low-emission transport, and resource scarcity. Understanding these factors helps us anticipate impacts on revenue, operational costs, access to cash flows and market position as well as the financial effects of our role as an employer and how this influences our attraction and retention of employees.

The DMA is an annual process that follows the process described below [53b, 53c].



Engagement with stakeholders

For social IROs, Scania partnered with Business Social Responsibility (BSR)[1] to assess social risks and opportunities, forming the basis for its salient issues. The result was incorporated into the DMA. Nature-related IROs were assessed in collaboration with the World Wildlife Fund (WWF)[2], focusing on water, biodiversity, and ecosystems. Insights from the work with WWF guides Scania's nature-related actions and initiatives [53b-iii, 53g]. *For more information on Scania's stakeholder engagement, see 'Stakeholder Dialogue [SBM-2]' within General Disclosures.*

Scoping of IROs

Scania considered both direct impacts from own operations, as well as any indirect impacts from business relationships. This included aspects such as geography, activity, sector and the structure of business relationships. This analysis, conducted in collaboration with Scania and the TRATON Group (hereinafter TRATON), covered the entire value chain, addressing internal operations, upstream, and downstream activities. Data collection and stakeholder engagement were key components, incorporating insights from desktop research, internal reports, workshops, and surveys. Insights were then refined through detailed reviews by internal experts and continuous stakeholder engagement.

The DMA process focused on core commercial and production activities across all geographies that Scania operates in. Upstream in the value chain, the focus was on high-risk materials and strategically significant suppliers. Downstream, the use of Scania's products was in focus, for example use phase emissions and road safety.

Assessment of IROs

To assess the impact materiality, both positive and negative impacts were considered, along with actual and potential outcomes. Following ESRS guidelines, the impacts were determined by evaluating severity and likelihood where severity was assessed based on three factors: scale, scope, and irremediability.

- **When scoring scale**, Scania evaluated the extent of the impact on the environment or people, excluding any consideration of existing mitigation actions.
- **When scoring scope**, Scania evaluated the extent of the impact based on parameters like the percentage of affected sites, employees, or financial expenditure related to the impact.
- **When scoring irremediability**, Scania assessed the difficulty of reversing damage, factoring in costs, recovery time, and impacts on people and the environment.

By calculating the mean of these three dimensions, a score for severity was determined for negative impacts. For positive impacts, both actual and potential, only scale and scope were considered.

A comprehensive likelihood assessment was conducted for each impact, evaluating the probability of occurrence based on Scania's activities, business relationships, sector characteristics, and geographic exposure, on a scale from rare to probable (1-4). For negative human-rights impacts, severity takes precedence over likelihood in decisions on materiality. For the calculation of likelihood, it assessed on an inherent, pre-mitigation basis. Existing controls were not considered, and any actual or ongoing impacts were automatically assessed as having high likelihood.

To assess financial materiality, both positive and negative financial outcomes were considered, along with actual and potential effects. In line with ESRS guidelines, the materiality assessment evaluated three primary factors: likelihood, magnitude, and reputational effect.

- **Likelihood assessment:** Each risk or opportunity was evaluated based on the probability of occurrence, considering a range from rare to probable events.
- **Magnitude of financial impact:** This factor reflects the potential financial loss (for risks) or gain (for opportunities) without factoring in existing mitigation actions. The extent of the impact was assessed using parameters such as financial expenditure and projected revenue impact.
- **Reputational effect:** The potential reputational impact was evaluated based on the degree to which the event could affect stakeholder perception and brand integrity and hence impact Scania financially.

For overall materiality, the financial impact and reputational effect were combined, with financial impact given greater weight (75 percent). The likelihood score was then applied to this combined result to establish a materiality rating for each item.

Overall, an impact, risk or opportunity was material if the multiplication of severity and likelihood resulted in a risk score of 25 or more, with 100 being the highest possible score [53b-iv, 53c-i-iii].

Validation and prioritisation

After the assessment, a confidence score was assigned to indicate areas where further data may be needed, ensuring clarity for decision-making.

Approval

The DMA was reviewed and approved first by the Scania Sustainability Board and then by the Executive Board. The Audit Committee and Board of Directors were informed about the result [53d].

Integration with business processes

Sustainability-related risks identified through the DMA are systematically integrated into Scania's overall risk management framework. This process reflects varying levels of maturity across topics, where some areas are well-established while others are still in the earlier stages of development [53e, 53f].

The risk process consists of four phases: identify; assess; respond; and follow-up and report. Identify

1 Business Social Responsibility (BSR) is a sustainable business network and consultancy focused on social sustainability.
2 World Wildlife Fund (WWF) is a global environmental organisation, focused on conserving nature and combating environmental threats.

GENERAL DISCLOSURES, CONT.

involves identifying risks of targets not being achieved and emerging risks. Identified risks shall then be assessed in terms of probability of occurrence and potential financial, reputational and legal consequences so the appointed risk owner can prioritise risks for further analysis. The analysis is the basis for evaluating response options as well as for designing and implementing risk response plans. In the final step, follow-up and report, response implementation and status of the risks are monitored to ensure that the risk responses are effective.

By leveraging a value chain perspective, Scania assesses sustainability risks and opportunities across all stages of its operations, from sourcing to end-of-life management. This approach guides decision-making, prioritises actions, and identifies key impact areas, while also considering both immediate risks and long-term goals.

Once these risks are identified, they are categorised within the risk management framework at Scania, ensuring a consistent approach to both mitigating risks and capturing opportunities that arise from sustainability matters. This process allows Scania to proactively address risks that may affect its operations, ensuring alignment with corporate sustainability goals and promoting long-term value creation.

Scania is developing tools and methodologies to continuously monitor and assess risks, including the assessment of the implications these risks could have on our operations, both upstream and downstream. As part of the strategic risk assessment of suppliers, Scania considers the following risks: natural hazards, economic, environmental, human rights, cyber and information security, technological and geopolitical. Depending on the risk level of suppliers, mitigation actions are developed and followed up.

Scania's most material sustainability risks centre on climate transition, supply chain, including energy and resource dependency, labour practices, and ethical governance. Through an integrated risk framework, Scania combines decarbonisation, circular design, human rights due diligence, and a strong compliance culture to mitigate these risks and support its long-term net-zero and responsible business objectives. Please note that the risks identified through the risk management process do not exactly align, in terms of definitions, with those identified in the DMA.

- **Climate transition risks***:* Regulatory tightening (such as EU CO_2 standards, carbon pricing) and market shifts toward zero-emission transport may impact product demand and cost structures.
  *Mitigation***:** Electrification, renewable fuels, life cycle-based product design, and scenario planning.
- **Physical climate risks:** Extreme weather events and natural hazards (such as floods, heatwaves, water stress) may damage assets, disrupt logistics and supply chains, and affect insurance coverage.
  Mitigation: Business continuity planning, insurance coverage, climate hazard forecasting, and ISO14001-aligned environmental management system.
- **Human rights and labour practices:** Risks of labour rights violations, poor working conditions, or discrimination in global supply chains.
  Mitigation: Supplier Code of Conduct, audits, responsible sourcing, and human rights due diligence.
- **Supply chain risks:** Global volatility, supplier disruptions, and geopolitical tensions may lead to production delays, delivery issues and sustainability challenges for example limited access to resources.
  Mitigation: Supplier risk tracking, pre-qualification and monitoring, due diligence via sustainability supplier ratings, proactive planning for short- to long-term component availability, dedicated supply chain teams and diversified sourcing of resources.

Please note, climate risks including natural hazards has been identified as part of the risk process and for our business in a general perspective, however, it has not been identified as a material negative financial effect based on the DMA process and ESRS definition.

Reporting [IRO-2]

The material topics identified through the DMA form the foundation for Scania's 2025 reporting framework. For reporting on material matters, Scania has focused on the IRO description to determine material information at the data point level [59]. *For a complete list of disclosure requirements and data points from other EU legislation, see 'Appendix' [56].*

Topic specific methodology for the DMA

Climate [E1 IRO-1]
In the assessment of climate-related IROs, Scania considered GHG emissions, physical risks and transition risks and opportunities. *For key considerations within the DMA, see 'Transition plan [E1-1]' within E1 Climate Change.*

Pollution [E2 IRO-1]
In line with the general methodology, sites and activities were screened for pollution-related impacts, risks and opportunities in the entire value chain [11a]. *For information on stakeholder engagement, see section 'Stakeholder dialogue [SBM-2]' within this chapter [11b].*

Biodiversity [E4 IRO-1]
In assessing impact drivers on biodiversity loss, Scania considered: land-use change, freshwater-use change and pollution throughout the value chain. Any biodiversity impacts linked to climate change-related were considered within the climate change assessment [17a]. Key dependencies were also identified and assessed. The assessment criteria applied were the same as in the general methodology [17b].

Physical and transitional risks were not considered [17c], nor were systemic risks [17d].

For a list of sites near biodiversity sensitive areas, see 'Targets and metrics [E4-4]' within E4 Biodiversity [19].

Resource use and circular economy [E5 IRO-1]
In line with the general methodology, resource use and waste in own operations and the value chain were assessed. The impacts of "business as usual" were considered, as were the impacts, risks and opportunities related to the circular economy transition. There have not been specific consultations for resource use circular economy as part of the DMA [11b].

GENERAL DISCLOSURES, CONT.

Stakeholder dialogue [SBM-2]

Stakeholder engagement is integrated into Scania's annual strategy process. It plays a key part in determining needs and expectations, as well as impacts and risks, which is the foundation for Scania's DMA, but it is also a very important element in strategy development and resilience testing. The DMA is part of Scania's strategic work and continuous improvement philosophy. These assessments, coupled with continuous stakeholder dialogue, lay the foundation of Scania's strategic direction and target setting [45a, 45a-v, 45b].

Scania's strategy and business model continue to evolve in response to stakeholder expectations and the transformation of the transport sector. Feedback from customers, investors, policymakers, and employees has reinforced the importance of accelerating decarbonisation and electrification, social responsibility, and circular value creation [45c-i]. In addition to the key stakeholders listed in the table below, Scania considers the environment a key stakeholder in setting environment-related targets [45a-i].

Scania is strengthening its approach to stakeholder engagement, circularity, and sustainability governance. A structured framework for systematic rightsholders and external stakeholder engagement will be developed and implemented in 2026, ensuring more consistent, transparent, and inclusive dialogue across Scania's global value chain [45c]. In parallel, Scania will assess pathways toward achieving net-zero emissions beyond 2032 and will define long-term climate and circularity targets that further embed resource efficiency, reuse, and sustainable material flows into business operations [45c-ii]. These steps will enhance accountability, transparency, and stakeholder confidence in Scania's transition towards a circular and net-zero transport system [45c-iii].

The Board of Directors and Executive Board are regularly informed about stakeholder perspectives through the annual strategy process, risk reviews, and updates from the Executive Vice President, Head of Strategy and Communications as well as the Scania Sustainability Board [45d].

Key stakeholder [45a-i]	Relevant IRO	Types of engagement [45a-ii, 45a-iii]	Purpose [45a-iv]	Outcome of the engagement
Academia and research institutions	All sustainability matters, focus on E	Partnerships for academic research; joint research projects; participation in research programmes and knowledge-sharing forums	To advance sustainability research and innovation based on industry needs and contribute to evidence-based solutions	Joint research and cooperation projects; generation of new insights supporting sustainable transport solutions; strengthened knowledge base informing long-term sustainability strategy
Business associations	Working conditions	Member of NIR – the International Council of Swedish Industry, promoting sustainable business	Participate in networks and programmes relevant to Scania´s sustainability agenda such as the Swedish Workplace Programme promoting decent work through social dialogue	Improved understanding of emerging labour-related risks and regulatory developments, contributing to Scania's continuous improvement of working conditions and social dialogue practices
	Child and forced labour, working conditions, affected communities	Enact Human Rights Network – a business network promoting human rights in practice	Learn and exchange with experts and peers on how to implement responsible business practices	Enhanced internal capability to identify, assess, monitor and address human rights risks across operations and the value chain, supporting alignment with international human rights standards and due diligence expectations
	Working conditions (own workforce and workers rights in the value chain)	Member of Corporate Social Responsibility Europe (CSR EU) and Responsible Trucking (RT) initiative for better working conditions for drivers	CSR EU: • Align with Europe's leading business network on corporate sustainability and responsibility • Engage in policy dialogue at EU level on sustainability, ESG, and due diligence • Collaborate with cross-sector companies on climate, circularity, D&I, and human rights RT group: • Promote decent working conditions, safety, and sustainability in the trucking value chain • Collaborate with peers and NGOs to address driver wellbeing, labour rights, and safety challenges • Show leadership beyond vehicle technology, focusing on the social dimension of sustainability • Scania's effort to advocate fair logistics includes being an active member of the CSR EU-led RT initiative, which promotes the attainment of good health, wellbeing, equality, decent work and potential growth opportunities for drivers in the European network.	CSR EU: • Strengthened thought leadership and influence in Brussels and EU debates • Access to tools, frameworks, and best practices that accelerate Scania's ESG transformation • Enhanced credibility with stakeholders (for example customers, regulators) RT group: • Improved reputation and trust with drivers, customers, and regulators • Contribution to industry-wide solutions for driver shortages and fair working conditions • Reinforcement of Scania's brand as a holistic system leader in sustainable transport

GENERAL DISCLOSURES, CONT.

Key stakeholder [45a-i]	Relevant IRO	Types of engagement [45a-ii, 45a-iii]	Purpose [45a-iv]	Outcome of the engagement
Business associations cont.	All sustainability matters: mainly focusing on E and S	European Automobile Manufacturers' Association [ACEA]. Regular meetings [monthly – quarterly] and communications. Scania's CEO, Christian Levin, acts as Chair of the ACEA's Commercial Vehicles Board for 2025.	Share feedback on current challenges, issues, support as well as feedback on regulations. Support in progressing on zero-emission and zero-fatality transport and addressing major technology shifts and mobility needs in the EU – while ensuring the auto industry remains strong and competitive	Collaboration and knowledge-sharing with industry peers provide valuable input into Scania's strategy, reporting, and sustainability journey. Additionally, support in escalating feedback to policymakers helps enable well-informed decision-making
Communities	Equal treatment and opportunities [Gender]	Structured collaboration and dialogue with local communities and public stakeholders, including participation in partnerships and forums aimed at improving access to skills development, employment opportunities and social inclusion	Promote inclusive access to employment and skills development and support gender equality within local transport-related professions	Improved access to vocational training and employment pathways for women in selected local communities
Customers	Working conditions, affected communities	Regular training course, summits and conferences, satisfaction surveys	Our customers and their customers request products and solutions that help them align with their sustainability targets and with the Paris Agreement and regulations; support understanding and be able to assess human rights risks in their respective contexts	Insights from customers steer innovation towards more aligned products and practices
Employees	Own workforce related IROs	MyVoice (previously Employee Satisfaction Barometer)	Engagement supports One People Policy development, improvement areas of business practices, building way of working	Updates to People Policy
		Engagement with employee representatives [for example trade unions and Works Councils].		MyVoice (previously Employee Satisfaction Barometer) helps inform actions and initiatives related to own workforce
		Communications include town halls, focus groups, performance reviews and through collective bargaining agreements		Improvement of working conditions and ensure equal treatment and opportunities for employees
Non-Governmental Organisations (NGOs) and Civil Society Organisations (CSO)	Working conditions, child- and forced labour	Member of multi stakeholder platform Ethical Trade Sweden	The focus is supply chains and the purpose is access to the platform that brings together companies, trade unions and CSO´s on topics such as electric batteries and vehicles, supply chains	Ensure a broader perspective from CSO´s and trade unions on supply chain-related sustainability topics such as electric vehicles batteries, country-specific risks and customer requirements regarding human rights due diligence
Regulators and public authorities	All sustainability matters	Established compliance processes; ongoing regulatory monitoring; dialogue with authorities and policymakers	To influence public decision making and policy development relevant to our business, ensure compliance with applicable laws and regulations and to contribute to informed implementation of regulatory requirements across markets	Compliance with regulatory requirements; strengthened internal controls and policies; preparedness for new and evolving regulations related to sustainability, human rights, and business ethics
Suppliers	Child and forced labour, working conditions, affected communities	Regular training courses, supplier development initiatives, sustainability audits	Seek clarity on priorities and long-term objectives to align strategies with current and future material demands; support understanding and be able to assess human rights risks in their respective contexts	Improved awareness of the challenges and opportunities in the upstream value chain shapes assortment planning and drives continuous development as well as enabling future collaboration
Trade unions	All sustainability matters, focus on own employees	Trade unions are members of the Social Sustainability Advisory Council and the Scania Sustainability Board	Give insights, expertise and participate in decision-making, giving the possibility to raise issues	Ensure the employee and the broader global people perspective is properly addressed in Scania's sustainability agenda
TRATON	All sustainability matters	Group governance forums and Board interactions; Group-wide reporting processes; financial and sustainability performance dialogues	To ensure alignment with Group strategy and governance, support long-term value creation, and enable consistent, high-quality sustainability and financial reporting across the Group	Alignment of Scania's strategy and sustainability priorities with Group direction; coordinated sustainability reporting processes; improved consistency and reliability of sustainability data

GENERAL DISCLOSURES, CONT.

Governance [GOV-1, GOV-2]

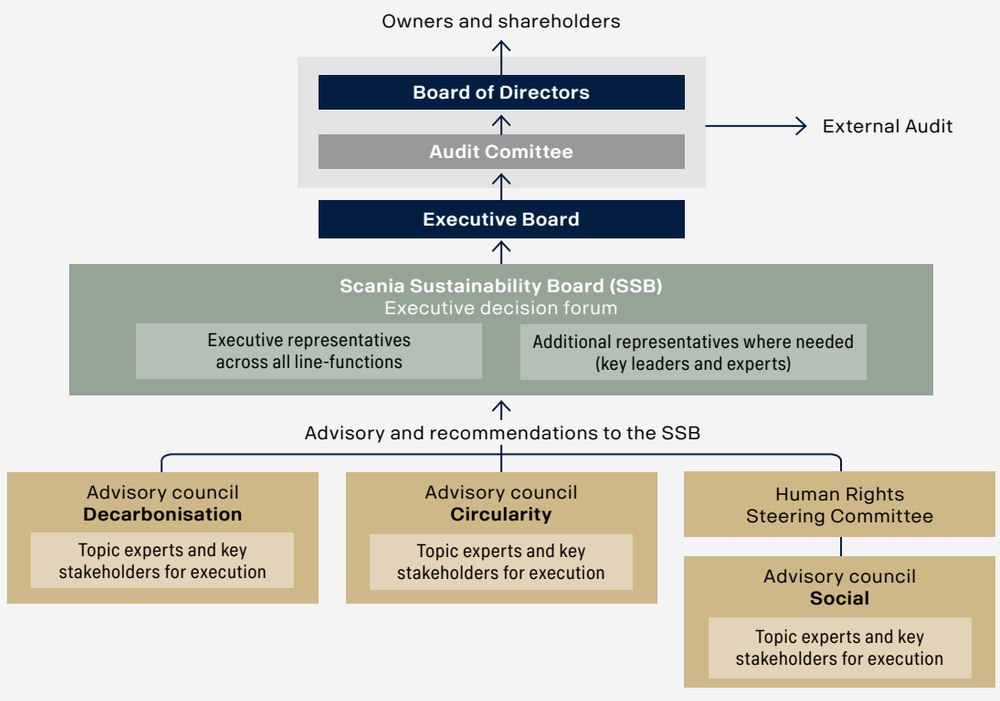
The Board of Directors is Scania's highest administrative body [22a].

The Board of Directors and Executive Board consider sustainability impacts, risks and opportunities (IRO) as part of their oversight of Scania's strategy, risk management and long-term development [26b]. Trade-offs between long-term sustainability goals and short-term operational needs are considered. *For examples of such trade-offs, see 'Transition Plan [E1-1] within E1 Climate Change.*

Sustainability is at the core of Scania's strategy to align business activities to sustainable development. The Scania Sustainability Board (SSB) manages all sustainability matters, the Executive Board approves (where relevant) targets and strategy, and the Board of Directors exercises oversight and provides ultimate approval and decisions in relation to all sustainability matters [22c-i, 22d, G1 GOV-1 5a].

Reporting on sustainability matters follows Scania's established corporate reporting structure. The Executive Vice President, Head of Strategy and Communications, regularly reports to the CEO and Executive Board on progress toward sustainability targets. The Executive Board in turn provides quarterly updates to the Board of Directors [22c-ii, 26a].

Scania has an integrated risk approach to ensure that business opportunities and risks are considered in all relevant decision-making. The management of adverse impacts on the environment and people is also integrated into the risk process [22c-iii].



Corporate governance and sustainability at Scania is based on the Articles of Association, Swedish legislation, in particular the Swedish Companies Act, the Annual Accounts Act and internal governing documents [22b].

Board of Directors

The Board of Directors holds the overall responsibility for the company's long-term development, including strategy, risk management, business conduct and the oversight of climate and other sustainability issues relevant to Scania's objectives [22a].

Ordinary members of the Board of Directors are appointed by the shareholders at the general meeting on the basis of their relevant experience as assessed by the shareholders, including on sustainability matters, to Scania's operations. Board members are based in Germany, Austria, and Sweden, and have experience spanning various sectors, including the automotive industry, home appliances, real estate, information and communication technology, health, the service industry, as well as the retail and consumer sectors [22a,c, 21c]. This experience collectively includes climate strategy, circular economy, and responsible business practices [G1 GOV-1 5b]. The Board of Directors also has access to internal and external sustainability experts and receives seminars as needed on an ad hoc basis – for example training on the Corporate Sustainability Reporting Directive – depending on the matter being considered [23a]. By facilitating access to sustainability expertise and oversight, the organisation can better manage risks, address material impacts, and identify opportunities. This approach also supports the achievement of Scania's sustainability goals [23b].

There are currently nine ordinary members of the Board of Directors, of which three (33 percent) are independent and non-executive[1] [21e]. There are also four members of the Board who are employee representatives appointed by the trade unions at Scania, as well as two deputy members. Of the 13 members, 46 percent are women [21a, 21b, 21d]. None of Scania's Board members have previously held a position in public administration [G1-5 30].

During the year, the Board of Directors has addressed all IROs as part of its oversight of Scania's strategy. The Board of Directors was consistently informed on Scania's sustainability progress. During 2025, they were specifically informed about the results from the annual review of the DMA [26c].

Audit Committee

The Audit Committee monitors the effectiveness of governance, risk management and internal controls as well as administrative processes, refinancing and treasury operations. Furthermore, it reviews Scania's risks and countermeasures on a quarterly basis. It also exercises oversight over Scania's financial and non-financial reporting, including its sustainability statement [22a,22c].

CEO and Executive Board

The CEO is appointed by the Board of Directors and is responsible for day-to-day operations and execution of the corporate strategy. The CEO appoints and leads the Executive Board, which supports him and makes joint decisions on matters of strategic and high-impact operational nature, including sustainability goals, supply chain development, resource allocation and financing of the company [22a, 22c].

The Executive Board currently has nine members of which four (44 percent) are women [21a, 21d].

The Executive Board was consistently informed on sustainability progress. During 2025, the Executive Board considered all material IROs as part of their review of the DMA and their execution of Scania's strategy [26c].

1 Scania defines non-executive members as those who are non-employees of Scania, TRATON nor VW, independent is defined as those members who are not shareholders, employees nor owners of parent companies.

GENERAL DISCLOSURES, CONT.

Scania Sustainability Board (SSB) and Advisory councils [22a, 22c, 22d]
The SSB is Scania's forum for cross-functional coordination of sustainability. The Executive Vice President, Head of Strategy amd Communications, leads Scania's sustainability agenda and chairs the SSB, which brings together Executive Vice Presidents and senior representatives from all major business areas and functions. The SSB is responsible for setting the sustainability direction, targets and initiatives, as well as for ensuring cross-functional action on sustainability priorities. It meets quarterly, or more often if needed.

In addition, there are cross-divisional advisory councils for each of the three sustainability focus-areas – Decarbonisation, Circularity and Social. All are chaired by the Head of Sustainability. The Advisory Councils support alignment and coordination of sustainability priorities across Scania's global operations. The Advisory Councils monitor progress, address operational challenges, identify key enablers, and escalate risks or decisions when needed. Their mandate is to advise and propose recommendations to the SSB and other decision forums on ambitions and targets, reviewing progress against agreed goals and supporting prioritisation and risk-based decision-making. *For more information on the Human Rights Steering Committee, see 'SGP 41 Human rights' within S2 Workers in the value chain.*

Sustainability in incentive schemes [GOV-3]

Members of the Executive Board are covered by an incentive scheme that pays out an annual variable remuneration if targets are met. The scheme considers return on sales, net cash flow, a science-based climate target (scope 1 and 2) and TRATON's share price development [29, 29a].

The climate target that was approved by the Science Based Targets initiative is to reduce absolute scope 1 and 2 emissions by 50 percent by 2025 from a 2015 base year. Ten percent of the potential variable remuneration depends on achieving this target [29b, 29c, 29d].

The incentive scheme is reviewed on an annual basis and approved by the Board of Directors [29e]. Scania will review the incentive scheme in 2026 to incorporate the new targets set in financial year 2025 [E1 GOV-3 13].

Statement on due diligence [GOV-4]

The main aspects and steps of Scania's due diligence process are covered within the following sections.

Key elements of due diligence [30,32]	Reference to disclosure requirements
a) Incorporating due diligence into governance, strategy and business model	IRO-1, SBM-2, S1-1, S2-1
b) Collaborating with affected stakeholders in all key steps of due diligence	S1-1, S2-1, S2-2, S2-3, G1-1
c) Identifying and assessing adverse impacts	IRO-1, S2-1, S2-2, S2-3, G1-3
d) Taking action to address these adverse impacts	IRO-1, S2-4, S3-4, G1-3
e) Following up on the effectiveness of these measures and communicating it	S2-4, G1-3

Risk management and internal controls over sustainability reporting [GOV-5]

The risk management process supports the organisation in gaining a greater understanding of what the important risks are, and how such risks are to be managed. The internal control system (ICS) over sustainability reporting is an integrated part of the overall ICS at Scania, which is designed and structured to ensure reliability of reported data and compliance with regulations. It is based on international COSO standards and includes the following elements: risk assessment, control activities, information and communication as well as monitoring [36a].

The ICS consists of: the Scania Group Policy, which regulates the scope of processes, roles and responsibilities for internal control; Scania Group Control Catalogue; Annual Control Evaluation Plan; IT system for documenting key controls; and reporting structure. The activities are planned and executed according to an annual process.

Scania applies an annual process to identify and evaluate risks related to correctness and completeness of data in sustainability reporting, covering all disclosure requirements in the applicable areas. Risks are mapped to control requirements according to several parameters including risk categories and sub-categories and controls are developed for the highest risks. The purpose is also to establish a shared view of important short-, medium- and long-term risks allowing the Executive Board to focus on the strategic risks [22c, 36b].

Key risks that may impact the reliability and completeness of the sustainability reporting include operational and compliance risks. Operational risks such as delays in data availability, inconsistent reporting practices across entities, and the complexity of estimations are mitigated through standardised methodologies [36c].

Compliance risks, particularly those related to human rights, safety and health, and social indicators, are addressed through strengthened reporting channels. Controls include entity-level validation mechanisms and corporate oversight of incident and complaint reporting.

The procedures related to sustainability reporting are embedded into Scania's overall internal control ecosystem where the risk assessment results and internal control evaluations are integrated through a structured governance and reporting framework [36d]. Results from the annual risk assessment cycle are reviewed by stakeholders in corporate functions. These form a basis for updates to process documentation, control design, and remediation plans. Integration of remediation of risks and internal controls is facilitated through cross-functional workshops and quarterly reports to the Audit Committee. These reports include a summary of the sustainability reporting-related risk assessments, the work to remediate them and updates to internal controls [22c, 36e].

The internal control function coordinates and monitors the development and documentation of controls over disclosure requirements in scope within designated functions. The controls are documented in Scania's standardised control catalogue and ICS for the purpose of reporting and ongoing monitoring.

GENERAL DISCLOSURES, CONT.

Basis for preparation [BP-1, BP-2]

This Sustainability Statement was prepared on a consolidated basis in accordance with the Swedish Annual Accounts Act and the ESRS [5b-i]. The reporting period for Scania's Annual and Sustainability Statement is from 1 January 2025 to 31 December 2025 [5a].

In the case that a facility was excluded from specific data points due to immateriality, this is explained in each section where information is presented.

Due to sharing of facilities, some of the Financial Services entities, which are now part of the TRATON Group consolidation structure, are included in Scania's energy reporting. The same applies for a small portion of the Research and Development (R&D) operations in Oskarshamn, Sweden and in São Paulo, Brazil. These additions are immaterial in relation to the total figures.

Scania has no associated companies or joint ventures over which it exercises operational control. As a result, scope 1 and 2 GHG emissions for such entities are not reported. Scania does have one joint venture located within the Södertälje production facility. However, its environmental impact is immaterial and cannot be reliably separated from the facility's overall performance; therefore, its data is included within Scania's consolidated Group Reporting [5b-ii].

Scania's Sustainability Statement covers our entire value chain, indluding upstream, own operations and downstream. Where data is reported on specific topics, Scania has clarified whether the information is for own operations, upstream or downstream [5c]. *For information on specific data points, see 'Accounting principles' within the respective section.*

The option to omit a specific piece of information corresponding to intellectual property, know-how or results of innovation has not been used, nor has the option to omit disclosure of impending developments or matters in course of negotiation. However, Scania has excluded information based on commercial sensitivity [5d, 5e].

Scania has used the ESRS time horizons throughout the DMA. Short-, medium- and long-term were defined as 1, 1 - 5 and >5 years respectively [9a].

General reporting principles

The accounting principles for each sustainability matter are reported alongside the targets and metrics within the relevant section of the report.

Within the Sustainability Statement, reference is often made to Industrial Operations, which cover production sites and logistics, and Commercial Operations, which cover the commercial network owned by Scania.

New acquisitions or sales are included in the Sustainability Statement through the regular reporting structure of the business units. When new entities are implemented in Scania systems, they are required to report data such as environmental and employee information (if applicable) retroactively, starting at the beginning of the entity's operation.

Scania's reporting prioritises the use of actual data. Estimations are used when they offer meaningful insights for stakeholders and accurately reflect the underlying operation or situation. This practice applies when actual data is unavailable, cannot be collected in time for the Annual Report, or when estimations more accurately represent the quality of data. Each section explains the specific use of estimations.

The scope of the climate reporting is based on the Greenhouse Gas Protocol, using an operational approach for consolidation. Previous and base year data are recalculated to reflect significant changes in operations, with relevant metrics and cases detailed in a specific section.

Details about our set targets, such as base year and performance data are provided in the specific section where targets are presented [10-15].

For a list of disclosure requirements, see Appendix I [16].

GENERAL DISCLOSURES, CONT.

Scania's governance documents

Name of policy	Purpose [MDR-P 65a]	Topics (standards) where it is referenced	Scope [MDR-P 65b]	Who is responsible for implementation [MDR-P 65c]	Connection to international standards and conventions [MDR-P 65d]	Availability [MDR-P 65f]
Code of Conduct	Scania's Code of Conduct is derived from our core values and The Scania Way and, together with Scania Group Policies, applies to all Scania employees and Scania entities globally. It is structured around key ethical and behavioural expectations for all employees, organized under four themes: we are committed individuals; we are reliable colleagues; we are responsible business partners; and we are good corporate citizens.	E1 Climate change E5 Resource use and circular economy S1 Own workforce G1 Business conduct	The Code of Conduct applies to all Scania employees, managers, and Executive Board members globally, across all entities and functions.	The Scania Executive Board approves the policy. Day-to-day implementation accountability lies with managers of each operational unit, supported by Group Compliance.	UN Guiding Principles on Business and Human Rights (UNGPs), OECD Guidelines, International Labour Organization (ILO), International Bill of Human Rights	The Code of Conduct is made publicly accessible via Scania's website and internally via Scania's platforms.
Competition Law Compliance SGP 8	SGP 8 sets Scania's minimum standards for complying with competition laws by prohibiting practices such as price-fixing, market sharing, bid-rigging and abuse of dominance. The policy aims to ensure fair competition and prevent behaviours that could result in legal penalties or reputational harm. Key risks include regulatory sanctions, exclusion from tenders and distorted commercial decisions. Compliance is monitored through mandatory training, legal assessments, documentation requirements and escalation to Group Compliance.	G1 Business conduct	SGP 8 applies globally to all Scania entities and employees and covers all activities subject to competition law across the upstream and downstream value chain, including interactions with suppliers, customers, distributors and competitors.	The Scania Executive Board approves the policy. Day-to-day implementation accountability lies with managers of each operational unit, supported by Group Compliance.	Relevant external framework: European Union Competition Law, on which the policy is primarily based. The policy recognises global competition law principles.	The policy is made available internally to all Scania employees through Group Policy channels and intranet sites. Relevant stakeholders who must implement it - managers, sales teams, procurement, dealer networks, and regional entities - are informed through training, communication, and compliance guidance materials.
Compliance Due Diligence for counterparties with a sales intermediary or representative function SGP 34	SGP 34 defines Scania's compliance due diligence process for third parties who represent the company in sales, requiring screening, risk assessment and pre-approval. The policy seeks to prevent corruption, fraud, sanctions breaches and human-rights or sustainability risks in the value chain. It mitigates risks linked to unethical or high-risk intermediaries and strengthens responsible business conduct. Monitoring occurs through mandatory use of the CDD Tool, risk-based renewals, red-flag follow-up and oversight by Regional and Group Compliance.	G1 Business conduct	SGP 34 applies worldwide to all Scania entities and covers third parties that represent Scania in the downstream value chain, such as distributors, dealers, workshops, agents and other intermediaries. It excludes end-customers and partners with no representational role, and focuses on external business partners who commercially act on Scania's behalf.	The Scania Executive Board approves the policy. Day-to-day implementation accountability lies with managers of each operational unit, supported by Group Compliance.	SGP 34 supports compliance with international anti-corruption, sanctions, and integrity standards, including EU, FCPA; UKBA; IMM; Sapin II and UN regulations, anti-bribery expectations, and Scania's own Code of Conduct and Business Partner Code of Conduct. It aligns with common due diligence principles found in global compliance frameworks.	The policy is made available to all Scania employees via intranet, supported by mandatory training, guidance materials, and the CDD Tool. Relevant external stake-holders (for example distributors and dealers) are informed through onboarding processes and contractual requirements, including acceptance of Scania's Code of Conduct and sustainability clauses.

GENERAL DISCLOSURES, CONT.

Name of policy	Purpose [MDR-P 65a]	Topics (standards) where it is referenced	Scope [MDR-P 65b]	Who is responsible for implementation [MDR-P 65c]	Connection to international standards and conventions [MDR-P 65d]	Availability [MDR-P 65f]
Conflict of Interest SGP 46	SGP 46 sets expectations for identifying, disclosing and managing actual, potential or perceived conflicts of interest to ensure objective and unbiased decision-making. The policy protects Scania against risks such as undue influence, procurement distortions, misuse of position and reputational damage. Compliance is monitored through formal disclosures, managerial assessments and documentation, entries in local registers and periodic review in annual development discussions.	G1 Business conduct	SGP 46 applies globally to all employees, directors, consultants and temporary staff and covers all business decisions and interactions that may influence or be influenced by personal interests across Scania's entire value chain. It has no material exclusions, with stricter local laws taking precedence.	The Scania Executive Board approves the policy. Day-to-day implementation accountability lies with managers of each operational unit, supported by Group Compliance.	SGP 46 builds on general principles found in international compliance and integrity frameworks (e.g., OECD; FCPA; UKBA; IMM; Sapin II, principles on integrity and managing conflicts of interest). It is grounded in Scania's Code of Conduct and general good-governance standards but does not formally commit to a specific third-party initiative within the policy text.	The policy is made available to all Scania employees via intranet, included in corporate onboarding and compliance training, and communicated through company leadership.
Environmental Management System SGP 17	The purpose of Scania's environmental policy is to ensure that Scania operates according to the highest global standard in all relevant environmental areas and lays the foundation for environmental work.	E1 Climate change E2 Pollution E4 Biodiversity E5 Resource use and circular economy	This policy applies to all entities directly or indirectly owned or controlled by Scania CV AB, and to all units organised within Scania CV AB.	The Scania Executive Board approves the policy.	In the environmental policy Scania commits to the UN Global Compact: Upholding the 10 principles in the areas of environment, human rights, labour rights, and anti-corruption.	The policy is publicly available on Scania's website as well as internally available to Scania´s employees on the intranet.
Environmental principles	SGP 17 references seven environmental principles that were established by Scania to guide the work in managing the challenges within each category. For each environmental principle, there are internal guidelines that Scania employees should follow; Practicing sustainable energy management, Practicing sustainable water management, Practicing sustainable chemical management, Practicing sustainable waste management, Continuously reduce emissions to air, Prevent and reduce negative impact on local surroundings, Promoting biodiversity.	E1 Climate change E2 Pollution, E4 Biodiversity E5 Resource use and circular economy	This policy applies to all entities directly or indirectly owned or controlled by Scania CV AB, and to all units organised within Scania CV AB.	The Scania Executive Board approves the policy.	UN Guiding Principles on Business and Human Rights (UNGPs), SBTi	The principles are available to Scania´s employees on the intranet.
Handling Donations and Sponsoring Measures SGP 5	The policy sets out how Scania grants donations and sponsorships in an ethical, transparent, and compliant way by defining permissible and inadmissible areas, setting strict due-diligence, approval, and documentation requirements, and ensuring alignment with Scania's Code of Conduct and Sponsorship and Community Engagement Strategy. Its overall aim is to prevent corruption, protect Scania's reputation, and ensure funds are used responsibly. Key risks addressed include corruption, misuse of funds, conflicts of interest, and reputational harm. Monitoring is built into the mandatory approval processes, due-diligence checks, sanction screening, required written agreements, and annual reporting obligations.	G1 Business conduct	The policy sets a global minimum standard for all Scania entities and employees, covering donations and sponsorships across the value chain. It excludes individual gifts, hospitality, or event invitations (SGP7). Stricter local laws and minority shareholdings/ joint ventures require separate assessment. Affected stakeholders include donation/sponsorship recipients, internal approvers, and community or industry partners.	The Scania Executive Board approves the policy. Day-to-day implementation accountability lies with managers of each operational unit, supported by Group Compliance.	SGP 5 aligns with internationally recognised anti-corruption frameworks, including: OECD Anti-Bribery Convention; UK Bribery Act (UKBA) principles; U.S. FCPA standards; UN Global Compact Principle 10 and the Swedish IMM Code on Gifts, Rewards and Other Benefits (as applicable).	The policy is made available to all Scania employees via intranet, included in corporate onboarding and compliance training, and communicated through company leadership.

GENERAL DISCLOSURES, CONT.

Name of policy	Purpose [MDR-P 65a]	Topics (standards) where it is referenced	Scope [MDR-P 65b]	Who is responsible for implementation [MDR-P 65c]	Connection to international standards and conventions [MDR-P 65d]	Availability [MDR-P 65f]
Handling gifts, hospitality and invitations to events; and Facilitation of payments SGP 7	SGP 7 regulates the offering and acceptance of gifts, hospitality and event invitations to ensure these benefits remain appropriate, transparent and compliant with anti-corruption rules, including when dealing with public officials. The policy aims to prevent bribery, undue influence, conflicts of interest and reputational harm. Monitoring takes place through mandatory documentation, approval thresholds, compliance reviews and escalation handling.	G1 Business conduct	SGP 7 applies to all Scania entities and employees worldwide and governs any gift or hospitality interaction across procurement, sales, services, partnerships and public-sector dealings. It excludes intragroup benefits, normal employment remuneration and low-value marketing materials within policy limits.	The Scania Executive Board approves the policy. Day-to-day implementation accountability lies with managers of each operational unit, supported by Group Compliance.	SGP 7 aligns with internationally recognised anti-corruption frameworks, including: OECD Anti-Bribery Convention; UK Bribery Act (UKBA) principles; U.S. FCPA standards; UN Global Compact Principle 10 and the Swedish IMM Code on Gifts, Rewards and Other Benefits (as applicable).	The policy is made available to all Scania employees via intranet, included in corporate onboarding and compliance training, and communicated through company leadership.
Human Rights Policy SGP 41	SGP 41 sets Scania's commitment to respecting internationally recognised human rights and describes the company's process for identifying, preventing, mitigating and remediating adverse impacts across operations and the value chain. The policy addresses risks such as labour violations, forced or child labour, discrimination and impacts in high-risk markets. Monitoring is conducted through the Human Rights Steering Committee, integration into Group Risk Management, continuous oversight by process owners and reporting to the Sustainability Board and TRATON's Human Rights Committee.	S1 Own workforce S2 Workers in the value chain S3 Affected communities S3x Road safety	SGP 41 applies to all Scania operations and entities globally and covers the full value chain, including suppliers, partners, distributors, dealers, contractors and, where relevant, product use. There are no explicit exclusions, and in cases of conflicting national laws Scania must still seek to respect human rights.	The Scania Executive Board approves the policy. Day-to-day implementation accountability lies with managers of each operational unit, supported by Group Compliance.	UN Guiding Principles on Business and Human Rights (UNGPs); OECD Guidelines for Multinational Enterprises; UNGC (Ten Principles); Internationally recognised human rights and relevant environmental conventions; TRATON's Policy Statement on Human Rights.	The policy is available internally via Scania's Group Policy system and communicated to all Scania employees. Entity heads must ensure relevant teams are informed. Stakeholder groups such as employees, business partners and rightsholders are engaged through meaningful stakeholder dialogue, grievance channels, external communication aligned with SGP 29, and responses to external requests (NGOs, customers, media). Affected individuals can raise concerns through e.g. the global whistleblowing system and the Supply Chain Grievance Mechanism.
Independent Distributor Code of Conduct (IDCC)	The IDCC outlines the minimum requirements for all business between Scania and the independent members of the global network of authorised Scania distributors, dealers and workshops. It is based on the same conventions as the Supplier Code of Conduct.	S2 Workers in the value chain S3 Affected communities G1 Business conduct	Applies to all authorised independent distributors, dealers and workshops (not owned by Scania) as well as companies.	IDCC is approved by EVP Sales and Marketing. Day-to-day implementation accountability lies with managers of each operational unit (distributors, dealers and workshops).	IDCC aligns with recognised international standards and frameworks through the various Scania Group policies attached in the IDCC document.	IDCC is made available to all independent distributors, dealers and workshops via intranet. Updates to the IDCC are communicated via email from EVP Sales and Marketing to all independent distributors, dealers and workshops.

GENERAL DISCLOSURES, CONT.

Name of policy	Purpose [MDR-P 65a]	Topics (standards) where it is referenced	Scope [MDR-P 65b]	Who is responsible for implementation [MDR-P 65c]	Connection to international standards and conventions [MDR-P 65d]	Availability [MDR-P 65f]
Internal Investigations (TRATON Group Policy TG 4.5)	This policy regulates how to handle reports concerning Regulatory Violations. It contains standards such as general codes of practice for implementing and executing internal investigation processes in the Scania Group and sets out the competencies, responsibilities and cooperation requirements to be established within TRATON.	S1 Own workforce G1 Business conduct	This policy applies to all Scania entities and Scania employees worldwide.	Scania Executive Board	2019/1937 EU WB Directive, (ISO 37002)	The policy is available to Scania´s employees on the intranet.
One People Policy SGP 35	The One People Policy (SGP 35) sets out a comprehensive framework of minimum employment compliance requirements and expectations for Scania's global workforce. Scania focuses on people's wellbeing by providing a safe and healthy workplace, both physically and mentally. The goal is to create an inclusive and secure environment where everyone feels valued, motivated to share knowledge, engaged in their work, and connected with colleagues. The Policy acts as a framework umbrella, referencing and redirecting users to other dedicated Group Policies and Procedures.	S1 Own workforce	This policy sets minimum requirements for all Scania entities and includes principles on integrity and compliance. Management must ensure these requirements are implemented. If local laws or collective agreements prevent full implementation, exceptions must follow the process in TGP 0.1-1. Where national laws or agreements exceed this policy, they take precedence. Social dialogue is encouraged for additional regulations.	Scania Executive Board	International Labour Organization (ILO)	The policy is available to Scania´s employees on the intranet.
Prevention of Money Laundering and Terrorism Financing SGP 6	SGP 6 defines Scania's controls for preventing money laundering and terrorist financing, including cash-payment limits, due diligence, detection of suspicious behaviour, transaction stops and mandatory reporting. The policy mitigates risks of legal sanctions, financial-crime exposure and reputational harm. Compliance is monitored through internal suspicious-transaction reporting, local AML measures where required, ongoing due diligence and oversight from Group Compliance.	G1 Business conduct	SGP 6 applies globally to all Scania entities and employees involved in financial transactions and covers both direct operations and third parties involved in payments on Scania's behalf. It excludes minority shareholdings and non-consolidated joint ventures unless separately assessed, and stricter local AML rules prevail.	The Scania Executive Board approves the policy. Day-to-day implementation accountability lies with managers of each operational unit, supported by Group Compliance.	The policy aligns with and references: EU Anti-Money Laundering Directives (AMLD); Local AML/CFT regulations in each jurisdiction; FATF high-risk country lists. These frameworks guide thresholds, due diligence, and risk assessment.	The policy is made available to all Scania employees via intranet, included in corporate onboarding and compliance training, and communicated through company leadership.
Product Safety, Cybersecurity and Conformity SGP 4	This policy establishes principles for ensuring Scania products are safe, compliant with regulatory requirements, and protected from cybersecurity risks and commits Scania to averting any hazards from its products.	S3x Road safety	This policy is applicable to all Scania Group entities and affected Scania employees.	Scania Executive Board	Not applicable	The policy is available to Scania´s employees on the intranet.
Safety and Health SGP 38	The SGP for safety and health is the guiding document globally and lays the foundation for the management system that covers all employees and non-employees in the workforce. The policy focuses on preventing injuries and illnesses and on creating good working conditions.	S1 Own workforce	This policy applies as a minimum level to all Scania entities and to all activities having impact on safety, health and wellbeing at work.	Scania Executive Board	Scania has initiated ISO 45001 certification to demonstrate the commitment to high occupational health and safety standards.	The policy is available to Scania´s employees on the intranet.

GENERAL DISCLOSURES, CONT.

Name of policy	Purpose [MDR-P 65a]	Topics (standards) where it is referenced	Scope [MDR-P 65b]	Who is responsible for implementation [MDR-P 65c]	Connection to international standards and conventions [MDR-P 65d]	Availability [MDR-P 65f]
Supplier Code of Conduct	Scania's Supplier Code of Conduct outlines minimum requirements that apply to all business relationships between Scania and its suppliers.	E1 Climate change E2 Pollution S2 Workers in the value chain S3 Affected communities G1 Business conduct	Applies to all suppliers and sub-contractors of goods and services	The Scania Executive Board approves the policy. Day-to-day implementation lies with the Procurement Management Team (PMT).	Ten Principles of the United Nation Global Compact; the UN Guiding Principles on Business and Human Rights; the OECD Guidelines for Multinational Enterprises; the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas; relevant conventions of the International Labour Organization (ILO).	The policy is publicly available online as well as internally available to Scania´s employees on the intranet.
Sustainability management (TRATON Group Policy TG 22.1)	Scania is part of TRATON and bound by its sustainability policy. It was introduced in 2025 to translate TRATON's sustainability purpose and ambitions into actions and results. It defines the sustainability management model, the governance structure, and the roles and responsibilities for ensuring cross-brand collaboration at TRATON in terms of sustainability, including climate risk.	E1 Climate change	TRATON	The most senior level at TRATON that is accountable for the guideline is the Chief Sustainability Officer.	Not applicable	The policy is available to Scania and TRATON employees via the intranet.

ENVIRONMENT

Transport is the lifeblood of society, but the current system comes with a large environmental footprint. That is why Scania is committed to driving the shift to a sustainable transport system that is efficient, inclusive, safe, healthy, clean and decarbonised.

Overarching goals

- Reduce greenhouse gas emissions.
- Eliminate all kinds of waste and strengthen circularity.
- Drive the shift to a sustainable transport system.

Highlights 2025

- Reduction of 53.7% in scope 1 and 2 emissions (p.35)
- Reduction of 11.1% in scope 3 use-phase emission intensity (p.35)
- Advancing circularity through local initiatives, like the COMBO project to reduce packaging materials and re-use of scrap materials in Scania's foundries (p.59)

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E1 CLIMATE CHANGE

Transport is essential for economic resilience, growth and development, but the sector is currently a key contributor to global greenhouse gas emissions. For society to transition to an urgently needed net-zero economy, a sustainable transport system that no longer depends on fossil fuels is required.

Driving the shift to sustainable transport is Scania's purpose and strategy. The transition to battery electric vehicles requires enabling conditions that can only be created through coordinated action from customers, industry stakeholders and policy-makers. The transition and journey will entail both risks and opportunities.

Description of IRO	Type of IRO	Value chain	Time horizon
Climate change mitigation			
Greenhouse gas emissions The transport industry is a major emitter of greenhouse gases. Scania, as a manufacturer of heavy-duty vehicles, has emissions arising from manufacturing and energy use where we also contribute significantly to emissions through the use phase of our products.	Actual negative impact	Upstream, Own Operations, Downstream	Short-term
Transition risks Transition risks identified by Scania include risks relevant to the technology shift, such as battery-electric vehicles, the cost of the transition to zero-emission technologies, customer demand and expectation and availability of components and raw materials.	Risk	Upstream, Own Operations, Downstream	Short-term
Transition opportunities Transitioning to BEVs and sustainable fuels drives new customer acquisition, reduces operational costs, and opens access to new markets of infrastructure and sustainable transport. Strong sustainability credentials also enhance partnerships and investor appeal, supporting long-term growth.	Opportunity	Upstream, Own Operations, Downstream	Medium-term
Energy			
Energy consumption High vehicle energy demand increases greenhouse gas emissions in the case of internal combustion engines that rely on fossil fuels. For BEVs, the vehicle charging strains the power grid.	Actual negative impact	Upstream, Own Operations, Downstream	Long-term

Upstream | Own Operations | Downstream

Short-term | Medium-term | Long-term

TOWARDS ZERO EMISSIONS

Target 2025

Scope	Target	Scope	Target
1 Direct emissions from owned or controlled sources 2 Indirect emissions from the generation of purchased energy, heat and steam	**50%** **CO2e reduction from own operations in 2025 (tonnes CO2e compared to 2015)** **Outcome 2025** **−53.7%**	3 Indirect emissions that occur in the value chain both upstream and downstream	**20%** **Use-phase CO2e/km reduction from vehicles produced 2025 compared to vehicles produced 2015** **Outcome 2024** **−11.1%**

Target 2032

Scope	Target	Scope	Target
1 Direct emissions from owned or controlled sources 2 Indirect emissions from the generation of purchased energy, heat and steam	**50%** **CO2e reductions from own operations in 2032 compared to 2022**	3 Indirect emissions that occur in the value chain both upstream and downstream	**45%** **Use-phase CO2e/km reduction from our vehicles produced 2032 compared to vehicles produced 2022**

E1 CLIMATE CHANGE, CONT.

2025 Climate targets [E1-6]

To manage our climate impact and mitigate risk, we are committed to reducing emissions throughout our entire value chain and across all relevant scopes. Scania focuses on its material emissions impacts across three key areas: own operations, vehicle in use and the supply chain. Climate targets have been established for own operations and vehicles in use, while supply chain emissions are addressed through Scania's broader transition plan and decarbonisation efforts.

The emissions produced by our products once they have been sold and are in use by our customers account for the absolute majority –more than 90 percent – of our total value chain emissions. We take action to reduce the carbon impact of our vehicles in use in several ways, with a focus on electrification, renewable fuels and energy efficiency.

Scania has previously set targets to reduce our carbon emissions in our own operations, including production sites, commercial operations and internal logistics activities, in relation to the use of our vehicles, and in relation to our logistics network. *For more information on our new targets for 2032, see section 'Targets and compatibility with a 1.5°C pathway'.*

We have reached a reduction of 53.7 percent in emissions from our own operations compared with the 2015 base year. This progress reflects sustained efforts across the organisation, including the continued expansion of electrified vehicles within the company fleet and the transition to renewable fuels and fossil-free electricity in our operations globally. While this milestone represents an important step in our decarbonisation journey, further actions remain essential to drive long-term emissions reductions.

We are currently not on track to meet our 20 percent emissions reduction target for vehicles in use. But we have made important progress achieving a reduction of 11.1 percent in CO_2e/km WtW in 2024 results compared to base year 2015. Our target was set based on certain expectations around the speed of the transition to electric transport. In recent years, that shift has not happened at the pace needed, for example due to the delayed ramp-up of electric vehicle deliveries.

Other challenges include insufficient investment in critical infrastructure, and governments retreating from climate commitments. This is slowing the adoption of the solutions needed to reduce our sector's carbon footprint.

While energy-efficient improvements continue to be an important lever, electrification is what will lead to a fully decarbonised transport system in the long-term. The technology is ready and it will eventually be delivered at large scale, but transforming an entire ecosystem requires action from all stakeholders. In addition, renewable and alternative fuels are an important lever in the transition to support emissions reductions.

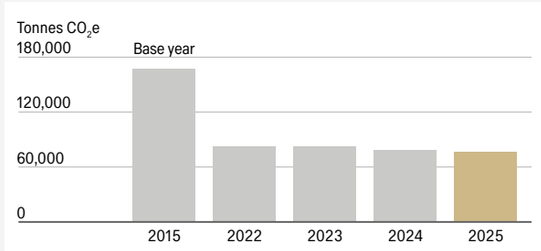
Smart and connected transport is also an important pillar in Scania's decarbonisation journey. Connectivity can improve efficiency and vehicle utilisation across drivetrains, helping to reduce energy use and support the scale-up of electrification and renewable fuels on the pathway towards decarbonisation.

CO_2e emissions from own operations[1,2]

Scope 1 and 2 (Science-Based Target)

Target	Outcome 2025
–50%	**–53.7%**

CO_2e reduction 2015–2025 (CO_2e) from operations



	Tonnes CO_2e	Reduction %
2025	**77,024**	**53.7**
2024	78,660	52.7
2023	82,525	50.4
2022	82,540	50.4
2015	166,296	100.0

Comment on this year's outcome

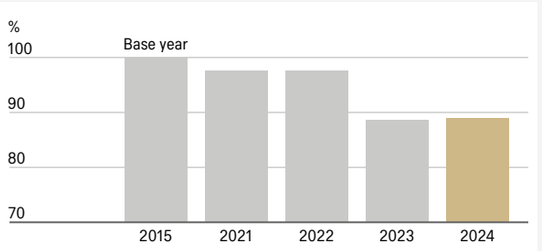
A 53.7 percent reduction in emissions from own operations has been achieved compared with the 2015 base year, driven by the transition to fossil-free electricity and renewable fuels, as well as increased electrification of the company's vehicle fleet. This represents an important milestone, while further measures are required to support long-term emissions reductions.

CO_2e emissions intensity from vehicle use[3,4]

Scope 3 (Science-Based Target)

Target	Outcome 2024
–20%	**–11.1%**

CO_2e reduction 2015–2025 (CO_2e/km) WtW



	%
2024	**88.9**
2023	88.8
2022	97.6
2021	97.7
2015	100.0

Comment on this year's outcome

Despite not being on track towards 20 percent reduction in 2025, there has been an improvement since 2022. The target was set based on expectations regarding the pace of the transition to electric transport, which in recent years has progressed more slowly than anticipated, including delays in the ramp-up of electric vehicle deliveries, limited investment in critical infrastructure and changes in government climate commitments. In 2024 there was a reduction of 11.1 percent since 2015 and we expect further improvement in the coming years with continued focus on electric vehicles, further ramp-up of the Scania Super – Scania's most advanced combustion engine powertrain, renewable fuels and the efficient use of our products. The result reported here refers to units produced in 2024.

1 Target scope: Scope of the target is Scania's global own operations, including industrial operations and its commercial network. The target is an absolute reduction in emissions by 2025 compared to base year 2015.
2 Data: Scope 1 and 2 (GHG) emissions are disclosed in accordance with the principles in the GHG Protocol and uses the market-based scope 2 method. Considering base year 2015, scope 2 represents 52 percent of the emissions and scope 1 represents 48 percent [34a, 34b]. Due to time constraints, parts of data are estimated (read more on page 49). Historical values, including base year 2015, have been recalculated to reflect structural changes related to acquisition and disposal of investments that occurred in 2025. Restatement includes changes in organisational boundaries following changes in operations and business model of LOTS Group, in which emissions previously reported within scope 1 and 2 have been restated as scope 3 emissions.
3 Target scope: Refers to climate emissions indicator, scope 3 category 11 (use of sold products), for all trucks and buses produced by Scania globally in a calendar year, calculated in a well-to-wheel perspective as CO_2e/vehicle-km (intensity target). Target performance calculation is based on produced vehicles in 2024 compared to produced vehicles in 2015.
4 Data: Input data is CO_2e/km from operative months within 12 months and starting after the month of production, causing reporting to lag one year. For absolute numbers of scope 3 category 11 see page 44. Historical values have been restated to reflect updates in the well-to-wheel emission factors.

E1 CLIMATE CHANGE, CONT.

No single entity can resolve these challenges alone. The whole system must work in unison, guided by strong leadership and a renewed commitment to creating a future-proofed transport system that serves society. Public policy must deliver incentives to accelerate the shift to sustainable transport, including ending fossil fuel subsidies, putting a higher price on emissions and achieving total cost of ownership (TCO) parity between battery electric vehicles and internal combustion engines. Increased investments in renewable electricity, grid capacity, and charging infrastructure are also vital.

Scania calls on transport buyers to use their spending power to drive change and to engage in cross-industry collaborations, as well as cities, governments and policymakers to work together to accelerate the shift to sustainable transport, using all available tools at their disposal.

Transition plan [E1-1]

Transport is essential for economic resilience, growth and development, but the sector is currently a key contributor to global greenhouse gas emissions (GHG). For society to transition to a net-zero economy, a sustainable transport system that no longer depends on fossil fuels is needed.

Scania's vision for a sustainable transport system entails more than addressing its climate impact. It is a system that is inclusive, safe, healthy and clean, and efficient in addition to being decarbonised. That is why Scania aims to support a just transition that ensures that no people, workers, places, sectors, countries or regions are left behind. Our just transition involves maximising the social and economic opportunities of climate action, while minimising and managing challenges, including building meaningful stakeholder engagement and effective social dialogue among all groups impacted, and respect for fundamental labour principles and human rights [S1-4 AR 43].

Driving the shift, with the transition to battery electric vehicles (BEV) and sustainable fuels, will bring opportunities that will support Scania's long-term growth. These include expanding into complementary solutions such as energy and infrastructure; asset management and circularity; and autonomous solutions and supply chain. To achieve this, Scania's climate action plan is based on three fundamental pillars:

- **Drive the shift to fossil-free transport** – Scaling up electrification, biofuels and efficiency solutions for trucks and buses.
- **Decarbonising our operations and supply chain** – Transitioning to fossil-free production and encouraging suppliers to adopt low-carbon materials such as green steel and sustainable batteries, as well as transitioning to lower emission transport solutions.
- **Create long-term value for stakeholders** – Ensuring that sustainability strengthens our financial resilience and supports regulatory compliance.

Driving the shift to a sustainable transport system is Scania's purpose and strategy. The transition plan is integrated into Scania's business strategy and considers the following: strategic medium- and long-term roadmaps; investment plans and financial commitments; how climate considerations are integrated with business considerations; and, how to track progress through Key Performance Indicators (KPIs) [AR 1, 14, 16h]. The transition plan as well as Scania's purpose and strategy are approved by the Board of Directors [16i].

Scania is committed to a just transition to ensure that the challenges of today are solved without creating new ones for tomorrow. To this end, responsible action, strong labour relations and open social dialogue are essential for ensuring that the transition reduces emissions without compromising human rights, social equity and long-term resilience. By promoting fairness, inclusion, and human rights across our value chain, we work to ensure the transition benefits both people and the planet.
In 2025, Scania build on existing work to analyse the current negative impacts from the climate transition throughout the value chain and developed plans to address impacts across Scania's own employees and the supply chain. In 2026, the action plan for these first steps will be implemented.

The climate transition will have implications, such as changes in the product line-up and composition of the supplier base, but Scania's business model is fundamentally transition-aligned. Decarbonisation is integral to our business strategy; sustainability is key to our decision-making processes, our reduction targets are prioritised and integrated with remuneration and there is shared responsibility for achieving our targets across corporate functions [16j].

Targets and compatibility with a 1.5°C pathway

Scania has set intermediate targets on the path towards net-zero emissions that are based on the Paris Agreement and the EU Green Deal. The first set of emissions reductions targets ran to 2025, the next targets will run to 2032. They cover scope 1, 2 and downstream scope 3 emissions, such as products in use, which account for more than 90 percent of Scania's emissions.

- Scope 1 and 2, reduction in absolute GHG emissions from own operations
  - 2025: 50% reduction by 2025 compared to 2015
  - 2032: 50% reduction by 2032 compared to 2022
- Scope 3, reduction in GHG emissions from the use of sold vehicles per kilometre
  - 2025: 20% reduction by 2025 compared to 2015
  - 2032: 45% reduction by 2032 compared to 2022

The targets are compatible with the Paris Agreement and the 2025 targets were aligned with the Science Based Targets initiative (SBTi). The automotive sector standard from SBTi is currently under revision, hence Scania's 2032 target for scope 1 and 2, and for scope 3, is based on a well below 2°C scenario. Scania is committed to exploring pathways that are aligned with the Paris Agreement and will lead to net-zero emissions [32, 34e, 16a].

Resilience and scenario analysis

Scania assesses climate-related risks as part of the overall risk management framework and strategy resilience assessment. This includes both physical risks, such as extreme weather events or rising sea levels, and transitional risks, such as the adoption of new technology and regulatory or policy changes. *For more information on risks, see 'Integration with business processes' within General Disclosures.* Climate-related transition risks are also considered as part of the assessment of strategy and business model resilience. Moreover the transition to sustainable transport is a significant business opportunity for Scania, where we have the potential to grow our BEV production and gain access to new markets [SBM-3 18, 19a, 19b, 19c, AR 7a, AR 13].

E1 CLIMATE CHANGE, CONT.

Scania uses future ecosystem scenarios that integrate climate scenarios as part of the transition planning and target setting for climate targets. Three scenarios were considered in the strategy review to assess transition risks. The scenarios are built on the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC) scenarios. All of them considered projected long-term global temperature, the primary climate driver and the dominant climate technologies. The scenarios also include factors like climate and natural systems (including biodiversity), energy transition and energy security, societal equality, regulation and standards, BEV and plug-in hybrid electric vehicle (PHEV) projections, average sea level rise and resource use and circularity. The first scenario was low emissions that limited global warming to below 2°C; the second was a medium emissions scenario where global temperatures rose between 2-2.75°C; the third was a high emissions scenario where temperatures rose above 3°C. This approach ensures that Scania's strategy is shaped by an informed understanding of the risks and opportunities brought by climate change [19b,c, 20c, 21, AR13, AR 14, AR 30c].

An in-depth scenario analysis for physical climate risks has not been performed since climate adaptation and physical risks were not assessed as material in the Double Materiality Assessment (DMA). However, a physical risks assessment for Scania's own operations was performed based on one high emissions scenario (4 degree, Representative Concentration Pathways RCP8.5). The assessment focused on production sites and screened them for risks including landslides, soil erosion, cold waves, heat stress, heat waves, permafrost thawing, drought, wildfire, heavy precipitation, flood, water stress, storms, and tornados. The identified threats were then checked for relevance in the local environment and, if necessary, measures to reduce the risk were developed. However, none were considered critical. The time horizons utilised for the scenarios in the resilience analysis align with the short-, medium-, and long-term horizons defined for reporting purposes [IRO-1 20a,b, SBM-3 AR 7b, AR 8b, AR 30].

E1 CLIMATE CHANGE, CONT.

DECARBONISATION LEVERS

To manage our climate impact and mitigate risk, we are committed to reducing emissions throughout our entire value chain and across all relevant scopes. We focus on our material impacts in three key areas: operational emissions, vehicle-in-use emissions and supply chain emissions [16a, 16b, 29a, 34e, 34f, AR 14].

Focusing on our biggest impacts

1

Direct emissions from owned or controlled sources

2

Indirect emissions from the generation of purchased energy, heat and steam

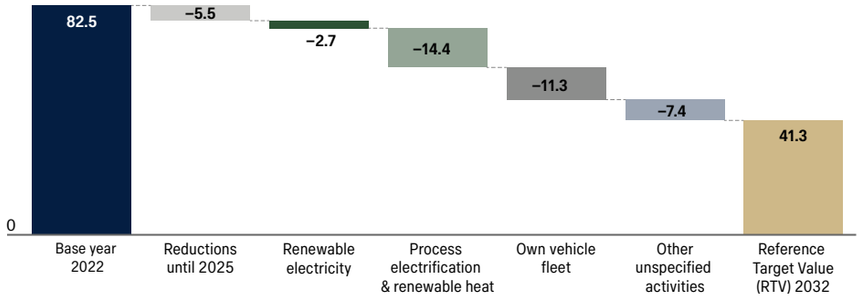
Aligning our decarbonisation strategy with science

50%

reduction in absolute emissions from own operations by 2032 (tonnes CO_2e compared to 2022)

Our way of reaching the targets

- **Electricity:** Secure fossil-free supply through sustainable energy contracts and renewable certificates, scale on-site solar energy, and implement efficiency measures in lighting, HVAC (heating, ventilation, and air conditioning) and automation.
- **Heating:** Where feasible, fossil fuels used in boilers are replaced with renewable alternatives. Over the long-term, remaining fossil-fuel boilers will be phased out in favour of heat pumps or district heating from renewable sources, alongside measures to optimise buildings and reduce energy demand.
- **Company vehicles:** Electrify the commercial fleet and introduce renewable fuels where electrification is not yet feasible, supported by smart-charging infrastructure and updated procurement policies.



Absolute in thousand tCO_2 eq versus 2022

Scope 1 and 2 emissions

Progress will be tracked through verified scope 1 and 2 CO_2e reductions, the renewable electricity share, installed solar capacity, electrified heat capacity, energy intensity, and the share of electrified fleet vehicles. These metrics will be reviewed quarterly and externally assured.

Delivery depends on access to renewable energy, sufficient grid capacity for electrification, commercial feasibility for heat pumps in colder climates, and BEV supply. It also requires market and regulatory acceptance of biomethane certificates. These dependencies are mitigated through diversified sourcing, early grid engagement, hybrid systems where needed, and long-term supplier agreements.

E1 CLIMATE CHANGE, CONT.

DECARBONISATION LEVERS, CONT.

Focusing on our biggest impacts

3

Indirect emissions that occur in the value chain downstream

>90%

of all Scania's emissions come from when our customers use our products

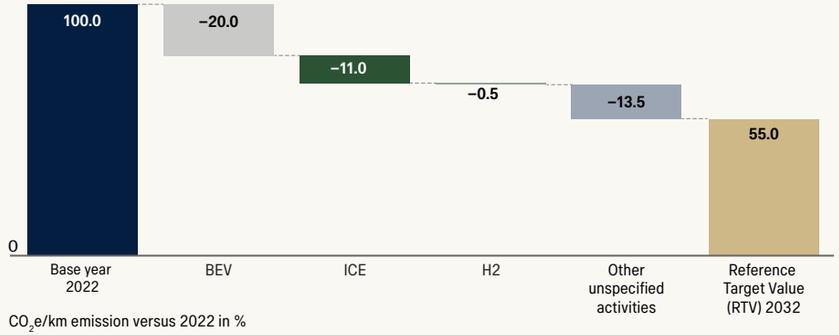
Aligning our decarbonisation strategy with science

45%

use-phase CO_2e/km reduction from vehicles produced 2032 compared to vehicles produced 2022

Our way of reaching the targets

- **Electrification:** Accelerating the shift to BEV is the primary pathway to zero-emission transport in the long-term. Scania offers electric alternatives for a wide range of applications, from urban operations to long-haul and heavy industrial environments, and expects the share of electric vehicles sold to increase. Expansion into complementing areas, such as charging and asset management, is also being explored to lower barriers to adoption.
- **Renewable fuels:** A short- and medium-term and low-cost route to reducing carbon emissions, by up to 90 percent compared to diesel, is renewable fuels. Scania designs its vehicles to be compatible with renewable fuels such as gas and biofuels, enabling their use where supported by local infrastructure and policy frameworks. This flexibility supports the broader adoption of renewable fuels at a regional level, while actual emissions outcomes depend on market conditions and fuel uptake.
- **Energy efficiency:** In the short- and medium-term fuel consumption can be reduced through more efficient engines, such as the Scania Super, as well as through vehicle monitoring, for example optimising routes, driver behaviour and vehicle performance to reduce overall fuel and energy use. Scania provides a range of services, including driver training, to reduce fuel consumption and increase vehicle uptime based on data from connected vehicles.



CO_2e/km emission versus 2022 in %

Downstream scope 3: vehicles-in-use emissions

To reduce emissions, conditions that enable transport providers to choose lower emission options need to be in place. These measures include grid capacity for large-scale vehicle charging and availability of charging infrastructure and renewable fuels. They also include policies and regulations that help make those options viable from a cost perspective. Scania works with partners to create these enabling conditions as well as other measures necessary to create a sustainable transport system. Delays in the electric vehicle ramp-up, slow infrastructure development, or weakened political commitment could hinder progress towards decarbonisation.

E1 CLIMATE CHANGE, CONT.

DECARBONISATION LEVERS, CONT.

3

Indirect emissions that occur in the value chain upstream

~2%

of all Scania's emissions come from our upstream value chain

Upstream scope 3: Supply chain

Upstream supply chain emissions include both emissions from the production of materials and components, as well as emissions from transports of materials and finished products. Scania has identified four material-related emission hotspots in the supply chain: steel, batteries, aluminium and cast iron. While emissions from transport and logistics are addressed through dedicated targets and decarbonisation measures described elsewhere in this report, the production of materials accounts for the largest share of supply chain scope 3 emissions and is therefore the focus of this section.

These hotspots have been identified through a Life Cycle Assessment (LCA) at a vehicle level. While our supply chain accounts for approximately two percent of our total CO_2e emissions, the hotspot materials account for approximately 80 percent of the supply chain emissions. Upstream scope 3 emissions will increase in relative importance as the product portfolio shifts towards battery electric vehicles, since the most carbon intensive phase in the BEV lifecycle is the production.

Scania has identified two key levers for addressing decarbonisation in the supply chain:

- **Use of recycled content in hotspot materials**
  Recycled materials require significantly less energy to produce than virgin materials. Recycled materials reduce the embedded carbon within our vehicles, and also reduce the energy required for resource extraction, minimising waste and supporting a more resilient and sustainable supply chain.
- **Sourcing of materials produced within fossil free energy**
  Production of materials is energy intensive and by sourcing materials produced with fossil free energy, we can reduce the embedded carbon in our vehicles, particularly for our emission hotspot materials.

In 2022, across our European operations, Scania set an ambition to purchase 100 percent green steel, batteries, aluminum and cast iron by 2030. Green is defined as the reduction of the main emission source through use of new technologies, fossil free electricity and/or recycled materials. In batteries, for example, access to green energy in production is crucial. In flat steel production, replacing coal with green hydrogen is key. Scania is consistently reviewing our ambitions based on scientific evidence, market development, technological advancements and availability of materials. We are conscious that supply chain readiness for green batteries, components and materials remains a critical dependency for realising our ambition [16b].

Plan implementation

The transition planning process considers key investments that need to be made. The exact investment amounts are not disclosed due to confidentiality and commercial sensitivity reasons. Key investments relate to the business opportunities (for example digital services), decarbonisation levers and hotspots described above.

Scania has a green bond framework that supports the implementation of the transition plan. The framework defines eligible categories of investment to support Scania's long-term vision of a low-carbon and climate-resilient future, including investments related to BEVs and Research and Development (R&D)[1]. *For a breakdown of capital and operational expenditures that are taxonomy-eligible and taxonomy-aligned, and the CapEx plan, see section EU Taxonomy [16e,f,c].*

The prioritisation of investments and levers depends on the commercial viability, technological advances and market conditions. For example, when prioritising Scania considers increases in supplier prices, customer specifications and ensuring that our investments do not significantly impact the cost of products. The investments need to be viable against business objectives and ensure that Scania does not compromise its competitive position in the market [AR 21].

Scania's potential locked-in emissions are derived from the use-phase of products sold in the future but also relate to hard-to-abate emissions in the upstream value chain. Key dependencies for a successful transition are long-term legislation, scale-up of charging infrastructure and the availability of sustainable fuels and low carbon materials [AR 3, 16d].

BEV technology is ready and scalable but transforming the entire ecosystem will require collective action from vehicle manufacturers such as Scania, as well as from customers, infrastructure providers, energy producers and policymakers. Coordinated investment in charging infrastructure, renewable energy generation, renewable fuels and supportive regulation along with ensuring supply chain readiness for BEV components and low carbon materials will be critical to enabling the transition at pace and scale. Key risks to a successful transition also include financial risks due to legislation and human rights risks associated with a just transition [16d].

Scania mitigates these risks through close collaboration with partners, early engagement with energy and infrastructure stakeholders, and continuous innovation in vehicle technology and digital optimisation tools.

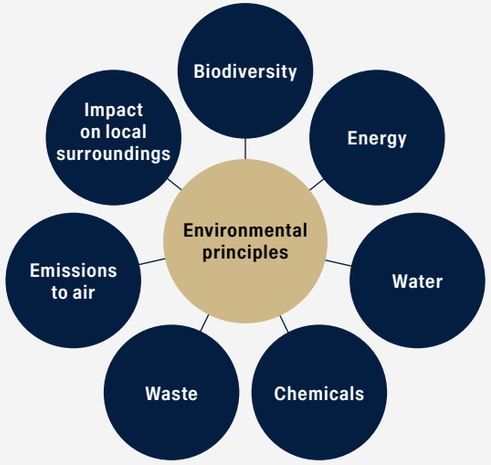
1 The framework is available on Scania's website https://www.scania.com/group/en/home/investors/bondholders/green-bond-framework.html

E1 CLIMATE CHANGE, CONT.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies and strategy [E1-2]

Scania's purpose and strategy is to drive the shift towards sustainable transport, and hence our guiding document on climate change is Scania's strategy. This is supported by a range of policies that commit Scania to decarbonisation, energy efficiency, renewable energy deployment and a just transition and that also describe the environmental management system. *For more information on Scania Group Policies (SGPs), see section 'Policies' within General Disclosures [24].*



Environmental principles

The SGP 17 references seven environmental principles that guide the management of the challenges within each category. For each principle, there are internal guidelines that Scania employees should follow to reduce Scania's environmental impact.

Code of Conduct

The Scania Code of Conduct commits to environmental protection as a key corporate principle. This includes decarbonisation throughout the value chain and across all relevant scopes. The focus is to implement advanced and efficient technologies to reduce the environmental footprint throughout the product life cycle.

Supplier Code of Conduct

The Supplier Code of Conduct requires suppliers to identify, measure and set targets for scope 1, 2, and 3 to reduce their GHG emissions along their value chain. They are encouraged to choose renewable energy sources as well as renewable, recycled and/or low carbon materials whenever possible.

Suppliers of hotspot materials and components (batteries, steel, aluminium and cast iron, *see section Transition plan above*) must comply with specific decarbonisation requirements. These are regularly updated and can be found on the Scania Supplier Portal.

TRATON Sustainability Policy

Scania is part of TRATON and bound by its sustainability policy. The policy was introduced in 2025 to translate TRATON's sustainability purpose and ambitions into actions and results. It defines the sustainability management model, the governance structure, and the roles and responsibilities for ensuring cross-brand collaboration at TRATON in terms of sustainability, including climate risk.

SGP 17 Environmental management system

The Scania Group Policy on environmental management references Scania's Environmental Policy statement which commits to energy efficiency, renewable fuels and electrification and more efficient logistical flows.

The environmental management system described in SGP 17 is certified according to ISO 14001 and integrates the Plan-Do-Check-Act cycle. For Scania this includes:

- [**Plan**] planning and risk analysis;
- [**Do**] competence, training and awareness, as well as operations (including emergency preparedness);
- [**Check**] performance evaluation; and;
- [**Act**] continuous improvement.

It also references Scania's Environmental Principles, which contain further guidelines. Climate change is considered within the environmental principles of energy and impact on local surroundings [25a-e].

Actions [E1-3]

For an overview of actions identified to reduce GHG emissions, *see 'Decarbonisation Levers' in the Transition plan in this chapter.* Note that prioritisation of actions is dependent on commercial considerations. The exact operational and capital expenditures required are not disclosed due to commercial sensitivity reasons. *See 'Plan Implementation' in the Transition plan for more information.*

For an overview of actions during the reporting period, see target and outcomes for GHG emissions below [28, 29b].

Logistics

The transportation of goods is an essential part of Scania's operations – moving materials from suppliers to factories and delivering vehicles and spare parts to customers worldwide. Land transport – which is mainly carried out by trucks, trailers, and trains, but also via ferries and barges on short-sea and inland waterways – represents the largest share of Scania logistics activities and where

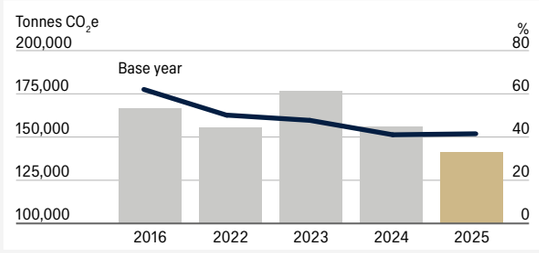
CO_2e emissions from land transport[1,2]

Scope 3

Target **−50%**

Outcome 2025 **−33.8%**

Reduction in CO_2 emissions per transported tonne



	Total tonnes CO_2e	Kg CO_2e/ transported tonne
2025	**140,494**	**43**
2024	155,668	43
2023	175,696	50
2022	154,712	52
2016	165,969	65

Comment on this year's outcome

In 2025, CO_2e emissions per transported tonne for land transport amounted to 43 kg CO_2e per transported tonne, broadly in line with the 2024 level and representing a 33.8 percent reduction compared to the 2016 baseline. Total land transport emissions decreased to 140,494 tonnes of CO_2e, partly explained by a lower transported volume in 2025 compared to 2024.

Performance varied across the transport network. Several areas achieved further emission reductions through ongoing initiatives such as improved load efficiency, the implementation of more sustainable transport solutions, and continued supplier and route optimisation. At the same time, other areas experienced increases in both total CO_2e emissions and CO_2e per transported tonne, mainly driven by production volume shifts and periods of less optimal transportation solutions.

1 Target scope: Refers to part of scope 3 GHG emissions. The target is reduction by 2025 in total emissions of well-to-wheel CO_2e in kg from Scania's land transport per transported tonne (intensity target) compared to base year 2016.
2 Data: The methodology is in line with the ISO14083 standard as well as the Global Logistics Emissions Council (GLEC) Framework. Included are road, short-sea and train transport of production material to our factories, our packaging network, transport of vehicles to the first address according to International Commercial Terms (INCOTERM) and transport of spare parts to our workshops.

E1 CLIMATE CHANGE, CONT.

the majority of the emissions occur. These emissions form part of Scania's upstream scope 3 emissions and are reported separately to reflect the operational levers available within logistics. The target was set to reduce emissions with 50 percent between 2016–2025 per transported tonnes from land transports across all regions, and by 2025 Scania had reduced it by 33.8 percent compared to the 2016 base year. This result reflects the combined effect of continued collaboration with logistics service providers and the implementation of several decarbonisation activities across the transport network. These include expanding the use of more sustainable fuels, shifting selected transport flows from road to rail, and increasing the introduction of electric vehicles, where feasible.

To reduce the environmental footprint of the transportation network, Scania logistics applies three key strategies:

1. Optimisation of transport flows, loading, packaging, and network design, including a shift towards more efficient modes of transportation.
2. Transformation by investment in new technologies, such as electrification and the use of low carbon fuels in our own logistics operations.
3. Support for broader transport sector improvements, through funding and collaboration that accelerate the uptake of sustainable fuels and technologies.

To enable the transition towards electrified logistics, Scania has also focused on building the necessary charging infrastructure. The company's first charging station was inaugurated at the Södertälje production site in November 2024, followed by a second station in Oskarshamn in 2025. Plans are underway for additional stations in Zwolle (the Netherlands) and Oudsbergen (Belgium).

Transforming the logistics sector requires collaboration across the value chain and often depends on factors beyond Scania's direct control. Despite the challenges, Scania remains committed to driving the shift towards a sustainable transport system and will continue to work actively to further reduce CO_2e emissions beyond 2025 and towards net-zero.

Energy efficiency

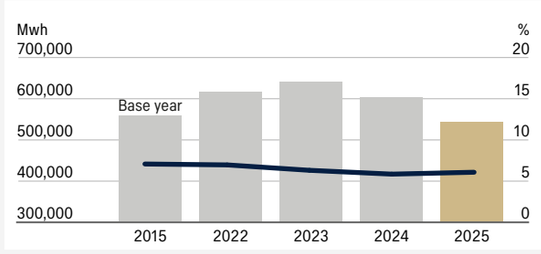
Energy at Scania is managed using a three-step process. First, eliminating energy waste – energy that is used even though no value is created; second, using energy smarter – getting the same result but using less energy; third, seeing which energy source is used and if possible, switching to a renewable one. This supports Scania with progress towards its energy-related targets to reduce 25 percent energy consumption by vehicles produced and 100 percent fossil-free electricity in our operations. Since 2015, Scania has reduced energy consumption per vehicle produced by 14.6 percent, reflecting progress in improving energy efficiency in operations. Progress towards the 25 percent reduction target has been influenced by lower production volumes and changes in the production mix. Energy-efficiency measures continue to be implemented, with ongoing initiatives expected to support further improvements over time. Resources, investments and other expenditures related to the current strategy are not separated from day-to-day operations and budgets; related expenses are within normal capital expenditure (CapEx) and operating expenditure (OpEx) budgets [16c, 16e, 29c-i-iii, AR 4, AR 20, AR 22].

Energy consumption[1]

Energy per produced vehicle

Target	Outcome 2025
–25%	**–14.6%**

Reduction in energy per produced vehicle 2015–2025



	Total MWh	MWh/Vehicle
2025	**542,264**	**6.0**
2024	600,550	5.9
2023	639,874	6.3
2022	614,928	7.0
2015	556,323	7.0

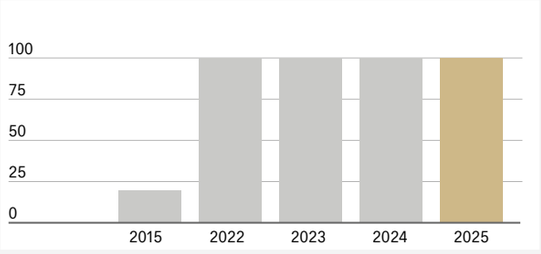
Comment on this year's outcome

Scania has reduced energy consumption per vehicle produced by 14.6 percent compared with 2015. Despite this progress, reaching the 25 percent reduction target has proved challenging as production levels and operational conditions evolved differently than planned. Lower production volumes and changes in the production mix have influenced intensity results. Scania continues to improve energy efficiency in its operations, with several ongoing initiatives expected to deliver further reductions in the coming years, *see section 'Actions [E3-1]' for more information.*

Fossil-free electricity in own operations[2,3]

Target	Outcome 2025
100%	**99.96%**

Operations run on fossil-free electricity where the necessary prerequisites are in place.



	% of total MWh
2025	**99.96**
2024	99.97
2023	99.96
2022	99.96
2015	19.33

Comment on this year's outcome

During 2025, 99.96 percent of Scania's facilities were run from fossil-free energy. Scania's level of fossil-free energy has been close to 100 percent since 2020, however, we will continue to track the level of electricity and always aim for the target of 100 percent.

1 Target scope: Refers to the use of electricity, heat and fuels in stationary systems at Scania premises including fuel consumed for engine testing. Energy used in vehicles is not included except for electric vehicles charged at Scania premises. Target is a reduction in energy used per produced vehicle by 2025 compared to base year 2015.
2 Target scope: Refers to the fossil-free electricity purchased and internally generated, that is used to run Scania's own industrial operations in relation to share of MWh for Scania CV's production units and regional product centres. It covers the renewable electricity included in Scania's production units and regional product centres. Target is to run 100 percent of own operations on fossil-free electricity where necessary prerequisites are in place.
3 Data: Necessary prerequisites in place means technical infrastructure and availability of fossil-free supply.

E1 CLIMATE CHANGE, CONT.

Training on net-zero
Emissions from the upstream supply chain can be greatly reduced by adopting circular economy principles. To support product design that makes use of recycled materials, Scania has been developing and delivering training courses to increase the understanding of net-zero and circular business model concept. It is open to all employees but focused on designers and managers in R&D teams.

Decarbonisation Advisory Council
A Decarbonisation Advisory Council has been formed, primarily to provide the Scania Sustainability Board (SSB) with strategic input and cross-functional insight. The council will review progress against agreed ambitions and provide input on prioritisation and risk in order to support decision-making. The purpose is to ensure that the development of the transition roadmap is guided by a holistic view, which is grounded in cost-effective prioritisation and oriented toward practical execution across the value chain, while ensuring alignmnet with TRATON. *For more information, see section 'Governance [GOV-1, GOV-2]' within General Disclosures.*

Local initiatives and partnerships

Supply chain data collection
During 2025, a pilot project was conducted to better understand how to get access to more primary supply chain data. The project included 30 suppliers and investigated how they could report more data about their processes. Using supplier-specific data instead of general emissions factors when calculating GHG emissions will provide a more accurate picture of where emissions are located and enables support for and prioritisation of decarbonisation initiatives.

Hydrogen pilot project
Scania collaborated with the grocery wholesaler Asko Norge AS to test hydrogen fuel cell trucks within their business operations. The collaboration supports our decarbonisation strategy by evaluating the technical performance, operational feasibility and commercial potential of complementary solutions. The pilot was completed in 2025 and focused on our own operations and downstream value chain. The trials concluded that hydrogen trucks have achieved a range of up to 1,000 kilometres per refuelling, emitting only water vapour. These insights will improve Scania's understanding of the performance of different energy carriers and powertrains.

Scania Industrial Batteries
In 2025, Scania expanded its focus on electrification beyond trucks and buses by launching Scania Industrial Batteries. The venture focuses on modular battery systems for diverse applications, including electric powertrains and standalone units for use within off-road and industrial sectors such as mining, construction and material handling. This initiative supports Original Equipment Manufacturers (OEMs) and operators to enhance efficiency and reduce emissions in their operations.

Business partnerships
Industrial processes are often dependent on an ecosystem of suppliers and changing them can therefore require coordination among several players in the value chain. To this end, partnerships can be a valuable tool to support the transition to a decarbonised ecosystem.

One example is Project CASTWELL, a Swedish initiative led by RISE where Scania participates together with other industry leaders. The project is aimed at identifying CO_2e hotspots and developing climate-neutral foundry practices by 2040.

Together with TRATON, Scania has supported Milence, a joint venture focusing on deploying high-performance charging points along Europe's Trans-European Transport Network (TEN-T). In 2025, Milence has over 30 operational sites, located in Sweden, Germany, France, the UK and Belgium. Scania has also worked with TRATON to develop 'green corridors'; dedicated routes for battery electric heavy-duty vehicles. A pilot project has been launched in Brazil, with additional corridors planned in Mexico, Kenya, Poland and Australia. *For more information on business partnerships, see section 'Stakeholder dialogue [SBM-2]' within General Disclosures [29].*

TARGETS AND METRICS

Targets related to climate change mitigation and adaptation [E1-4]
Scania is committed to reducing GHG emissions across its value chain. While more than 90 percent of emissions are from products in use, diligent work is underway to reduce both operational- and embedded upstream supply chain emissions. These targets are all in absolute values [34a]. The previous targets are due to expire in 2025. Scania has set new targets until 2032, *see 'Transition Plan [E1-1]' for more information [33, AR 27, AR 29].*

Other information [E1-7, E1-8]
Scania does not have any GHG removal or storage projects within the value chain nor does Scania have an internal carbon price scheme.

Climate related targets

Climate and energy targets	Unit	Scope	Target value	SBTi target value	Target year	Baseline year
SBTi-validated targets						
Reduction in absolute CO_2e emissions from own operations	tonnes CO_2e	Own operations (scope 1-2)		–50%	2025	2015
Reduction in CO_2e emissions intensity from vehicle use	tonnes CO_2e/vehicle km	Value chain downstream (scope 3)		–20%	2025	2015
Other climate targets						
Reduction in CO_2e emissions intensity from land transport	kg CO_2e/transported tonne	Value chain upstream (scope 3)	–50%		2025	2016
Energy targets						
Energy consumption per vehicle	MWh per vehicle	Own operations (scope 1-2)	–25%		2025	2015
Fossil-free electricity in own operations	%	Own operations (scope 1-2)	100%		2025	2015

E1 CLIMATE CHANGE, CONT.

GHG emissions disaggregated by scope 1, 2 and 3

	2025	2024	2023	2022	2015
Direct GHG emissions (scope 1)					
Gross scope 1 greenhouse gas emissions[1] (1,000 tCO_2e)	66.9	67.6	69.9	68.2	86.9
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0	0	0
Indirect GHG emissions (scope 2)					
Gross location-based scope 2 greenhouse gas emissions[1] (1,000 tCO_2e)	58.1	55.9	57.0	–	82.2
Gross market-based scope 2 greenhouse gas emissions[1] (1,000 tCO_2e)	10.1	11.0	12.6	14.3	79.4
Total Gross indirect GHG emissions (scope 3) (1,000 tCO_2e)	**125,496**	**149,529**	**151,896**	**141,747**	**124,543**
Purchased goods and services (category 3.1)[3] (1,000 tCO_2e)	2,147	2,335	2,312	2,215	1,958
Capital goods (category 3.2) (1,000 tCO_2e)	389	354	280	251	–
Fuel and energy-related activities - not included in scope 1 and scope 2 - (category 3.3) (1,000 tCO_2e)	38	39	42	45	–
Upstream transportation and distribution (category 3.4) (1,000 tCO_2e)	325	326	275	287	191
Waste generated in operations (category 3.5) [7] (1,000 tCO_2e)	186	221	266	251	–
Business travel (category 3.6) (1,000 tCO_2e)	58	65	33	18	–
Employee commuting (category 3.7) (1,000 tCO_2e)	25	28	49	54	–
Downstream transportation and distribution - services[2] (GHG protocol category 3.9)	21	16	18	17	18
Processing of sold products (category 3.10) (1,000 tCO_2e)	46	41	42	–	56
Use of sold products (category 3.11) [3] (1,000 tCO_2e)	121,933	145,738	148,250	138,264	122,012
End-of-life treatment of sold products (category 3.12) (1,000 tCO_2e)	235	267	265	257	194
Franchises (category 3.14) (1,000 tCO_2e)	92	98	63	88	113
Investments (category 3.15) (1,000 tCO_2e)	0.1	0.2	–	–	–
Total GHG emissions (scope 1, 2 and 3)					
Total GHG emissions (location-based) (1,000 tCO_2e)	**125,621**	**149,652**	**152,023**	**–**	**124,712**
Total GHG emissions (market-based) (1,000 tCO_2e)	**125,573**	**149,607**	**151,978**	**141,830**	**124,709**
Number of vehicles produced (units)	91,220	101,648	102,283	88,142	79,346
Total emissions (scope 1 and 2 | market-based by vehicle) (tCO_2e/ units produced)	0.8	0.8	0.8	0.9	2.1
Total CO_2eq from operations - scope 1 and 2 (according to Scania Science based target)[1,4] (1,000 tCO_2e)	77.0	78.7	82.5	82.5	166.3
Total CO_2eq from land transport (according to Scania target)[5] (1,000 tCO2e)	**140.5**	**155.7**	**175.7**	**154.7**	**–**
GHG emissions outside of scopes (Biogenic)					
Biogenic emissions of CO_2 outside scope 1 GHG emissions[6] (1,000 tCO_2e)	11	13	–	–	–
Biogenic emissions of CO_2 outside the scope 2 GHG emissions[6] (1,000 tCO_2e)	8	11	–	–	–
Biogenic emissions of CO_2 Biogenic CO_2 emissions from the combustion or biodegradation of biomass occurring in the upstream and downstream value chain under scope 3 GHG emissions[3] (1,000 tCO_2e)	7,982	10,281	–	–	–

Scope 1 and 2 emissions reduced two percent compared with 2024 and confirm that Scania has met its operational CO_2 target, achieving a 53.7 percent reduction compared with the 2015 base year through continued electrification of the company fleet and the transition to renewable fuels and fossil-free electricity. Prior-year data have been restated following changes in the business model and operations of the LOTS Group, with emissions previously reported in scope 1 and 2 now included in scope 3 to improve comparability over time. Scope 3 emissions decreased year-on-year, mainly driven by lower emissions from the use of sold products, and since 2015 CO_2e intensity target (related to category 11) from vehicle use has improved with a reduction of 11.1 percent *(read more on page 35).* While this represents an important step in Scania's decarbonisation journey, further actions remain essential, with continued focus on electrification, renewable and alternative fuels, and efficient vehicle use to drive long-term emissions reductions [37, 47, AR 35].

1 Prior-year data have been restated to reflect structural changes, including changes in organisational boundaries following changes in the business model and operations of the LOTS Group. LOTS emissions previously reported in scope 1 and 2 are now reported in scope 3.
2 Relates to logistics services associated with the LOTS Group. From 2025, emissions are reported in scope 3 following changes in the business.
3 Categories 3.1, 3.11 and biogenic emissions scope 3 were restated between 2024 to 2015 to reflect the adoption of more refined methods.
4 Table presents, information on CO_2e from operations, according to information measured in Scania target, which scope covers Scania's global operations.
5 The table presents CO_2e emissions from land transport, in line with Scania's climate targets, including road, short sea, and rail transport of materials, vehicles, packaging, and spare parts. The target base year is 2016, with a base-year value of 165.9.
6 In the 2024 report, biogenic emission figures labelled as "1,000 tonnes" should be read as "tonnes". Data have been corrected to align units and aggregation methods with the 2025 report.
7 2024 data have been restated to reflect updates to the underlying calculation data.

E1 CLIMATE CHANGE, CONT.

GHG intensity from activities in high climate impact sectors

	2025	2024	2023	2022	2015
Net revenue from activities in high climate impact sectors used to calculate energy intensity[1] (SEK m.)	198,480	216,129	204,126	159,181	97,792
GHG intensity from activities in high climate impact sectors (location-based) (tCO_2e/SEK m.)	**632.9**	**692.4**	**744.8**	**–**	**1,275.3**
GHG intensity from activities in high climate impact sectors (market-based) (tCO_2e/SEK m.)	**632.7**	**692.2**	**744.5**	**891.0**	**1,275.2**

1 Net Revenues is the one reported in the Company's Consolidated Financial Statements included in 2025 Annual Report [E1-5 53, 55, AR 55]. Scania's totals revenue is considered as high climate impact sector.

The decrease in GHG intensity compared with 2024 is mainly driven by lower greenhouse gas emissions.

Accounting principles

Data collection and calculation methods

Scania uses a combination of primary data (such as direct energy use, transport data, direct information about the emissions from the energy provider) and secondary data (for example, LCA, estimates based on the average annual consumption of the energy, data based on the comparative year, etc.).

Metrics are calculated using a structured approach that prioritises data provided directly by suppliers. Where supplier data is incomplete, Scania supplements it with internal records and recognised secondary sources, including peer-reviewed literature and public databases. All metrics are clearly defined and labelled to ensure clarity and consistency. While these figures are not subject to external validation, they are thoroughly reviewed internally to confirm methodological relevance [MDR-M 77a-c, 75].

GHG emission calculations are subject to inherent uncertainties in general, due to data measurement methodologies, incomplete scientific knowledge behind emission factors and lack of specific data resulting in a need for estimations and assumptions [BP-2 11a, BP-2 11b-i, BP-2 11b-ii].

Scope 1 and 2

GHG emissions for scope 1 and 2 are monitored globally, covering Industrial Operations (production facilities), Commercial Operations (captive dealers), and administrative areas, including company-owned office space. Scania calculates and reports GHG emissions in line with the Greenhouse Gas Protocol. The operational control approach is used for consolidation, and data is collected through the Quentic platform. Specialists at headquarters aggregate scope 1 and 2 emissions based on reported figures for energy, heating, and fuel consumption. Where necessary, estimates are provided by our specialists. *For further information regarding estimations affecting GHG scope 1 and 2, see 'Energy consumption and mix' within this chapter.*

Scania reports GHG emissions in CO_2 equivalents (CO_2e). Scope 1 emissions cover all direct GHG emissions including: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs). Scope 2 emissions include indirect GHG: carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O as CO_2e) from the generation of power, heat, and steam purchased and consumed by Scania. Emissions for scope 2 are calculated using both market-based and location-based methods per GHG Protocol Scope 2 Guidance. We apply the market-based approach where green electricity is purchased (covering most commercial and industrial sites except the RPC Regional Product Centre in Taiwan). *For details on emission factors used to calculate GHG, see Table - GHG emissions calculation factors, p.47.*

Biogenic emissions from the use of renewable energies (biomass, biogas, district heating, etc.) are reported separately in addition to the fossil GHG emissions under scope 1 and 2. The direct biogenic emissions are calculated by multiplying the volume of used biomass with the corresponding carbon emission factors, *as indicated in the table on p.47.*

Scope 3

Scope 3 emissions are calculated in accordance with the GHG Protocol Corporate Value Chain Accounting and Reporting Standard. Scope 3 emissions cover the following GHG emissions including: carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O). The scope 3 emissions presented exclude categories 8, and 13 (upstream leased assets, and downstream leased assets). In accordance with the GHG Protocol, category 3.8 is included in scope 1 and 2 calculations. Part of category 3.9 is included in the calculation of category 3.4, and category 13 is included in the calculation of category 11.

Categories 1 (purchased goods and services) and 11 (use of sold products) are the largest emissions sources for Scania. Activity data used for GHG calculations is based on operational data for vehicles, volumes of production and sales, external sources and databases for emissions factors. Assumptions and estimations have been used when needed (such as energy consumption for power solutions, lifetime driven distance for vehicles), in general using historical data [AR 46h, AR 46i].

Biogenic emissions of CO_2 only include tank-to-wheel emissions from the combustion of fuel shares of biogenic origin (category 11). Please note that these emissions are also included in category 11 CO_2e. *Emission factors used in the calculations are presented in the Table - GHG emissions calculation factors, on p.47.*

Scope 3 categories:

Category 1 Purchased goods and services

Several reference vehicles are selected based on configurations of Scania trucks and buses in order to retrieve material data. The material data originates from the

E1 CLIMATE CHANGE, CONT.

International Material Data System (IMDS) and provides a comprehensive breakdown of all materials used in our products and is further mapped towards material datasets in our LCA software (provided by Sphera) to calculate the CO_2e impact. In the same way, power solutions (external engines) and intermediate vehicle products (gearboxes, electric propulsion units and other components) are calculated and accounted for. The CO_2e impact from spare parts and packaging materials is also included.

Category 2 Capital goods
Emissions are calculated based on an economic input-output analysis using monetary values for investments made during the reporting year.

Category 3 Fuel and energy related activities
In this category, Scania calculates GHG emissions that arise during the sourcing, production and transport of fuels and energy that were bought during the reporting year, and which are not included in scope 1 and 2. They are calculated based on the reported use of energy and fuels.

Category 4 Upstream transportation and distribution
Greenhouse gas emissions from inbound and outbound logistics are collected from Quentic. Methodology is aligned with ISO14083 and the Global Logistics Emissions Council (GLEC) Framework.

Category 5 Waste generated in operations
Calculated based on reported data for waste produced in Scania's operations including in the production and commercial network. New emission factors used from 2024. Historical data have been recalculated.

Category 6 Business travel
The Travel Impact Model (TIM) methodology is used to estimate the flight level fuel burn based on the Tier 3 methodology of the European Environment Agency (EEA). A radiative Forcing Index of 3 is applied to account for the additional warming effects of the emissions being created at altitude.

Category 7 Employee commuting
Emission calculations are estimated using average car data and typical travel distances for Scania Global employees, based on the regions where employees are located. These calculations are distributed by mode of transport using regional modal split statistics. The assessment includes emissions from all transportation modes (such as bus, rail, or automotive) used by employees to commute between their homes and worksites.

Category 8 Upstream leased assets
Included in scope 1 and 2 emissions.

Category 9 Downstream transportation and distribution
This category covers emissions from the transportation and distribution of services in assets not owned or controlled by Scania. It primarily relates to logistics related services within the LOTS Group. Emissions are calculated based on reported energy use and applicable emission factors.

Downstream transportation and distribution for other operations are included in category 3.4.

Category 10 Processing of sold products
Scania assumes that emissions generated during production per vehicle are equivalent to those produced during the processing of sold products per vehicle. For this calculation, emissions from purchased green electricity used in production are accounted for as mixed grid emissions. This method also factors in the number of vehicles sold.

Category 11 Use of sold products
Category 11 makes up most of Scania's scope 3 GHG emissions. For each calendar year, emissions are calculated for produced trucks and buses, sold power polutions units, powertrain components sold to other brands. Calculation of category 3.11 emissions considers product numbers, energy consumption, WtW GHG emission factors, and estimated lifetime usage.

Category 12 End-of-life treatment of sold products
Updated with results from LCA performed in 2024 in accordance with ISO 14040/44. Used for estimating end-of-life emissions of sold products. Previous years have been recalculated with the new methodology.

Category 13 Downstream leased assets
Emissions from vehicles that are leased by a customer are included in category 3.11.

Category 14 Franchises
Franchises are seen as Scania non-captive workshops. Data from Quentic is used from our global commercial captive network to get emissions from an average workshop which is then multiplied by the number of global non-captive workshops.

Category 15 Investments
Category 15 is calculated by identifying the investments within each company's industry that have the greatest negative impact on GHG emissions. Subsequently, scope 1 and 2 emissions are assessed for these selected investments, based on Scania's ownership share and available emission data from the respective companies.

GHG emissions from high climate impact sectors
Scania's core business area 'vehicle manufacturing' falls under NACE code C29 – Manufacture of motor vehicles, trailers and semi-trailers, which is classified as a high climate impact sector. Accordingly, the revenue figure used to calculate intensity metrics is Scania's total net revenue, as disclosed in the Consolidated Income Statement [42, AR 38b].

E1 CLIMATE CHANGE, CONT.

GHG emissions calculation factors

References for calculation factors used in the 2025 data set [AR 39b].

Scope 1 emissions

Global warming potential (GWPs) of GHG

- CO_2, CH_4, N_2O.
- IPCC – Intergovernmental Panel on Climate Change, Guidelines (2006).
- AR4 – Fourth Assessment Report (2007).
- AR5 – Fifth Assessment Report (2014, for CH_4 and N_2O).

Carbon emissions from fuels at production sites

- Based on net calorific values and emissions factors (EF).

Scope 2 emissions

Carbon emissions from purchased electricity

- IEA – International Energy Agency emission factors (2020).
- Country-specific EF from IEA.

Carbon emissions from district heating (Sweden)

- IEA – International Energy Agency emission factors (2020).
- Country-specific EF from IEA.
- Swedenergy emission factors.
- Supplier EF (for France and Poland).

Scope 3 emissions

Purchased goods and services (category 3.1)

- Sphera's LCA for Experts emission factors per material (KgCO_2e/kg).
- External LCA values from battery and tyre suppliers.

Capital goods (category 3.2)

- Emission factors from GHG protocols (factors are converted into Kg CO_2e/€/SEK based on World Bank data and adjusted for inflation).

Fuel and energy related activities (category 3.3)

- Internal manual from VW AG.
- Additional emission factors are used from the database Sphera´s LCA for Experts, for countries not covered in the DKI.

Upstream transportation (category 3.4)

- Main sources used for Emission factors derive from the GLEC Framework, NTM, and Fuel Emission Factors for Brazil.

Waste generated in operations (category 3.5)

- Spheras LCA for Experts (and VW DKI) for (t CO_2/t waste).

Business travel (category 3.6)

- European Environment Agency (EEA) – Annex 1.A.3.a Aviation (2019)
- Includes a radiative Forcing multiplier of 3.

Employee commuting (category 3.7)

- Transport or commuting studies (e.g., EuroStat, OECD, ALLEO, BITRE).
- Number of working days: from IG Metall (Europe) and CEIDATA (China).

Downstream transportation and distribution (category 3.9)

- Same emissions factors used to calculate GHG emissions scope 1 and 2, according to applicable energy consumption.

Use of sold products (category 3.11)

- Well-to-wheel (CO2e/vehicle-km) emission factor based on the geographic segment and the energy carrier (diesel, gas, electricity).
- Inputs for energy and fuel from: LCA for experts, USDA reports, NGVA data set, IEA WEO stated policies, BNEF and IEA.

End-of-life treatment of sold products (category 3.12)

- Scania LCA (2024) for emission factor (CO_2 per kg of vehicle group).

Franchises (category 3.14)

- Scania's average scope 1 and scope 2 GHG emissions for commercial sites.

Investments (category 3.15)

- Impact index is based on data from Climate Change Chicago.

Biogenic emissions [AR 46j]

Scope 1 and 2 – Biogenic emissions from biomass combustion

- VDA3 – German Association of the Automotive Industry (Verband der Automobilindustrie) emission factors.
- For geographic locations not covered by the VDA, an average emission factor is used.

Scope 3 – category 3.11

- Sphera LCA for Experts for downstream part – differentiate between biogenic and non-biogenic carbon in energy carriers.

E1 CLIMATE CHANGE, CONT.

Energy consumption and mix

	2025[1,2]	2024[1]	2023[1]	2022[1]	2015[1]
Fuel consumption from coal and coal products (MWh)	0	0	–	–	0
Fuel consumption from crude oil and petroleum products (MWh)	158,196	153,633	173,766	172,100	232,974
Fuel consumption from natural gas (MWh)	117,226	120,258	104,560	113,607	128,515
Fuel consumption from other fossil sources (MWh)	0.0	0.0	–	–	0.0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	115,046	128,441	137,373	128,025	549,365
Total fossil energy consumption (MWh)	**390,468**	**402,332**	**415,698**	**413,732**	**910,854**
Consumption from nuclear sources (MWh)	1,468	1,326	–	–	500
Fuel consumption for renewable sources, including biomass (including industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	50,165	45,752	48,272	48,923	1,483
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	551,750	561,544	563,648	541,338	36,371
Consumption of self-generated non-fuel renewable energy (MWh)	5,171	6,009	4,782	4,045	0
Total renewable energy consumption (MWh)	**607,087**	**613,305**	**616,703**	**594,306**	**37,854**
Total energy consumption from activities in high climate impact sectors (MWh)	**999,023**	**1,016,963**	**1,032,401**	**1,008,038**	**949,208**
Share of fossil sources in total energy consumption (%)	39.1	39.6	40.3	41.0	96.0
Share of consumption from nuclear sources in total energy consumption (%)	0.1	0.1	–	–	–
Share of renewable sources in the total energy consumption (%)	60.8	60.3	59.7	59.0	4.0
Total energy consumption per vehicle produced (MWh/produced units)	**11.0**	**10.0**	**10.1**	**11.4**	**12.0**
Total energy consumption (according to Scania targets - page 42)[4] (MWh)	542,264	600,550	639,874	614,928	556,323
Total energy per vehicle (according to Scania targets - page 42)[3,4] (MWh)	5.9	5.9	6.3	7.0	7.0
Number of vehicles produced[3] (units)	91,220	101,648	102,283	88,142	79,346
Total energy production (MWh)					
Non-renewable energy production (MWh)	2,930	25	–	–	–
Renewable energy production (MWh)	9,935	7,645	6,616	6,272	–

1 From 2025, Scania reports energy data in MWh in line with ESRS requirements. Data for 2015–2023, previously reported in GJ, have been converted to MWh for comparison. Historical GJ values remain available in the Scania Annual Report 2023.
2 Historical values, including base year 2015, have been recalculated to reflect structural changes occurred in 2025.
3 Vehicles produced are those reported in the Company's multi-year statistical review within the Consolidated Financial Statements included in 2025 Annual Report.
4 Table presents in 2024, energy consumption for full operations (Total energy consumption) and Total energy consumption according to targets, which covers production units and logistic center globally.

Energy intensity from activities in high climate impact sectors

	2025	2024	2023	2022	2015
Net revenue from activities in high climate impact sectors used to calculate energy intensity[1] (SEK m.)	198,480	216,129	204,126	159,181	97,792
Energy intensity from activities in high climate impact sectors (MWh/SEK m.)	**5.0**	**4.7**	**5.1**	**6.3**	**9.7**

1 Net Revenues it the one reported in the Company's Consolidated Financial Statements included in 2025 Annual Report. Scania's totals revenue is considered as high climate impact sector.

Energy performance improved in 2025 compared with 2024, with lower total energy consumption, reduced fossil energy use and continued efficiency gains across operations. Over the longer term, the energy mix has shifted significantly, with renewable energy accounting for 61 percent of total energy consumption in 2025, compared with 4 percent in 2015. This development reflects sustained efforts to increase the use of renewable electricity, heat and fuels, supporting Scania's transition towards a more energy-efficient and low-carbon operation. The decrease in energy intensity compared with 2024 is mainly driven by lower total energy.

E1 CLIMATE CHANGE, CONT.

Accounting principles

Data collection and calculation methods

Energy consumption covers Scania's full own operations, including industrial production sites, logistics operations, commercial entities, and owned offices. It encompasses fuel usage at the sites, fuel consumption in both owned and leased vehicles, and the use of purchased and self-generated energy (including electricity, heat, steam and cooling). Data is collected primarily through supplier invoices and metre readings and is consolidated in the Quentic platform. When direct data is not available, Scania applies estimation methodologies developed by environmental specialists at Group level [MDR-M 77a].

Classification of energy

Purchased energy is divided into renewable (with certificates) and non-renewable (without certificates).

Self-generated renewable energy is derived mainly from solar panels. Lower heating values are used to convert fuel consumption into energy. Scania sources its renewable electricity through standardised sustainable electricity contracts. Energy that is purchased and subsequently sold is not included in the energy consumption figures.

Scania's renewable energy consumption includes the Group's purchase of Guarantee of Origin for renewable electric energy issued by energy suppliers. The calculations have not undergone third-party verification [MDR-M 77b].

Data scope and quality

For Industrial Operations, the December values are estimated from the corresponding month in the prior year and applying a correction factor. For Commercial Operations, Q4 energy consumption is estimated from the previous year's data, adjusted for decarbonisation initiatives, business activity changes, and climate factors.

In 2025, 15 percent of Scania's reported energy consumption was based on estimation.

These estimates involve inherent uncertainties; they rely on the assumption that activity levels, weather conditions and efficiency improvements develop in line with patterns observed in previous years, with only major identified changes reflected in the adjustment process. To strengthen accuracy over time, Scania conducts an annual review by comparing estimated figures with subsequently available actual data and it incorporates any identified deviations into future estimation methodologies.

Energy consumption from high climate impact sectors

Scania's core business area 'vehicle manufacturing' falls under NACE code C29 – Manufacture of motor vehicles, trailers and semi-trailers, which is classified as a high climate impact sector. Accordingly, the revenue figure used to calculate intensity metrics is Scania's total net revenue, as disclosed in the Consolidated Income Statement [DR 43, AR 38b].

E2 POLLUTION

Scania's operations emit air pollutants such as nitrogen oxides (NOx) and particulate matter (PM) from diesel engines as well as other pollutants from paint workshops and air conditioning equipment. Upstream suppliers may produce similar emissions. Downstream, a large share of Scania's products have diesel engines that are subject to regulatory standards on levels of air pollutants.

Initiatives to improve fuel efficiency support in lowering air pollutants and emissions. Emissions related to diesel engines will gradually be reduced across the value chain as fossil fuel-based drivetrains are phased out [AR 9].

Description of IRO	Type of IRO	Value chain	Time horizon
Pollution of air			
Transport and manufacturing pollution Emissions from transportation and manufacturing release pollutants (for example, particulates, nitrogen oxides) that degrade air quality and pose health risks.	Actual negative impact		

Upstream | Own Operations | Downstream

Short-term | Medium-term | Long-term

E2 POLLUTION, CONT.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies [E2-1]

Scania's commitment to minimise and avoid harmful air pollution – including NOx, PM and other pollutants – is outlined in the Environmental Policy Statement. It states that environmental initiatives regarding Scania's products, processes and services are proactive and based on the precautionary principle and life cycle perspective. It also commits the company to follow all legal and regulatory requirements. Implementation is described in SGP 17, *see below.*

The scope of the Scania Group Policy (SGP) 17 is Scania's own operations, but it can have an influence both upstream and downstream in the value chain through the actions taken to comply with the policy. Upstream, suppliers are bound by the Supplier Code of Conduct, which references the Environmental Policy Statement and includes specific environmental commitments.

Downstream, there is no formal policy in place, however, emissions from Scania's products are subject to regulatory standards that differ between jurisdictions. In addition, Scania voluntarily publishes dismantling manuals that include considerations regarding air pollution [14, 15a].

For more information on Scania Group Policies (SGPs), see section 'Policies' within General Disclosures [AR 10].

SGP 17 Environmental Management System

The SGP 17 describes the environmental management system, references Environment Policy Statement and provides further details on implementation. Incidents are reported and communicated as part of Scania's risk management process. Accidents with severe impacts are reported on an ad hoc basis to designated functions and to local authorities *(for more information on accidents, see section 'Safety and health [S1-14'] within S1 Own workforce).* Deviations in the data, which may include incidents, are managed with a focus on measures to avoid recurrence.

Among the seven environmental principles referenced in SGP 17, "Emissions to air" and "Impact on local surroundings" are relevant to this topic. *See E1 Climate for more information on the Environmental principles.*

All production sites have permits that comply with national legislation. In addition to legal requirements and the conditions included in these permits, operations may also be subject to local requirements and rules. To assess the potential impact on the environment when changes in operations are to be implemented, the Scania Global Environmental Checklist shall be used as a basis to identify preventive actions and minimise possible environmental risk.

Scania uses an internal audit programme to continuously evaluate processes, methods and performance including management reviews to evaluate the environmental management system [15c].

Actions [E2-2]

Actions are performed regularly to reduce air pollutants as well as to ensure compliance with applicable laws and regulations and are followed up through the environmental management system. Resources, investments and other expenditures related to the current strategy are not separated from day-to-day operations and budgets; related expenses are within normal capital expenditure (CapEx) and operating expenditure (OpEx) budgets [18, AR 13].

WWF initiative

As part of the identification of IROs, Scania conducted an assessment in collaboration with the World Wildlife Fund (WWF), providing external expertise on nature impacts across the commercial vehicle value chain, including pollution. No direct consultations with affected local communities were conducted as part of this assessment [IRO-1 11b]. The results of the analysis will be used to further develop Scania's environmental strategy.

NOx and PM

Diesel engines emit nitrogen oxides (NOx) and particulate matter (PM). This is relevant for Scania's own operations in two ways: 1) engine testing, and 2) transportation. In line with Scania's focus on continuous improvements and resource efficiency, test protocols, equipment and transport planning are regularly reviewed and optimised.

Downstream, the R&D and product development teams ensure that Scania's products meet the evolving regulatory requirements on NOx and PM emissions.

Non-exhaust PM results from wear and tear on brakes and tyres. This area is less regulated than diesel PM, however, in line with its commitment to quality, Scania strives to develop products that can withstand wear and tear and minimise non-exhaust PM.

Other emissions

Other emissions include non-methane volatile organic compounds (NMVOC) from the painting process, hydrochlorofluorocarbons (HCFC) from refrigerants used in air conditioning and benzene. The first type is managed by regular maintenance of paint equipment and by using paint and cleaners with as low content of organic solvents as possible. Scania aims to eliminate emissions and minimise the use of refrigerants with properties that damage the ozone layer and contribute to climate change.

All paint workshops operate under permits that define regulatory emission limits. Actions are prioritised for sites approaching or exceeding these limits. In response to evolving regulations, an action plan was developed in 2024 to ensure compliance with new legal requirements in Brazil.

Actions under the plan include replacing the spray guns for painting of front axles in 2024. This led to a ten percent reduction in volatile organic compound (VOC) emissions. A further four percent reduction was achieved in 2025 by replacing the engine painting spray guns. The reductions were based on a calculation of (gCOVs/m2) [AR 15].

E2 POLLUTION, CONT.

TARGETS AND METRICS

Targets related to pollution [E2-3]

Scania sets sustainability targets based on the strategic sustainability focus areas: decarbonisation, circularity and social sustainability. For this reason, Scania has not adopted and does not have any plans to adopt targets related to pollution of air. Targets are set to align with value creation and stakeholder demands, in areas where there is a need to steer towards a common objective.

Scania is commited to ensure that all regulations and industry standards in relation to pollution of air are complied with and that there is no significant harm to pollution prevention and control. *For more information, see 'DNSH Pollution Prevention and Control' within the EU Taxonomy section [22, 23d, MDR-T 81].*

Financial effects [E2-6]

No accidents occurred that caused significant environmental impact, or that led to major clean-up expenses (relating to CapEx or OpEx) in 2025. The classification of 'significant' and 'major' is aligned with Scania's risk methodologies regarding level of reputational, financial and legal impact [40b].

Emissions [E2-4]

Scania reports emissions of air pollutants from its own operations, for sites where values exceed the thresholds in Annex II of the Regulation (EC) No 166/2006. In 2025, two substances were above the threshold: non-methane volatile organic compounds (NMVOC), and benzene [28a, AR 21, AR 22].

Changes in pollution levels compared to 2024 mainly reflect variations in production volumes and production patterns across different parts of the organisation. From 2025, HCFCs are no longer presented separately, as they fall below the reporting thresholds set by ESRS and are already included in scope 1 and 2 GHG emissions [30a].

Pollution to air

	2025 [1]	2024 [1]
Non-methane volatile organic compounds (NMVOC) (tonnes)	172.0	208.5
Benzene (tonnes)	6.3	5.5

1 Pollution disclosure refers to emissions of pollutants from production facilities from which the threshold value specified in Annex II of Regulation (EC) No 166/266 is exceeded (ESRS E2.4.29). At Scania operations few production sites reach the limit of a reduced list of substances.

Accounting principles

Data collection and calculation methods

For NMVOC from painting processes, emissions are calculated with a material balance: the amount of solvent entering the process is compared with measured outflows, and reduced by abatement performance where incineration is used.

Benzene is measured from samples of process ventilation, which are then extrapolated to estimate annual emissions [30b].

Data scope and quality

Reporting covers emissions above thresholds generated exclusively by Scania's production sites. Where measurements are not available, Scania uses estimates prepared by our environmental specialists at corporate level.

Benzene estimations are based on short measurement periods extrapolated to annual values. This method assumes measured hours represent all production hours. This method is generally accepted in environmental regulation when demonstrating compliance with permit limits, but it involves uncertainties as actual emissions may vary over time [30c, 31].

E4 BIODIVERSITY

Scania's operations promote and contribute to adverse land-use changes both in its own operations and in the value chain. Biodiversity is an emerging topic where work is being carried out to better understand Scania's impact.

Scania has identified biodiversity as material in the materiality analysis, however, has opted to utilise the phase-in option for disclosure requirements. Consequently, this section provides high-level information on impact, risks and opportunities, policies, actions, targets and metrics in accordance with §17 of Appendix C within ESRS 2.

Description of IRO	Type of IRO	Value chain	Time horizon
Direct impact drivers of biodiversity loss			
Land- and water use Scania identified potential negative impacts on biodiversity from i) adverse land-use change in our own operations and upstream value chain, ii) water use and abstraction in upstream activities affecting freshwater ecosystems, and iii) downstream microplastics (for example from tyre and brake wear) degrading aquatic habitats.	Potential negative impact	Upstream, Own Operations, Downstream	Short-term, Medium-term, Long-term

E4 BIODIVERSITY, CONT.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies [E4-2]

Scania's Environmental Policy Statement commits to working with nature along the value chain, including on aspects related to biodiversity. The Scania Group Policy (SGP) 17 'Environmental Management System' references Scania's environmental principles, of which biodiversity is one, contains further information on background, ambition and how to manage this issue with the overall aim of reducing Scania's environmental impact within our own operations.

The Supplier Code of Conduct focuses on mitigating the upstream impacts of biodiversity and contains instructions and expectations for suppliers. *For more information on Scania Group Policies (SGPs), see section 'Policies' within General Disclosures [22, MDR-P 62].*

Business model and DMA

In the Double Materiality Assessment (DMA), Scania focused on the following impact drivers of biodiversity: land-use change, pollution and water use. These impact drivers were considered to be the most material and relevant for our production sites. For any climate change related impacts connected to biodiversity, we considered this within our assessment of climate change.

Management of biodiversity as a sustainability matter is similar to the governance and strategy for all sustainability matters. *For more information, see section 'Governance [GOV-1, GOV-2] and 'Integration with business processes' within General Disclosures.*

Actions [E4-3]

Biodiversity is an emerging topic for Scania and actions at this stage are focused on better understanding the company's impact and dependencies, as well as spreading awareness internally. Resources, investments and other expenditures related to the current strategy are not separated from day-to-day operations and budgets; related expenses are within normal capital expenditure (CapEx) and operating expenditure (OpEx) budgets [27].

Joint biodiversity mapping

A joint initiative between TRATON and WWF studied the commercial vehicle industry's value chain – from material sourcing to production and vehicle life cycle – to identify where and how biodiversity impacts and dependencies arise. The study was finalised in 2025 and will support prioritisation of mitigation activities.

Updating principles

Building on the joint TRATON and WWF study, the environmental principles were updated in 2025 to reflect the study's findings. The update focuses on actions to monitor and prevent biodiversity loss and to increase awareness across Scania. *For more information, see section 'Environmental Principles' within E1 Climate Change.*

Local initiatives

Biodiversity is being considered in the development of the new test track in Södertälje. Construction is ongoing and will be finalised in 2026. The focus of the initiative is to mitigate the negative impact of the test track on biodiversity as part of the construction process. The project included consultations with biologists to understand where natural habitats could be maintained or where possible improved. The following are some examples of how biodiversity has been considered during the construction of the test track:

- Maintaining the natural forest and wetlands for existing plants and trees;
- Building of ponds for wildlife and winter nest for amphibians, specifically for frog populations;
- Planting of grass and flowers for insects and birds;
- Preserving of sand banks for insects, specifically for bee populations; and,
- Placing of dead wood and rocks for maintenance of insect populations.

TARGETS AND METRICS

Targets related to biodiversity and ecosystems [E4-4]

Measurements of biodiversity are still immature, and Scania is not yet tracking the effectiveness of actions through metrics, nor have any targets been set. The reason is that Scania sets sustainability targets based on the strategic sustainability focus areas: decarbonisation, circularity and social sustainability. Targets are set to align with value creation and stakeholder demands, in areas where there is a need to steer towards a common objective [31, AR 23, AR 26, MDR-T 81].

Material sites in own operations

All sites in Scania's operations were assessed for their materiality relating to biodiversity, but only sites for Industrial Operations were assessed as material. Any impacts from these sites that are indirect and arise from emissions, pollution and waste, are covered within the respective chapters (Climate, Pollution and Resource use and Circular Economy) [SBM-3 16a].

Scania's direct operations do not typically involve direct interaction with wildlife habitats or endangered species, beyond the sites near biodiversity sensitive areas. While there can be indirect impacts on species through emissions and pollution these are less significant compared to industries such as agriculture, mining, or textiles, which have direct interactions with natural habitats [SBM-3 16a-i]. Scania's key actions within other environmental topics (reducing emissions, pollution and waste) support the mitigation of biodiversity loss and support in mitigating the loss of threatened, critical or endangered species [IRO-1 19b].

Potential impacts and dependencies were identified using the online tool Exploring Natural Capital, Opportunities, Risks and Exposure (ENCORE). The evaluation looked at the sector's potential impact on vehicle production and identified the following impacts and dependencies that might be applicable: material dependencies on soil and sediment retention, water treatment, regulation of water flow, flood protection and storm mitigation; material impacts in the upstream and downstream value chain related to disruption (for example through noise and light); and, emissions of toxic and water pollutants. Currently there are no concrete actions planned on the basis of the assessment [SBM-3 16b].

E4 BIODIVERSITY, CONT.

Sites near biodiversity sensitive areas
The evaluation of sites in or near biodiversity-sensitive areas focused on industrial operations, as these were assessed in the DMA to have the most material, potential negative impact. The mapping of biodiversity sensitive areas is part of the efforts to better understand Scania's potential negative impact [SBM-3 16a-ii, SBM-3 16a-iii].

In 2025, Scania identified nine sites located in or near biodiversity sentitive areas covering a area of 582.37 hectars [19a, 35].

Site	Scania Angers	Scania Luleå	Scania Meppel	Scania Sao Paulo	Scania Slupsk	Scania Södertälje	Scania Zwolle	Scania Industrial Batteries	Scania Sinoform
Country	France	Sweden	Netherlands	Brazil	Poland	Sweden	Netherlands	Poland	China
Activity	Production	Component manufacturing	Component manufacturing	Production	Production	Production	Production	Production	Component manufacturing
Area (ha)	37.30	15.80	11.10	43.20	14.20	421.30	37.00	0.50	1.97

Accounting principles
Based on work carried out in conjunction with TRATON, Scania has used the following assumptions to identify sites that are located in or near biodiversity-sensitive areas.

- Data was collected based on the geographical coordinates and total area for each Scania site included in the analysis. The analysis was performed by a third party.
- Sites that have an area within a 4,500-metre radius were included and the whole area of that site was added to the total. The radius equates to the height of the tallest chimney at the site multiplied by 50 and comes from the Technical Instruction on Air Pollution Control. The data was compared with the information provided by the Nala biodiversity measurement, a biodiversity management platform.
- The status of over 500 protected areas was reviewed as part of this assessment. Protected areas were identified using the following databases:
  - Natura 2000 network of protected areas,
  - UNESCO World Heritage sites,
  - Key biodiversity areas,
  - World database of protected areas [16c].

E5 RESOURCE USE AND CIRCULAR ECONOMY

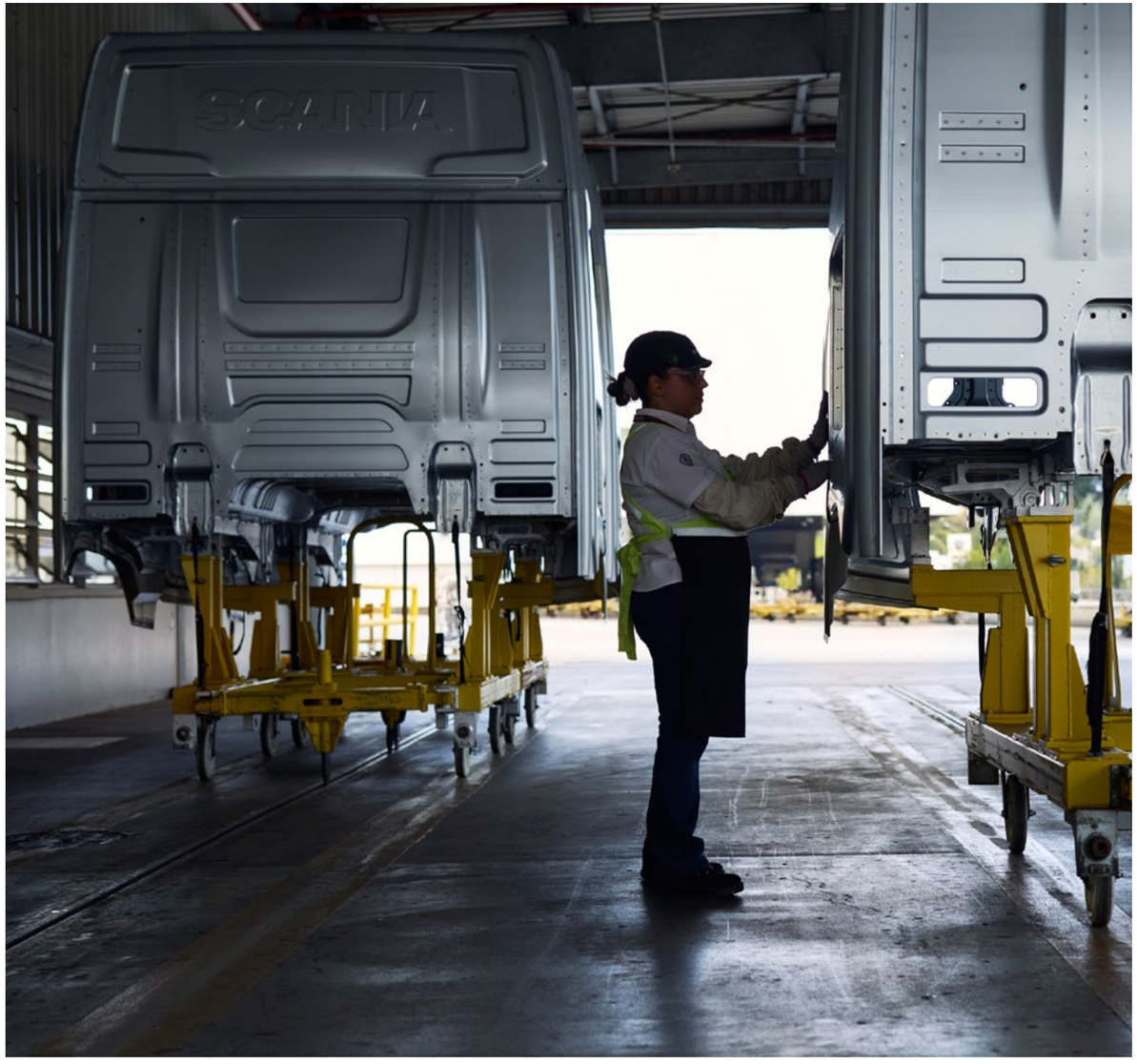
Circularity is at the core of Scania's business strategy. We are focused on adopting a more circular business model, where Scania can mitigate our negative impact through maximising the use of existing resources and minimising waste at every stage of the value chain.

Scania's aim is to decouple resource use from business growth. By ensuring that we implement sustainable product design, including energy-efficient and durable vehicles, Scania can reduce waste, generate long-term savings and enhance brand reputation. Circular business models can also support in mitigating supply chain and financial risks, as there are many risks associated with the extraction of raw materials.

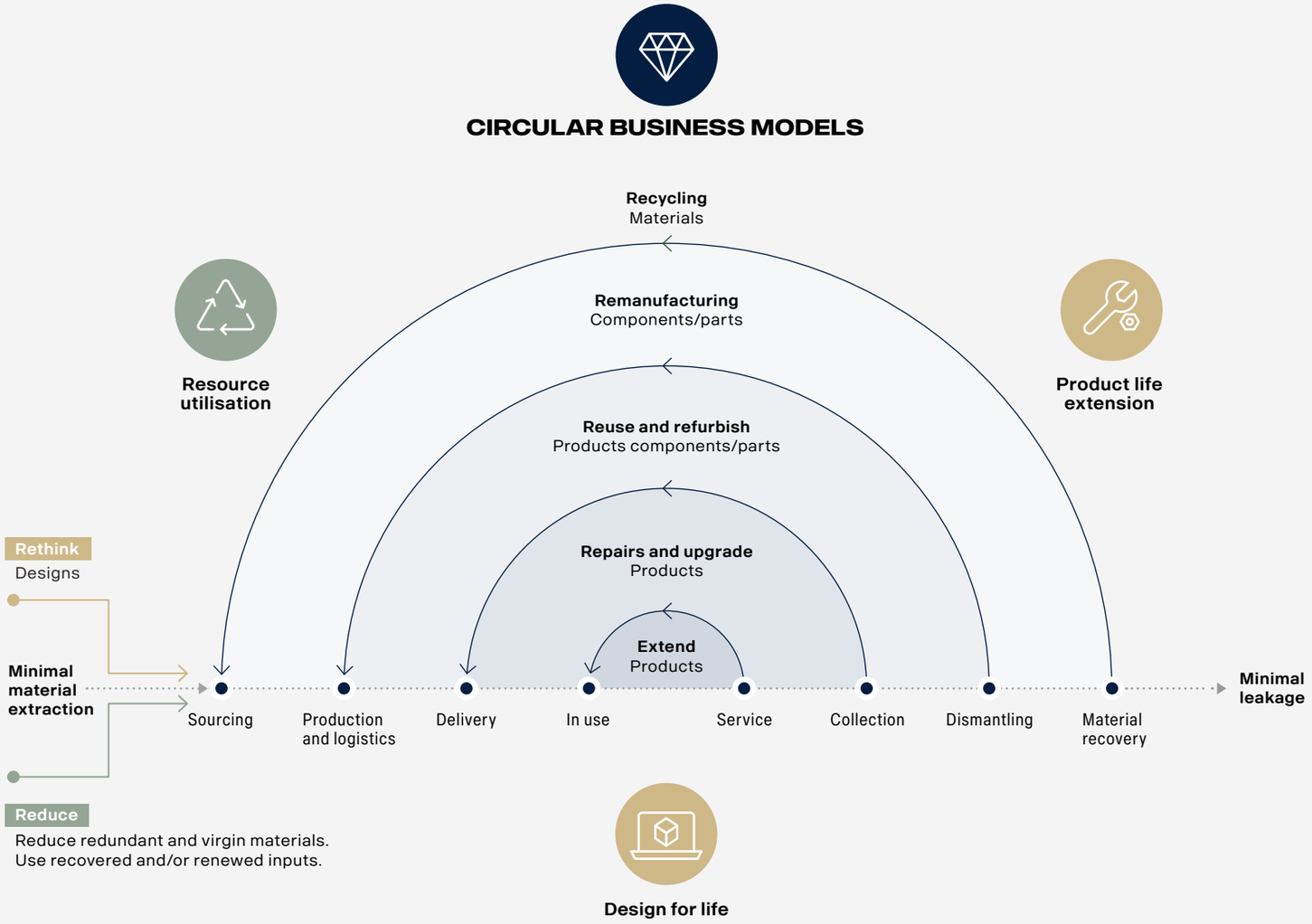
Description of IRO	Type of IRO	Value chain	Time horizon
Resource inflows			
Raw material use Production requires extensive raw materials and energy, risking depletion and volatility in resource availability and costs.	Potential negative impact	Upstream	Long-term
Raw material cost increases Rising resource costs due to demand and limited availability, in combination with reliance on non-renewable materials, increase supply chain risks and financial pressures.	Risk	Upstream	Short-term
Resource outflows			
Short product lifespans Short product lifespans can lead to increased resource outflows due to frequent replacements and disposal of vehicles.	Potential negative impact	Own Operations, Downstream	Short-term
Reduced waste and resource use Implementing sustainable product design principles, including energy-efficient and durable vehicles can reduce waste and resource use.	Potential positive impact	Own Operations, Downstream	Medium-term
Sustainable design Sustainable design and efficiency improvements can yield long-term savings, enhance brand reputation, and attract eco-conscious customers.	Opportunity	Own Operations, Downstream	Long-term
Waste			
Waste generation Manufacturing generates waste (for example, scraps, packaging); improper disposal of end-of-life vehicles and batteries can increase landfill waste.	Actual negative impact	Upstream, Own Operations	Short-term

Upstream · Own Operations · Downstream

Short-term · Medium-term · Long-term



E5 RESOURCE USE AND CIRCULAR ECONOMY, CONT.



The illustration shows a selection of circular practices relevant to Scania. This includes minimising impacts and eliminating the need for virgin materials across the entire life cycle of our products and services, from the design phase to end-of-life. The most valuable circular practices focus on inner loops, where it is about maximising product lifetime, while the outer loops ensure material and energy recovery.

By rethinking solutions and designing with multiple life cycles in mind, we can capture more value from the circular practices along the value chain.

Circularity also represents a business opportunity for Scania, decreasing production costs, increasing financial resilience and creating more value for our customers. For example, exploring and developing new business models to extend the life of products and components.

Circular business models, which include at least one of the circular practices, enable us to discover and reduce waste and generate more value for our customers, society, and Scania.

E5 RESOURCE USE AND CIRCULAR ECONOMY, CONT.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies [E5-1]

Scania has several policies that commit the company to developing a more circular business model, using resources wisely and eliminating waste [15a]. This includes transitioning away from virgin resources and increasing the use of renewable resources where feasible [15b].
For more information on Scania Group Policies (SGPs), see section 'Policies' within General Disclosures [14].

Code of Conduct

The Code of Conduct establishes Scania's five core values, one of which is 'elimination of waste', where waste is broadly defined as actions and activities that have no value to end customers. Anything that adds unnecessary costs to a process is wasteful and waste can have an impact to people working in the process. This ethos translates to the careful use of resources across the organisation.

SGP 17 Environmental Management System

The SGP on the environmental management system commits Scania to adopt a more circular business model where existing resources are maximised, and waste is minimised along the value chain. It also states that circular business is one of three key sustainability areas that need to be integrated in all parts of the business going forward, mandates target setting within each area and details how environmental issues are to be managed.

The Environmental Policy Statement, which is referenced in the policy, commits Scania to a holistic approach to sustainable transport with solutions developed together with customers and other stakeholders that rests on three pillars: energy efficiency, renewable fuels and electrification and smart and safe transport.

Many of Scania's long-standing principles and methods support circularity, including our modular production system and lean production methodologies. However, to achieve our sustainability goals, we need to further challenge the linear way of thinking and shift to a more circular, regenerative system [15b].

Environmental principles

Scania's environmental principles, which are referenced in SGP 17 Environmental Management System, provide guidelines that Scania employees should follow in six areas, one of which is waste. The following prioritisation is provided:

1) Prevent generation of waste,
2) Reuse of material and/or resources,
3) Recycling of material and/or resources, and,
4) Other treatment and recovery.

Disposal of waste to landfill shall be avoided and the reduction and/or substitution of hazardous substances to avoid the formation of hazardous waste is prioritised. Waste material shall be considered a resource that has the potential to be part of a circular flow.

Recycled and recyclable materials are preferred for products and packaging. Waste material should always be considered as a resource and used instead of discarded. Therefore, Scania has set a target to reduce 50 percent of the waste that is not recycled, per produced vehicle from 2015 to 2025 [24e].

Waste generated by Scania is managed by a third party, where certain requirements and conditions are part of the agreement between the supplier and Scania. The supplier is responsible for ensuring that the service is performed with care and in accordance with the agreement, applicable laws and regulations, and to hold permits and licenses needed to fulfil the requirements.

Dismantling manuals

To support recycling and dismantling, Scania has published dismantling manuals on the Technical Information Library[1] on a voluntary basis for many years. For certain components such as traction batteries (active battery mass; EU Batteries Regulation) and e-machines (permanent magnets; EU Critical Raw Material Act) there are recyclability requirements in place, however, those components are handled separately by the relevant part design departments and corresponding purchasing groups.

Actions [E5-2]

Scania has identified circularity action areas to support in the transition to a circular business model. These action areas support Scania in decreasing the use of virgin material, increasing recycled or renewable options, increasing reused or remanufactured parts, increasing service offerings and handling operational waste. In order to progress, Scania needs to be committed and equipped with the right knowledge.

The shift to battery electric vehicles creates new, potential value chain impacts – particularly around the increased production and use of batteries. Embedding a circular approach to batteries is therefore an increased focus area to ensure that the transition to net-zero maximises efficiency and minimises impacts. The actions described below are examples of Scania's circularity initiatives. They are expected to increase the circularity of Scania's business and to reduce waste. Resources, investments and other expenditures related to the current strategy are not separated from day-to-day operations and budgets; related expenses are within normal capital expenditure (CapEx) and operating expenditure (OpEx) budgets [19].

Training on circularity and product development

Scania has developed training to support in the design of products that make use of recycled materials, as well as ways to decrease resource inflows, reducing the use of virgin materials and eliminating waste. The training is being provided to increase understanding of the net-zero and circular business model concepts, and to create awareness on how to transform to a circular business model through product design, data, business models and supply chain capabilities. The focus of the training is designers and managers in R&D, however, it is open to all employees.

Service and exchange parts programme

As part of our repair and maintenance services, Scania operates an exchange parts programme where used parts can be returned by importers and national subsidiaries for industrial processing, remanufacturing, or refurbishment, making these components suitable for reuse in other vehicles within Scania. Parts that cannot be remanufactured or refurbished are replaced with new components. This programme contributes to efficient utilisation of resources and reduces waste.

Local initiatives in production and logistics

There are several local projects ongoing that address both resource inflows and outflows, including waste. Two examples are within Scania's foundry operations. The first focused on reducing the amount of pig iron used in engine blocks and cylinders by making use of scrap materials. For this to occur, the scrap material needs to have the right chemical and physical properties to work in the production process. By combining materials, engineers can reduce emissions and costs without compromising on quality.

The second focused on selling used casting sand, that would have otherwise gone to landfill, to a building materials company that uses the casting sand to produce mortar. This is an example of transforming what was previously considered waste from Scania's foundry process into a usable input into another production process.

1 https://til.scania.com/ (Search information product "Dismantling Information").

E5 RESOURCE USE AND CIRCULAR ECONOMY, CONT.

The Combo Project – Driving Circularity and Emission Reduction

Scania's Combo Project was originally launched in 2021 and expanded in 2025. The aim of the project was to reduce packaging materials in logistics without compromising on quality or safety. In total, 61 wooden boxes have been eliminated per shipment, saving approximately 4.5 tonnes of material and more than 1,000 tonnes of CO_2. The project has supported Scania's circularity initiatives through reducing the required materials for packaging, improving efficiency, cutting costs and delivering environmental benefits across Scania's supply chain.

Partnerships

Since circular business models often require finding new uses for what was previously considered waste streams (such as casting sand), cooperation is essential. Therefore, Scania is engaged in partnerships with suppliers, customers, governments and even competitors to create a more circular transport system.

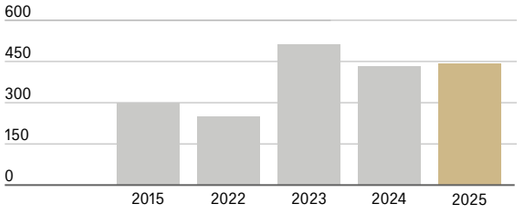
One example is JUNA, a joint venture established in partnership between Scania and Sennder which aims to drive the electrification and decarbonisation of European road logistics through an innovative pay-per-use approach that bundles electric trucks, maintenance, and digital freight services. It gives small and medium-sized carriers access to Scania's electric trucks without the risk of ownership and is an example of how Scania is venturing into asset management. JUNA currently operates a fleet of 50 electric trucks over several European markets, and aims to deploy 5,000 trucks by 2030, which would make it one of the largest zero-emission freight fleets in Europe.

Waste material not recycled[1,2]

Kg per vehicle

Target	Outcome 2025
−50%	49.5%

Reduction of waste not recycled per produced vehicle



	Kg/Vehicle
2025	**447**
2024	426
2023	510
2022	248
2015	299

Comment on this year's outcome

Despite ongoing efforts, Scania has not met the target. Non-recycled waste has increased by approximately 49 percent compared to the 2015 baseline. This trend is primarily linked to: operational changes to new foundry operations, challenges in the sand recycling process, as well as limited market demand for certain recovered materials. Several initiatives are underway to improve waste handling and strengthen collaboration with suppliers. These efforts aim to increase material recovery and reduce landfill dependency in the coming years.

TARGETS AND METRICS

Targets related to resource use and circular economy [E5-3]

Scania has not set any additional targets related to circular economy, besides waste, due to the relative immaturity of the market. Currently it is difficult to formulate consistent and comparable circularity targets beyond waste. However, targets have been investigated during 2025 and this work will be further refined in 2026.

Scania has a target in place to increase reuse and recycling within production: by 2025 we aim to reduce the amount of waste material that is not recycled by 50 percent from the baseline level in 2015. To support this target, all units have studied material flows to identify ways to reduce waste and increase recycling of materials.

Compared with the 2015 baseline, non-recycled waste has increased by approximately 49 percent. This is primarily linked to operational changes following the transition from old to new foundry operations, including expanded production capacity and higher production volumes. Current limitations also include challenges in sand recycling and reuse possibilities, both internally and with external suppliers. Additionally, there has been limited market demand for certain recovered materials, which has also impacted recycling rates and landfill volumes. Several activities have been performed during 2025 and ongoing initiatives remain to improve waste handling and collaboration with suppliers. During 2025, there has been a focus to reduce castings and waste in collaboration with a company that can utilise our used casting sand as raw material in their production process. In addition there have been activities to increase recycling of wooden pallets and organic solvents [23]. Scania's ongoing efforts aim to increase material recovery and reduce landfill dependency in the coming years. *See Actions [E5-2] for more information.*

1 Target scope: Scania's industrial operations (Operational sites are in Luleå, Södertälje, Oskarshamn, Słupsk, Angers, Zwolle, Meppel, São Bernardo, Tucumán, Taipei, Kuala Lumpur, Bangalore and Johannesburg). Target is reduction in waste not recycled per produced vehicle (intensity target) by 2025 compared to 2015.
2 Data: Sum of waste sent for energy recovery and waste sent for landfill divided by the total number of units produced.

E5 RESOURCE USE AND CIRCULAR ECONOMY, CONT.

Resource inflows [E5-4]

Scania's resource inflows include raw materials and components that contain metals (mostly steel and aluminium), composites, electrical components as well as strategically relevant raw material groups such as battery materials; rare earths; platinum group materials; semiconductor materials; tin, tantalum, tungsten, and gold – collectively referred to as 3TGs; and mica (a silicate mineral widely used in electronics and industrial applications). Scania's resource inflows also include magnesium, plastics and copper [30].

In addition to materials and components, Scania utilises other resources such as capital goods, property, energy and labour.

The extraction of virgin raw materials in the value chain is connected to many of Scania's material impacts, risks and opportunities. For example, the use of certain materials in our industrial processes – such as steel and aluminium – accounts for a substantial proportion of our total carbon footprint. Other materials, such as cobalt used in batteries, are connected with human rights issues, while mining activities in general can have negative biodiversity impacts, for example through water and land use. Adopting a more circular approach to our use of resources is therefore a key part of our sustainability strategy and circularity plays an important role in mitigating the environmental impacts within our value chain.

Resources inflow

	2025	2024
Overall total weight of products and technical and biological materials used during the reporting period (tonnes)	871,296	974,937
The absolute weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging) (tonnes)	245,137	286,788

In 2025, secondary reused or recycled components, products or materials (including packaging) represented 28.13 percent of overall total weight. The reduction in resources inflow in comparison to 2024 figures is mainly driven by lower production volumes in 2025.

Accounting principles [32]

The total weight of vehicles produced by Scania is calculated using either supplier-provided data on the weight of parts or by directly weighing the vehicles. The weight data is averaged for each product group and multiplied by the production volume to derive the total value. All materials are considered technical. Modified organic natural materials (leather, wood, cardboard, cotton fleece) are immaterial in Scania operations, therefore we do not disclose percentage of biological materials [31b].

To calculate the weight of secondary materials Scania uses the International Material Data System (IMDS) to get a material breakdown per reference product, classified according to VDA 231-106 material categories. The total material weight is calculated by applying production volumes to the material weights of reference products. The share of secondary materials is then applied to the corresponding material weight. The share is expected to be an accurate representation as it is based on industry data. Given the potential for a large range in the secondary material share of some materials, the lower percentage has been used to ensure a conservative approach.

Packaging is considered part of resource inflows for the product, defined here as the vehicle only, excluding accessories and other materials. Under the ESRS definition, packaging includes materials passed on to the user or consumer. Although Scania uses packaging materials to transport vehicles to dealerships, these are removed before handover and are therefore not considered packaging under ESRS and are excluded from the reporting [31c].

E5 RESOURCE USE AND CIRCULAR ECONOMY, CONT.

Resource outflows [E5-5]

Products and materials

Scania manufactures heavy trucks, buses and engines. The products are designed and constructed to remain functional for extended periods, with their longevity further supported by regular service and the repair or replacement of broken parts [35, 36b].

Currently, there is no industry-wide standard or accepted method for calculating the durability of heavy-duty vehicles. Durability is influenced not only by vehicle design and construction, but also by factors such as intensity of use, geographic conditions and the frequency of repairs and servicing. As a result, Scania is unable to provide a definitive durability figure for its products [36a].

During the vehicle design phase, Scania evaluates repair activities for heavy-duty vehicles using a standardised rating scheme. This scheme objectively assesses repair-specific criteria to ensure repairs are quick and efficient, ultimately enhancing the customer experience and minimising downtime.

A recyclability calculation was conducted in 2024 on two 12-metre citywide urban buses, one ICE vehicle and one BEV, using the guidelines set out in ISO 22628:2002. The calculation was based on the material breakdown of the vehicles' parts. The result showed a recyclability rate of 91 percent for both vehicles. Since Scania's vehicles share many design and material configurations, the result can be considered indicative for other vehicles [36c].

Waste

Scania's main categories of waste are scrap metal, metal filings and metalworking fluids from machining, paint waste, casting sand and packaging material. The main materials in the waste are metals, oil, organic solvents, sand, cardboard, plastics and wood [38, 38a, 38b].

Waste generated in own operations

	2025			2024 [1]		
	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total
Waste diverted from disposal due to preparation for reuse (tonnes)	2,202	2,143	4,344	1,892	2,886	4,778
Waste diverted from disposal due to recycling (tonnes)	88,051	11,078	99,128	99,907	12,343	112,250
Waste diverted from disposal due to other recovery operations (tonnes)	11,124	9,089	20,212	12,165	6,933	19,097
Waste diverted from disposal, total (tonnes)	**101,376**	**22,309**	**123,685**	**113,964**	**22,161**	**136,125**
% of total	79.6	70.0	77.7	83.0	60.3	78.2
Waste directed to disposal by incineration (tonnes)	1,318	1,369	2,687	1,381	588	1,969
Waste directed to disposal by landfilling (tonnes)	24,588	8,171	32,759	22,038	14,005	36,042
Waste directed to disposal by other disposal operations (tonnes)	0	0	0	0	0	0
Waste directed to disposal, total (tonnes)	**25,906**	**9,540**	**35,446**	**23,418**	**14,593**	**38,011**
Non-recycled waste (tonnes) [2]	**37,030**	**18,628**	**55,658**	**35,583**	**21,525**	**57,108**
Percentage of non-recycled waste (%)			35.0			32.8
Total amount of radioactive waste (tonnes)	0	0	0	0	0	0
Waste generated, total (tonnes)	**127,282**	**31,849**	**159,131**	**137,382**	**36,754**	**174,136**
Number of vehicles produced (units)	–	–	91,220	–	–	101,648
Waste per vehicle (tonnes/ units produced)	–	–	1.74	–	–	1.71
Total waste material not recycled (according to Scania target) [3] (Kg/ Vehicle)	–	–	447	–	–	426

1 2024 figures have been restated to reflect improved data quality, as more actual data from Commercial Operations is now available.
2 In the 2024 report, waste was incorrectly presented using the unit '1.000 tonnes'. This has been corrected to reflect tonnes.
3 Additional information on waste used in Scania target is presented in this table. Target scope includes only Industrial Operations.

Total waste generated decreased in 2025 compared with 2024, mainly reflecting lower production volumes. The share of waste diverted from disposal remained stable at 78 percent, while waste directed to disposal decreased year-on-year, primarily due to lower landfilling volumes. Non-recycled waste declined slightly in absolute terms, although its share of total waste increased marginally. Waste per vehicle produced remained stable, indicating largely unchanged waste intensity.

Accounting principles

Scania reports total waste generated across its own operations, including Industrial production sites and the Commercial network. Data collection is carried out through the Quentic platform. Waste amounts are primarily determined by weighing, which is performed either by external contractors or by the reporting entity. In cases where direct measurement is not possible, waste figures are estimated based on the best available information regarding the type and volume of generated waste [40].

Waste is classified into hazardous and non-hazardous categories in line with applicable legislation. Within each category, Scania tracks waste by treatment type, including recycling, recovery (as energy recovery), landfill, and other treatment methods.

From 2024 onwards, Scania extended its reporting to include Commercial Operations entities. As a result, historical data for these activities is limited, and ongoing improvements are being implemented to enhance data quality. Centralised controls and harmonised reporting procedures are being rolled out to improve accuracy and comparability over time.

When actual waste data is unavailable, Scania's environmental specialists apply estimation methodologies to ensure full Group coverage. For Industrial Operations, waste in December is estimated, while for Commercial Operations, Q3 and Q4 figures are extrapolated from service hours and average waste generation per hour from comparable entities in the same region. These estimates involve inherent uncertainties, as they assume that the second half of the year follows the same pattern as the first in terms of both waste volume and treatment pathways [AR 25].

Waste from Commercial operations accounts for 20 percent of the Group's total waste. In 2025, 59 percent of reported waste from commercial operations was based on estimates. Overall, 17 percent of Scania's total reported waste figures relied on estiations.

SCANIA'S INFORMATION ON THE EU TAXONOMY REGULATION

Background

The Taxonomy Regulation (Regulation (EU) 2020/8521 of the European Parliament and of the Council of 18 June 2020) is a classification system for sustainable economic activities in relation to the European Union's environmental objectives. These objectives are well aligned with Scania's purpose and strategy to drive the shift towards a sustainable transport system.

Economic activities that fall under the EU Taxonomy (taxonomy-eligible) are those that are described in the delegated acts and for which technical screening criteria are available for one of the six environmental objectives. The six environmental objectives are related to climate change mitigation; climate change adaptation; the sustainable use and protection of water and marine resources; the transition to a circular economy; pollution prevention and control; and the protection and restoration of biodiversity and ecosystems. All other economic activities are taxonomy-non-eligible economic activities.

Economic activities are deemed to be environmentally sustainable (taxonomy-aligned) if they meet the technical screening criteria. That means that they need to make a substantial contribution to the achievement of at least one of the six environmental objectives and not do significant harm (DNSH) to any of the others while meeting minimum safeguards that apply to all economic activities, with a primary focus on human rights and social and labour standards.

Reporting on fiscal year 2025 and Taxonomy in Scania context

The Taxonomy Regulation contains wording and terms that are subject to interpretation uncertainties, and which could lead to future changes in the reporting if they are subsequently clarified by the EU. There is a risk that the reported key performance indicators have to be assessed differently in future reports. Scania's interpretation is presented in the following sections.

Scania is making important progress on the electrification journey and has been investing in projects and partnerships to make electrification of the ecosystem for heavy transport viable. The KPIs indicate Scania's current alignment with the sustainable activities as defined by the Taxonomy Regulation. The electrification process is dependent on significant investments in the build out of infrastructure for charging electric vehicles and support from policymakers to enable companies and industries to rapidly transition to low-carbon technologies.

For the heavy transport industry, the Taxonomy Regulation is steering investments mainly towards pure electrified vehicles which means that no investments or revenues from hybrids or renewable fuels technologies can be counted in the alignment KPI. From a strategic perspective Scania takes a broad approach within sustainable transport which values biofuels together with electrification to shift the market away from fossil fuel emissions.

For more information on Scania's progress on electrification, see section E1 Climate change.

Basis for reporting

Taxonomy-eligible economic activities

Scania's economic activities (development, production and sales of trucks, buses and services) have been analysed on the basis of the business model as a vehicle manufacturer and fall under code C.29.1 (Manufacture of motor vehicles and motor vehicle engines) of the EU's Statistical Classification of Economic Activities (NACE).

In terms of the "climate change mitigation" environmental objective pursuant to Annex I to Regulation 2020/852, this means that the economic activities related to the manufacture, repair, maintenance, retrofitting, or upgrade of vehicles are allocated to economic activity 3.3 "Manufacture of low-carbon technologies for transport." The allocation of economic activity is independent of the drive technology of the underlying vehicle.

In detail, the manufacture and related selling activities for all new and used vehicles (including the sale of leased used vehicles to third parties) are allocated to economic activity 3.3 under the "climate change mitigation" environmental objective. In addition, service activities such as maintenance and repair, including the genuine parts used for this purpose, are also allocated to this economic activity.

In contrast, economic activities in which Scania acts as a dealer of vehicles or as a supplier of components and parts for non-battery-electric vehicles are classified as non-taxonomy-eligible activities. These include economic activities related to sales of engines, power units, and the supply of parts.

In the analysis of economic activity within the framework of the Taxonomy Regulation, no activities were identified for Scania that specifically account for any of the five other environmental objectives. However, the dynamic evolution of Taxonomy Regulation rules may lead to modifications of economic activities in the future.

Assessment of taxonomy-aligned economic activities

Substantial contribution

The criteria set out in Annex I to Regulation 2020/852 for verifying the substantial contribution of the economic activity 3.3 are based on the respective vehicle categories and the associated carbon (CO_2) emissions and drive technologies.

For Scania, all self-produced, all-electric vehicles meet the criteria for a significant contribution. This means that economic activities associated with battery electric vehicles make a significant contribution to climate change mitigation.

Do no significant harm – criteria (DNSH)

Scania is part of the TRATON group (hereinafter TRATON) and the DNSH evaluation was coordinated and carried out together for all entities in the group with a focus on the sites relevant for DNSH criteria. Based on that, production sites and component plants units related to vehicles that meet the evaluation criteria for the substantial contribution today, as well as units that will meet them in the next five years, were considered. The majority of the sites included in the analysis are in countries within the EU or in South America. The Taxonomy Regulation is subject to uncertainties regarding the interpretation of the DNSH criteria and to some extent goes beyond the requirements applicable to ongoing business operations. In addition, the application of the Taxonomy Regulation for locations outside the EU leads to special challenges due to the possibly different legal situations in those locations.

The DNSH criteria were assessed on the basis of the regulations to be applied in the EU in 2025 for ongoing business operations, as well as internal policies and processes. For locations outside the EU, country-specific regulations and internal processes were used. All production sites at Scania, are part of the environmental management system and, all production sites included in the DNSH analysis are certified in accordance with ISO 14001. All sites also have permits that comply with national legislation. In addition to legal requirements and the conditions included in these permits, operations may also be subject to local requirements and rules.

In contrast to the previous year, where it was not possible to provide full proof of the DNSH criterion for the prevention and reduction of environmental pollution, the review of the DNSH criteria for the Scania sites included in the analysis (Södertälje, Oskarshamn, Luleå, Angers, Zwolle, Meppel, Slupsk, São Bernardo and Tucuman), was entirely positive. The change in the provision of evidence is due to simplifications adopted in 2025 with regard to the content and presentation of the information to be disclosed.

Scania's approach to assessing the DNSH criteria is presented in detail below and has been done as a part of the complete TRATON approach.

Climate change adaptation

A climate risk and vulnerability assessment was carried out to identify sites that could be affected by physical climate risks. The identified physical climate risks were assessed based on the useful lifetime of the relevant assets in relation to economic activity 3.3. The climate-based DNSH assessment is based on the Shared-Socioeconomic-Pathway (SSP) 8.5 (the highest emis-

SCANIA'S INFORMATION ON THE EU TAXONOMY REGULATION, CONT.

sions pathway) from the Sixth Assessment Report from the IPCC (Intergovernmental Panel on Climate Change) up to 2050. In addition, risk-specific analyses were carried out with further data sources based on the exact locations. Identified threats were assessed for relevance in the local environment, and Scania identified already built in mitigation measures in relation to the general risk management process, for example site fire department and flood barriers to protect infrastructure.

Sustainable use and protection of water and marine resources

Environmental impact assessments, ISO 14001 certificates, local legislation, internal policies and processes, and other external data sources were used to analyse compliance with the DNSH criterion. To achieve good water status and good ecological status, risks of environmental damage related to maintaining water quality and avoiding water scarcity are identified and analysed. For reporting year 2025, Scania reassessed the production sites to see if there are any changes in risk scores based on Aqueduct water risk atlas, no changes were identified in relation to the previous year. Sites located in water stressed areas are assessed and risks are mitigated, for example, with local wastewater treatment plants.

Transition to a circular economy

The transition to a circular economy is embedded in the strategic focus areas defined by Scania and adopted both in sourcing, product development, production and in business development. Internal processes and routines supporting the transition to a circular economy cover the specific requirements set in the Taxonomy Regulation for circular economy. Scania has continued to work with suppliers and other stakeholders to gain a deeper understanding of the opportunities of a circular approach in the different parts of the value chain. This includes exploring new business models, extending product life-time, optimising the use of resources and energy while maintaining product value as far as possible.

Pollution prevention and control

To be considered environmentally sustainable, an economic activity cannot result in a substantial increase in air, water, or ground pollution compared to the levels before it began. The automotive industry is already egulated which is reflected for example in the publicly accessible Global Automotive Declarable Substance List (GADSL). Scania has implemented approval and control processes that are designed to ensure compliance with the legal requirements and internal regulations applicable to ongoing business operations. In this context, Scania is addressing the use of alternative substances in analyses and assessments.

Compliance, support and follow up demands and objectives regarding substitution and safe handling of chemicals are supported by "Scania Group Policies", technical regulations, internal audits and the mandatory Scania Standards to restrict the use of chemical products. Scania also has specific processes and procedures for introducing new chemicals that include continuous risk assessments to minimise the potential impact and risks.

The goal is to always strive for minimised use of materials and substances, especially those that are hazardous to health or the environment, and materials and substances are chosen with a circular mindset. If hazardous substances cannot be eliminated, the STOP principle shall be used to prevent and reduce the risks:

- **S**-ubstitution
- **T**-echnological measures
- **O**-rganisational measures
- **P**-ersonal protective equipment, PPE

As a result of the amendment to the EU Taxonomy in June 2023, requirements for the use of other substances that meet certain criteria of Regulations (EC) No. 1272/2008 and (EC) No. 1907/2006 came into force for fiscal year 2025. The requirements specify that also these substances may only be used if it is determined and documented that no other suitable alternative substances are available on the market and that they are used under controlled conditions. Following the amendments to the EU Taxonomy as of 4 July 2025, the requirements to meet the DNSH criteria now focus on a reduced set of substances, namely those listed within the REACH Regulation (Regulation (EC) No 1907/2006). Scania has established processes and standards aimed at minimising and substituting substances of very high concern (SVHCs). As part of Scania and TRATON analyses to assess the substitutability of SVHCs, we include vehicle-related materials and components as well as their suppliers. In doing so, we take into account, among other things, technical and economic criteria. Our current processes are based on the expectation that our suppliers comply with the Scania Supplier Code of Conduct and its updates. The Code of Conduct is an integral part of our long-term strategy for supplier relations. Suppliers are automatically informed about changes to our standards and our Code.

There remains interpretation regarding the detailed requirements for substitution testing. However, based on the existing processes and standards that Scania has established, we have assessed that in 2025 we are aligned with the DNSH PPC criteria.

Protection and restoration of biodiversity and ecosystems

The relevant areas have been identified using various information sources (including Natura 2000[1] areas and environmental impact assessments) to verify compliance with the requirements governing biodiversity and ecosystems.

Where biodiversity sensitive areas are close to a site, an assessment of the associated risks and impacts on the area has been performed. Where necessary, compensatory or remedial measures, such as tree planting programs, are taken to ensure that the activity has no significant impact on the conservation objectives of the protected area.

Minimum safeguards

The minimum safeguards criteria require compliance with the OECD[2] Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the fundamental principles and rights from the eight core conventions set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the guiding principles from the International Bill of Human Rights. A group analysis has been conducted together within the TRATON based on the recommendations on minimum safeguards of the EU Platform on Sustainable Finance (PSF)[3] of October 2022.

According to the recommendation, it must be ensured that Scania has effective processes, controls, and compliance measures in place with respect to the following four core topics:

- Human rights, including labour rights
- Bribery and corruption
- Taxation
- Fair competition

Scania's governance set up, compliance program and human rights framework build the foundation for the work related to the minimum safeguards criteria. Scania is committed to respecting human rights in its operations and value chain in line with the UN Guiding Principles on Business and Human Rights, the ILO core conventions and the International Bill of Human Rights. Scania's Code of Conduct and Human Rights Policy are complemented by related governance documents such as the One People Policy (SGP 35), the Scania Supplier Code of Conduct and the Independent Distributor Code of Conduct.

Scania's compliance programme has a risk-based approach and is implemented globally. The purpose of business ethics and compliance related initiatives and

1 Natura 2000 is a network of protected areas covering Europe's most valuable and threatened species and habitats.
2 OECD is the Organisation for Economic Cooperation and Development.
3 The Platform on Sustainable Finance is an advisory board, composed by experts. Its main purpose is to advise the European Commission on several tasks and topics related to further developing in the EU Taxonomy Regulation. On October, 2022 the PSF published its final report to clarify how companies should interpret and implement "minimum safeguards", OECD Guidelines and Human Rights Due diligence in the context of EU Taxonomy Regulation.

SCANIA'S INFORMATION ON THE EU TAXONOMY REGULATION, CONT.

activities at Scania is to identify, prevent, detect and respond to compliance risks that Scania's business may face worldwide. The key areas of Group Compliance are anti-corruption, anti-money laundering (AML), antitrust/competition law and business and human rights. Communication and employee training play a key role in Scania's preventive compliance and human rights work across all hierarchy levels.

Scania has together with the Volkswagen brands created a raw material due diligence management system. The approach is based on OECD guidance for due diligence processes and consists of risk identification, monitoring, and management as well as communication. *For more information see sections S2 Workers in the value chain chapter and G1 Business Conduct.*

Scania drives efforts related to human rights through the Human Rights Framework, which is based on 3 pillars: commit, know and show with the aim to increase transparency on the human rights topic. *For more information, see section 'SGP 41 Human Rights' within S2 Workers in the value chain.*

Human rights and compliance risks are integrated within Scania's regular risk process. *For more information, see section 'Integration with business processes' within General Disclosures, as well as section S2 Workers in the value chain and G1 Business Conduct.*

Another cornerstone of Scania's efforts is the group-wide whistleblowing system. The whistleblowing channels are available both internally and externally to report suspected ethical violations conducted by Scania employees, and procedures are in place to conduct internal investigations. Assurance and control are performed through several activities such as internal controls. *See section Risk management and internal controls over sustainability reporting [GOV-5] within General Disclosures.* The combined efforts and elements within Scania's central governance, the compliance program as well as the human rights framework ensures that the minimum social safeguard requirements are met.

For more information human rights, see section S2 Workers in the value chain chapter. For more information on business ethics, including the whistleblowing system, see section G1 Business Conduct.

Method to determine the key performance indicators for the Taxonomy Regulation

The key performance indicators (KPIs) for fiscal year 2025 include the taxonomy-aligned and taxonomy-eligible turnover (sales revenue), capital expenditure (CapEx), and operating expenditure (OpEx) of Scania. The KPIs have been specified in accordance with Annex I to the Commission Delegated Regulation based on Article 8 of Regulation 2020/852. Only transactions with third parties have been considered. Turnover, capital expenditure and operating expenditure relate in full to the "climate change mitigation" environmental objective.

To determine the percentage shares, the taxonomy-eligible and taxonomy-aligned turnover, capital expenditures, and operating expenditures are each set in relation to total turnover, total capital expenditures, and total operating expenditure within the meaning of the Taxonomy Regulation. In July 2025, the majority of Scania's R&D activities were moved to TRATON GROUP. Therefore, the values of CapEx and OpEx related to the transfer of R&D business recognised until June 2025 are reported in the Scania EU Taxonomy report. From June 2025 only the part of R&D that remains at Scania is included in the Scania EU Taxonomy report.

Turnover/Capital expenditures (CapEx)/Operating expenses (OpEx)

Financial year	2025														
					Breakdown by environmental objectives of Taxonomy aligned activities										
KPI	Total	Proportion of Taxonomy eligible activities	Taxonomy aligned activities	Proportion of Taxonomy aligned activities	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	Propotion of enabling activites	Proportion of transitonal activites	Not assessed activities considered non-material	Taxonomy aligned in previous financial year 2024	Proportion of Taxonomy aligned activities in previous financial year 2024
	SEK million	%	SEK million	%	%	%	%	%	%	%	%	%	%	SEK million	%
Turnover	198,480	92.0	2,191	1.1	1.1	-	-	-	-	-	1.1	-	-	0	0
CapEx	23,973	98.4	2,988	12.5	12.5	-	-	-	-	-	12.5	-	-	0	0
OpEx	11,167	97.4	1,530	13.7	13.7	-	-	-	-	-	13.7	-	-	0	0

SCANIA'S INFORMATION ON THE EU TAXONOMY REGULATION, CONT.

Turnover
Turnover is calculated on the basis of the sales revenue reported in the income statement (which include revenues from IFRS 15 and IFRS 16) for the period from 1 January to 31 December 2025, in the Consolidated Financial Statements as of 31 December 2025 (denominator), which amounted to SEK 198,480 m. (216,129) – (Refer to Note 4 within the Financial Reports in the Scania 2025 Annual Report).

Taxonomy eligible turnover for economic activity 3.3 accounted for SEK 182,591 m. (200,195) of this total, or 92.0 percent (92.6) of the Scania's Group sales revenue, which was classified as taxonomy-eligible turnover. This includes in particular revenue from the sale and lease of new and used vehicles manufactured internally, as well as revenue from genuine parts and workshop services. By contrast, revenue from the sale of vehicles that are not manufactured internally or revenue under the "Powertrain solutions and parts deliveries" item is not included.

Based on the applicable technical screening criteria, DNSH assessment and minimum safeguards, taxonomy-aligned turnover for 2025 amounts to SEK 2,191 m. The change compared to prior period is mainly driven by legislative updates to the pollution prevention and control criteria, under which Scania has assessed the activities to be taxonomy-aligned in 2025. *Further details can be found in the section "Prevention and Reduction of Pollution".*

Turnover

Reported KPI	Turnover												
Financial year	2025												
					Environmental objective of Taxonomy aligned activities								
Economic activities	Code	Proportion of Taxonomy eligible turnover, year 2025	Taxonomy aligned Turnover	Proportion of Taxonomy aligned Turnover	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitonal activity	Proportion of Taxonomy aligned in Taxonomy eligible
		%	SEK million	%	%	%	%	%	%	%			%
3.3 Manufacture of low-carbon technologies for transport	CCM 3.3	92.0	2,191	1.1	1.1	-	-	-	-	-	E	-	1.1
Sum of alignment per objective													
Total Turnover		**92.0**	**2,191**	**1.1**	**1.1**	**-**	**-**	**-**	**-**	**-**	**E**	**-**	**1.1**

SCANIA'S INFORMATION ON THE EU TAXONOMY REGULATION, CONT.

Capital expenditures (CapEx)

Capital expenditure is determined on the basis of additions to intangible assets, tangible assets and assets leased out (Refer to Note 9 and 10 within the Financial Reports in the Scania 2025 Annual Report) and from business combinations included in the consolidated financial statements as of 31 December 2025, which amounted to SEK 23,973 m. (25,464). Additions to goodwill are not included in the denominator.

Taxonomy eligible CapEx for economic activity 3.3 accounted for SEK 23,589 m. (25,105) of this total, or 98.4 percent (98.6) of the Scania Group's capital expenditures classified as taxonomy-eligible. This includes in particular, capital expenditure related directly to taxonomy-eligible turnover activities. Capital expenditure incurred in connection with vehicles not manufactured by Scania or the business with "powertrain solutions", and parts deliveries are taxonomy-non-eligible. Based on the applicable technical screening criteria, DNSH assessment and minimum safeguards, taxonomy-aligned CapEx for 2025 amounts to SEK 2,988 m. The change compared to prior period is mainly driven by legislative updates to the pollution prevention and control criteria, under which Scania has assessed the activities to be taxonomy-aligned in 2025. *Further details can be found in the section "Prevention and Reduction of Pollution".*

Capital expenditures (CapEx)

Reported KPI	CapEx												
Financial year	2025												
					Environmental objective of Taxonomy aligned activities								
Economic activities	Code	Proportion of Taxonomy eligible CapEx, year 2025	Taxonomy aligned CapEx	Proportion of Taxonomy aligned CapEx	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	Enabling activity	Transitonal activity	Proportion of Taxonomy aligned in Taxonomy eligible
		%	SEK million	%	%	%	%	%	%	%			%
3.3 Manufacture of low-carbon technologies for transport	CCM 3.3	98.4	2,988	12.4	12.4	-	-	-	-	-	E	-	12.4
Sum of alignment per objective													
Total CapEx		**98.4**	**2,988**	**12.4**	**12.4**	**-**	**-**	**-**	**-**	**-**	**E**	**-**	**12.4**

SCANIA'S INFORMATION ON THE EU TAXONOMY REGULATION, CONT.

Operating expenses (OpEx)

Operating expenses are calculated on the basis of non-capitalised research and development cost as reported in the consolidated financial statements as of 31 December 2025 (Refer to page 104 in the Scania 2025 Annual Report) and is calculated as primary R&D costs less capitalised development costs. In addition, the calculation of the KPI includes the following:

- maintenance expenses for owned or leased real estate and other assets; and
- expenses attributable to short-term leases (up to 12 months) and not recognised as right-of-use assets in the balance sheet.

The Scania Group's total operating expenses related to the Taxonomy Regulation amounted to SEK 11,167 m. (13,638). Taxonomy eligible OpEx for economic activity 3.3 accounted for SEK 10,881 m. (13,294) of this total, or 97.4 percent (97.5) of the operating expenses of the Scania Group, which was classified as taxonomy-eligible. In the same way as capital expenditure, only operating expenses incurred in direct connection with taxonomy-aligned economic activities is included here. Operating expenses related to taxonomy-non-eligible economic activities, such as the business with Power Solutions and parts deliveries, has therefore not been included in the numerator. Based on the applicable technical screening criteria, DNSH assessment and minimum safeguards, taxonomy-aligned OpEx for 2025 amounts to SEK 1,530 m. The change compared to prior period is mainly driven by legislative updates to the pollution prevention and control criteria, under which Scania has assessed the activities to be taxonomy-aligned in 2025. *Further details can be found in the section "Prevention and Reduction of Pollution".*

Operating expenses (OpEx)

Reported KPI		**OpEx**											
Financial year		2025											
					Environmental objective of Taxonomy aligned activities								
Economic activities	**Code**	**Proportion of Taxonomy eligible OpEx, year 2025**	**Taxonomy aligned OpEx**	**Proportion of Taxonomy aligned OpEx**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Circular Economy**	**Pollution**	**Biodiversity**	**Enabling activity**	**Transitonal activity**	**Proportion of Taxonomy aligned in Taxonomy eligible**
		%	SEK million	%	%	%	%	%	%	%			%
3.3 Manufacture of low-carbon technologies for transport	CCM 3.3	97.4	1,530	13.7	13.7	-	-	-	-	-	E	-	13.7
Sum of alignment per objective													
Total OpEx		**97.4**	**1,530**	**13.7**	**13.7**	**-**	**-**	**-**	**-**	**-**	**E**	**-**	**13.7**

SCANIA'S INFORMATION ON THE EU TAXONOMY REGULATION, CONT.

CapEx plan

In accordance with the EU Taxonomy, the taxonomy-aligned investment expenditures for the reporting year are divided into: a) investment expenditures related to assets or processes that are already associated with environmentally sustainable economic activities, and b) investment expenditures that form part of a plan to expand taxonomy-aligned economic activities or to convert taxonomy-eligible activities into taxonomy-aligned activities (CapEx plan).

The CapEx plan includes the aggregated investment and operating expenditures incurred during the reporting period and expected to be incurred within the next five years for the expansion of taxonomy-aligned economic activities or the conversion of taxonomy-eligible activities into taxonomy-aligned economic activities. Under the previous allocation approach, taxonomy-aligned additions to leased assets (primarily vehicle leasing activities) were fully recognised as investment expenditures associated with environmentally sustainable economic activities, because the underlying vehicles had already been produced and were taxonomy-aligned. These were therefore not included in the CapEx plan. In contrast, taxonomy-aligned additions to intangible assets and property, plant and equipment, as well as non-capitalized research and development cost, were previously allocated proportionally to the CapEx plan using a distribution key. This distribution key compared the production volume of taxonomy-aligned vehicles in the respective reporting year to the average taxonomy-aligned production volume according to the five-year plan. The excess portion is allocated to the CapEx plan. As a result, SEK 9,376 m. of the taxonomy-compliant capital expenditures in the reporting year are allocated to the CapEx plan, and SEK 4,096 m. of the taxonomy-compliant operating expenses.

SOCIAL

Driving the shift to a sustainable transport system includes caring for people – to make sure that the transition is just and leaves no people, workers, places, sectors, countries or regions behind.

Overarching goals

- Strive to ensure that the shift to a sustainable transport system is just.
- Safeguard employees, workers and communities across our value chain.
- Work towards zero accidents.

Highlights 2025

- Scaled up Fair Logistics audits and supplier surveys across Europe and Latin America, reinforcing transparency, consistency, and responsible sourcing practices (p.83).
- Scania affirmed its leadership in road safety with Euro NCAP's 5-star safety rating for L-cap trucks, underscoring a continued commitment to protecting drivers and road users (p.90).
- Advanced gender inclusion in transport operations by training female truck drivers for mining operators through the Scania West African Transport Academy (WATA) in Ghana (p.87).

READ MORE

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S1 OWN WORKFORCE

Scania has a positive impact by strengthening workers' voice through support for freedom of association and collective dialogue. This fosters fair treatment, inclusion, and trust, benefiting employees and contributing to stronger organisational performance.

Policies and actions in this area aim to prevent and mitigate negative impacts on employees, while reinforcing positive outcomes for both employees and Scania.

Meanwhile, Scania has identified potential negative impacts relating to working conditions and discrimination. Poor working conditions can harm employees' health, safety, and overall wellbeing, leading to reduced motivation and engagement. These issues may in turn increase employee turnover and lead to lower productivity, posing risks to both employees and Scania's performance [SBM-3 14b-e].

Description of IRO	Type of IRO	Value chain	Time horizon
Working conditions			
Poor working conditions Workers may face low wages, excessive working hours, limited benefits, and insufficient breaks, impacting their quality of life (potential individual incidents).	Potential negative impact		
Strengthening the voice of workers Strengthens worker voice by supporting freedom of association and establishing alternative engagement channels (for example, employee resource groups) where needed. This reduces human-rights risks and improves working conditions, wages, hours, and living standards across our operations.	Actual positive impact		
Costs due to poor working conditions Difficulties in attracting and retaining key personnel, both for ongoing activities and in the changing environment, could lead to challenges in delivering towards customer needs.	Risk		
Equal treatment and opportunity for all			
Discrimination Discrimination may occur in employment policies and practices based on sexual orientation, medical status, race, nationality, age, or gender, affecting equal pay, opportunities, and workplace safety (potential wide-spread impact).	Potential negative impact		

Upstream Own Operations Downstream

Short-term Medium-term Long-term

S1 OWN WORKFORCE, CONT.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies [S1-1]

Scania's One People Policy, Safety and Health Policy, Human Rights Policy and Code of Conduct explicitly address material workforce impacts, applying across all employee and non-employee workforce categories. *For more information on Scania Group Policies (SGPs), see section 'Policies' within General Disclosures [19].*

Engagement with Scania's own workforce on human rights-related issues is focused on trade unions and employee representatives, which are engaged as part of the stakeholder dialogue. *For more information, see 'Stakeholder dialogue [SBM-2]' within General Disclosures [20b].* Scania seeks to enable rightsholders to seek remedy through grievance mechanisms that are legitimate, accessible, predictable and transparent. For this purpose, Scania operates a global whistleblowing system. *For more information on Scania's whistleblowing system, see section 'Whistleblowing and reporting of violations [G1-3]' within G1 Business conduct [20c].*

SGP 35 One People Policy

The One People Policy sets out a comprehensive framework of minimum working conditions and expectations for Scania's global workforce, covering the following thematic areas:

- General Principles (Code of Conduct, integrity, human rights, Diversity and Inclusion (D&I) via Skill Capture)
- Recruitment and employment standards (fair hiring, onboarding, no zero-hour contracts)
- Working conditions (working hours, paid leave, compensation, social protection)
- Safety and Health (physical, psychological, and social work environment)
- Learning and development (annual development dialogues, training)
- Discipline and ethics (conflict of interest, whistleblowing, misconduct)
- Mobility and compliance (global assignments, cross-border regulations)
- Social dialogue (union rights, collective bargaining, structured employee engagement).

This policy acts as a framework umbrella, referencing and redirecting users to other dedicated Scania Group Policies (SGPs) (for example TRATON Group Policy (TG) 4.5 Internal Investigations, SGP 38 on Safety and Health, SGP 41 on Human Rights). It explicitly prohibits child labour, forced or compulsory labour and human trafficking [22].

Scania has a zero-tolerance policy towards discrimination and harassment in any form, which specifically includes the following grounds for discrimination: racial or ethnic origin, colour, sexual orientation, gender, gender identity, disability, age, language, religion, political or other opinion, national extraction or social origin, property, birth or other status, such as marital status or other conditions that could give rise to discrimination. The policy also promotes freedom of association [24b].

SGP 41 Human Rights

The Human Rights Policy commits Scania to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Scania also recognises the International Bill of Human Rights, the International Labour Organization's (ILO) core conventions, and is committed to the ILO Declaration on Fundamental Principles and Rights at Work [20, 21].

The Policy describes Scania's human rights governance and outlines the human rights due diligence process that incorporates human rights into company decision-making. *For more information on Scania's human rights due diligence process, see 'Human Rights Due Diligence' within S2 Workers in the value chain [20a].*

Code of Conduct

The Code of Conduct is the ethical and values-based foundation for acting with integrity and in compliance with the corporate governance framework at Scania. It contains principles and guidance on leadership, human rights, diversity, equal opportunity and safety and health among a range of issues. *For more information on Scania's Code of Conduct, see section 'Policies' within General Disclosures.*

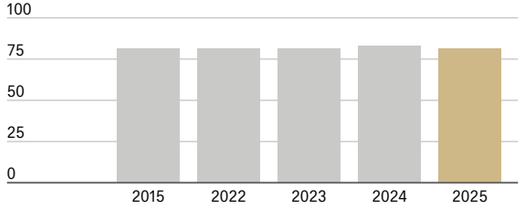
S1 OWN WORKFORCE, CONT.

Diversity and inclusion index[1,2]

Target
>85

Outcome 2025
81

Score on the D&I related questions in the employee listening tool My Voice



	Score
2025	**81.0**
2024	82.8
2023	81.2
2022	81.1
2021	80.9

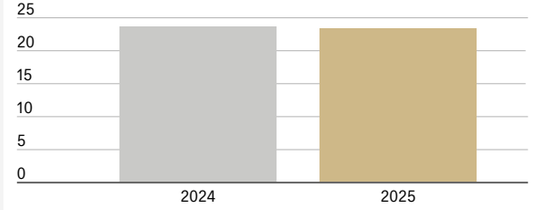
Comment on this year's outcome
The Skill Capture model gives Scania's different markets the opportunity to highlight issues that are relevant to the local working environment. The decrease in the result 2025 can be explained with the inclusion of a new D&I index measure question in the 2025 survey compared to the 2024 survey.

Gender diversity in management[3,4]

Target
2%

Yearly increase

Outcome 2025
23.2%



	%
2025	**23.2**
2024	23.8

Comment on this year's outcome
The 2025 annual target of 25.8 percent female representation in management was not achieved. At year-end, the share amounted to 23.2 percent, which is 2.6 percentage points below the target. Across Scania overall, the female share in management remained broadly flat, ranging between 23 percent and 24 percent during the reporting period. A few key reasons why our female share has not reached the set target are that we have moved both TRATON Financial Services and TRATON R&D into TRATON from Scania during 2025. Those two organisations have a higher proportion of female managers, which is why this has impacted our total female manager population during 2025. We remain to target a two percent increase in female managers during 2026.

Diversity and Inclusion Targets[5]
Scania has set targets to support the objective of our One People Policy, and positively influence outcomes for our employees and business. This is reflected in our diversity and inclusion targets. The target for the diversity and inclusion (D&I) index promotes equal opportunity for all employees and thereby focuses on improving employees' perception of D&I within Scania. At the same time, the target for gender diversity in management promotes equal opportunity and the improvement in the diversity of management within our workforce.

Both targets support Scania's purpose and business results in driving the shift towards a sustainable transport system, and thereby contributing towards people, society, as well as the environment.

Scania is committed to ensuring our targets maximise social and economic value while minimising negative social impacts. *For more information on targets that minimise negative impacts, see section 'Safety and Health targets' within this chapter.*

Skill Capture Model
Diversity and inclusion is promoted through the Skill Capture model that captures the diversity of skills, know-how, and the perspectives of our most valuable asset – our employees [24c].

Scania deliberately does not have specific policy commitments on positive actions for vulnerable groups. The justification primarily relates to Skill Capture [24a].

The Skill Capture model aims to enhance inclusiveness at all organisational levels, guiding employees from initial awareness to actionable steps. In 2024, the model was updated with a larger emphasis on flexibility and modularity, enabling teams to design their Skill Capture journey based on their specific challenges and objectives. Teams across the organisation, as well as management, can participate in workshops tailored to their needs. These include the Skill Capture Initial Lab, focusing on D&I awareness, and advanced modules for deeper engagement with specific diversity topics [24d].

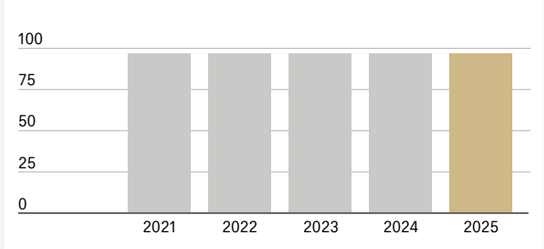
1 Target scope: Perception of Scania's diversity and inclusion climate from employee listening tool My Voice. The KPI is a weighted result of four questions from the survey concerning Scania employees' perception of the diversity and inclusion climate at their workplace. The target is to have a score of at least 85 every year.
2 Data: The score is based on the D&I-related questions within the employee listening tool My Voice. All employees have the opportunity to participate in the survey. The survey participation rate was 87 percent in 2025. The survey is revised on an annual basis to ensure that the right questions are being asked. External and economic factors can influence employees' responses within the survey which can also have an impact on the score.
3 Target scope: Target is to increase gender diversity with 2 percent per year on all management levels.
4 Data: Performance is measured on a quarterly basis. For all year-on-year targets the baseline year is 2024, target year is 2025. The target is global, focusing on our own operations. Macroeconomic factors can influence progress towards overarching targets. Scania needs to maintain momentum towards meeting targets when facing external factors that decrease the focus on diversity and inclusion.
5 Targets are pursued where legally permissible and in accordance with applicable local laws; implementation may vary by jurisdiction. Statements in this report apply only if they do not violate the applicable law, including laws and regulations of the United States of America.

S1 OWN WORKFORCE, CONT.

Healthy attendance[1,2]

Target
97%
healthy attendance

Outcome 2025
96.33%



	%
2025	**96.33**
2024	96.40
2023	96.30
2022	96.25
2021	96.54

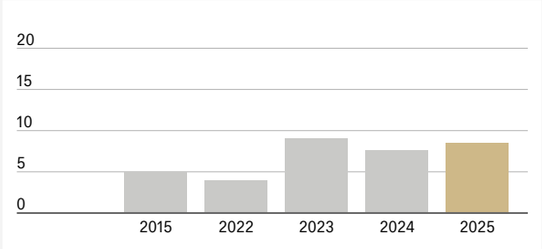
Comment on this year's outcome
Healthy attendance amounted to 96.33 percent in 2025, remaining broadly stable compared with 2024 but slightly below the target of 97 percent. Continued focus is placed on preventive health measures and workplace initiatives to support progress towards the target.

Work-related accidents with sick leave[3,4]

Per million worked hours

Target
≤5
LTIR ppm (Lost Time Injury Rate: Number of work-related accidents with sick leave per million worked hours)

Outcome 2025
8.40



	Number of work-related accidents with sick leave per million worked hours (ppm)
2025	**8.40**
2024	7.42
2023	8.85
2022	3.90
2021	4.90

Comment on this year's outcome
The number of work-related accidents with sick leave in 2025 has reached 8.40. The increase in LTIR in 2025 is mainly due to improved reporting practices.

Lost time injury (LTI) includes lost-time related to any work-related accident that results in an employee being unable to perform their regular work for at least one full scheduled workday or shift after the accident occurred.

Safety and Health Targets
Scania has set targets to support the objectives of our One People, Safety and Health, Human Rights Policies and Code of Conduct. Our safety and health targets are as follows:

Healthy attendance of 97 percent year-on-year: Scania's target on healthy attendance promotes safe and healthy working conditions for our employees.

LTIR, Lost Time Injury Rate: Number of work-related accidents with sick leave per million worked hours, year-on-year (target is five or fewer). Scania's target on accidents promotes workplace safety for our employees.

Both targets support Scania's ambition to driving business value, minimising the negative social impacts within our workforce and ensure people and society remain a focus in the transition to a sustainable transport system.

SGP 38 Safety and Health
Scania's Safety and Health Policy sets the global direction for creating safe and healthy working conditions across the company. The policy is aligned with ISO 45001 and applies to all people working in Scania's operations. Scania's long-term safety ambition is reflected in the Scania Care – Zero Harm vision, guiding Scania's commitment to preventing work-related injuries and fostering safe and healthy workplaces.

To complement this policy, Scania has supporting guidelines that describe basic conditions for achieving safe and healthy workplaces that steer all safety and health activities across the organisation. These guidelines consist of four parts: organisation; workplace design and working conditions; management of safety and health risks; and learning from experience. These four areas are connected in a continuous process where follow-up, learning and continuous improvement are central.

Scania is certified to ISO 45001 for parts of its operations. Scania is currently working to harmonise and consolidate its occupational safety and health certifications, with the aim of creating a more consistent and aligned certification approach across the organisation [23].

1 Target scope: Target is to have at least 97 percent healthy attendance every year. It is based on the hours of attendance relative to defined total working hours for Scania's global operations and all Scania's employees.
2 Data: Challenges include data collection and quality within the system to measure performance against the target.
3 Target scope: Target is to have 5 or fewer occupational accidents with sick-leave per million worked hours every year. It is measured as the total number of work-related accidents resulting in sick leave per one million working hours, covering Scania's employees in operations in Sweden and in Industrial Operations globally (inclusive regional product centres and logistic centres). From 2023 it also covers accidents in commercial operation units.
4 Data: Challenges include data collection and quality within the technical systems to measure performance against the target.

S1 OWN WORKFORCE, CONT.

Social dialogue [S1-2]

At Scania, social dialogue is one of the most important factors in being a successful and sustainable company. The first of Scania's Global Labour Relations Principles, established in a collective agreement for Scania, states: "Labour representation should be involved at an early stage in the decision-making processes, so that their viewpoints can be integrated into the process" [27].

Early involvement of employee representatives helps Scania to contribute to a just transition, strengthen trust, and make better-informed decisions.

Scania has also developed the Scania Labour Relations Improvement Programme together with employee representatives to improve the dialogue between management and employee representatives.

There are three distinct levels to employee representative engagement. The first is group level, where global representatives from four different trade unions are represented on Scania's Board of Directors and maintain regular, usually monthly, interactions with the Executive Board [27a, 27b].

The second is transnational level where the Scania European Committee (SEC) acts as a European Works Council in accordance with EU Directive 2009/38/EC. The SEC represents all employees in the European Economic Area and is involved in information and consultation processes. Non-EEA countries where Scania's workforce consists of more than 500 employees, are co-opted members. Through this co-opting, the SEC effectively functions as a global works council even though no such formal entity exists. *For more information, see section 'Collective bargaining [S1-8] within this chapter.*

The third is national level where Scania entities engage with their respective employee representatives in line with applicable laws, collective agreements, or other jurisdiction-specific agreements. This engagement is guided by the Scania Global Labour Relations Principles.

Reponsibility for ensuring this engagement lies with the operational managers, supported by the People and Culture organisation [27c, 27d].

Scania assesses the effectiveness of its engagement with its own workforce through incorporating regular monitoring, feedback mechanisms, and structured evaluations [27e].

Employee resource groups represent diverse communities within the workforce and play an active role in driving inclusion, strengthening employee voice, and supporting Scania's overall diversity and inclusion strategy (Skill Capture) [28].

Remediation and channels to raise concerns [S1-3]

Scania employs a structured process in line with the principles outlined in the Scania Way to handle deviations from the standards set in the Code of Conduct. The Scania Way is an overarching framework that embodies Scania's values, principles, and methods of operation. It emphasises open communication and continuous improvement, encouraging employees to voice their concerns directly to their supervisors or through internal feedback mechanisms such as the People and Culture organisation. This framework ensures that issues are managed locally whenever possible but can be escalated or cascaded as necessary based on a thorough root cause analysis to ensure effective resolution [32a].

In addition to the general approach described above, Scania has two specific internal channels to raise concerns and two external channels. The first internal channel is through employee representatives and social dialogue, the second is the whistleblowing system. The first external channel is OECD National Contact Points, the second is national-specific, where employees in some countries can access nationally mandated or independent third-party whistleblowing systems [32b]. Grievances raised through any channel are handled in accordance with established protocols [32c].

Scania supports the availability of grievance channels through communication and awareness programmes, accessible and confidential reporting systems, coordinated integration with People and Culture policies, regular feedback and continuous improvement processes, and clear policy documentation. Physical and/or online training for all Scania's employees regarding the whistleblowing system is also provided [32d]. Updates that are regularly published on Scania's intranet, including reported misconduct incidents and sanction measures taken within the Volkswagen Group, further support awareness about channels. There are policies in place to protect the individuals who use these channels. *For more information on grievance channels and mechanism, as well as how raised issues are tracked and on protection of individuals, see section 'Whistleblowing and reporting of violations [G1-3]' within G1 Business Conduct.*

Scania assesses the workforce's awareness of and trust in internal structures and processes for raising concerns or needs through My Voice (the employee listening tool, previously named Employee Satisfaction Barometer) [32e, 33].

Actions [S1-4]

The purpose of the actions described below is to ensure that the potential negative impacts identified in the Double Materiality Assessment (DMA) do not become actual negative impacts and to further enhance the actual positive impacts. The actions are also designed to support the mitigation of the identified risk. Scania strives to ensure this by integrating the actions into existing processes. This enables early identification of emerging risks and supports timely adjustment of actions to prevent potential negative impacts from becoming actual [41]. The DMA results are shared in the organisation and enable Scania and the relevant teams to identify areas for improvement and support prioritisation of actions [39]. Resources, investments and other expenditures related to the management of impacts and risks for Scania's own workforce are not separated from day-to-day operations and budgets; related expenses are within normal capital expenditure (CapEx) and operating expenditure (OpEx) budgets [43].

Equal treatment and opportunities

As part of strengthening gender pay gap reporting and driving meaningful change, Scania plans to initiate a structured programme in 2026. The purpose is to secure alignment, set measurable targets, and demonstrate the organisation's commitment to compliance and continuous improvement in addressing pay disparities. This initiative will be completed by establishing a framework, defining goals, implementing tangible actions, and introducing follow-up activities. Scania's ongoing global Skill Capture model ensures continuous local actions and progress on D&I by integrating such aspects into recruitment, talent development and succession planning processes. The effectiveness of the programme is supported by the results from the annual Diversity and Inclusion Index. It is also tracked through quarterly monitoring of for example gender diversity of management position, reported in this section.

A cross-functional pre-study on neurodiversity was launched during the year. The pre-study leverages external experts to strengthen knowledge and capacity for inclusion of people with neurodiversity. Depending on the initiatives and recommendations, Scania will need to develop how these actions are tracked [37, 38a, 38b, 38d].

Working conditions

A number of actions are ongoing to ensure that the One People Policy (SGP 35) is implemented across the organisation and that gaps between policy and implementation are addressed. Examples include training of the People and Culture community and updating the hiring processes to confirm the legal age. This should be integrated into People and Culture policies, internal controls and self-auditing in 2026. The purpose is to ensure that the policy is being implemented in practice. Within social dialogue, Scania's Commercial Operations have completed a global inventory of dialogue structures contributing to a baseline for all regions. The assessment, which includes a labour relations improvement programme and review of the European Works Council agreement, will be finalised in June 2026. The purpose is to find out whether entities within Commercial Operations engage in social dialogue.

An initiative to improve data quality and availability within Scania is ongoing and will be completed by the end of 2026. Better data will improve the accuracy of measures taken going forward.

S1 OWN WORKFORCE, CONT.

Scania also has ongoing actions to improve the reporting of safety and health-related information. Better data will improve the accuracy of actions taken to strengthen safety and health. Definitions have been aligned with TRATON and a common incident reporting tool has been made mandatory across Scania. Monthly reporting to the Top Management[1] increases awareness of performance and incident trends.

To ensure that Scania pays adequate and fair salaries, an adequate wage benchmark is under development. The current model is based on country-specific data using a fixed definition of a “standard family” (number of adults and children). Beyond this mandatory benchmark, Scania is also exploring an alternative model based on a “typical family” to better reflect variations in family composition and living situations across different regions [38a, 38b, 38d, 40a].

Professional development

Scania encourages internal mobility between different roles and departments and provides continuous professional development opportunities for its employees. Scania fosters a strong learning culture that ensures competence readiness and supports the achievement of our strategic goals. Initiatives include mentorship programmes to support career growth and skill needs analysis to better tailor training programmes. Regular performance reviews are held to align individual development plans with organisational objectives. Additionally, the recruitment and onboarding processes are continuously refined to ensure that new hires are effectively integrated into the organisation [38c].

TARGETS AND METRICS

Targets related to own workforce [S1-5]

Target setting follows a collaborative and iterative process designed to ensure that objectives are both realistic and supported across Scania. This process includes active involvement from key stakeholder groups, including employees and their representatives, to build consensus and commitment. Employees and their representatives participate in various decision-making forums (*see 'Social dialogue [S1-2]' above*), contributing to the formulation, review and tracking of performance indicators tied to workforce-related targets [47].

Scania has set four targets covering diversity and safety and health [MDR-T 46]. *For more information, see sections 'Diversity and Inclusion Targets' and 'Safety and Health Targets' within this chapter.*

1 Top Management is defined as the employees occupying positions in the Executive Board of Scania.

S1 OWN WORKFORCE, CONT.

Scania's workforce [S1-6, S1-7]

Employee headcount by gender

	Headcount		Headcount (exc. long-term absent employees)	
Gender	**2025**	**2024**	**2025**	**2024**
Male	41,573	43,748	41,011	43,031
Female	11,310	11,991	10,783	11,450
Other	0	0	0	0
Not disclosed	0	0	0	0
Total employees	**52,883**	**55,739**	**51,794**	**54,481**
Total non-employees (consultants)[1]	**1,865**	**3,106**		
Total own workforce (including consultants)[2]	**54,748**	**58,845**		

Total employee headcount decreased in 2025 compared with 2024. The change in Scania's headcount for own employees was mainly related to the division of the R&D operations, whereby employees who previously worked for Scania's R&D are now part of TRATON; 4,568 employees were transferred to TRATON during the year. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Employee headcount by country[3]

	Headcount			
	2025		2024	
Gender	**Brazil**	**Sweden**	**Brazil**	**Sweden**
Male	5,067	12,617	5,207	16,132
Female	1,158	5,132	1,300	6,216
Other	0	0	0	0
Not disclosed	0	0	0	0
Total Employees	**6,225**	**17,749**	**6,507**	**22,348**

Employee headcount in Sweden decreased in 2025 compared with 2024, while headcount in Brazil remained broadly stable. The reduction in Sweden was mainly related to the division of the R&D operations, whereby employees who previously worked for Scania's R&D are now part of TRATON. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Own employee turnover

	2025	**2024**
Departures	4,843	6,128
Total employees at 31 December	**52,883**	**55,739**
Turnover (%)[4]	**9.0**	**11.1**
of which voluntary turnover (%)	6.0	–

Own employee turnover decreased in 2025 compared with 2024, reflecting a lower number of departures during the year. Employee turnover includes employees leaving the company for reasons such as voluntary resignation, dismissal, retirement or death, but does not include employees transferred to TRATON in connection with the division of the R&D operations. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Employees by contract type and gender

	2025					2024				
	Female	**Male**	**Other**	**Not disclosed**	**Total**	**Female**	**Male**	**Other**	**Not disclosed**	**Total**
Number of permanent employees (headcount)	10,730	40,104	-	-	50,834	10,987	41,507	0	0	52,494
Number of temporary employees (headcount)	580	1,469	-	-	2,049	1,004	2,241	0	0	3,245
Number of employees (headcount)	**11,310**	**41,573**	**-**	**-**	**52,883**	**11,991**	**43,748**	**0**	**0**	**55,739**

In 2025, total employee headcount decreased compared with 2024, reflecting reductions in both permanent and temporary employees. The overall gender distribution by contract type remained broadly stable, with permanent employees continuing to represent the majority of the workforce. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

1 S1-7 datapoint, non-employees include individuals occupied in Scania without being in an employment relationship, for example, temporary staff, consultants and selfemployed (individual contractors supplying labour to Scania).
2 The employee numbers reported here are consistent with the employee disclosure in the financial statements; please refer to Note 24 within the Financial Reports in the Scania 2025 Annual Report to the consolidated financial statements.
3 Countries in which Scania has 50 or more employees representing at least 10 percent of Scania's total number of employees.
4 Employee turnover calculation is based on the average number of employees within the respective reporting period (31 December 2024 until 31 December 2025). Included in the calculation are employees who left the company due to: voluntary resignation, dismissal,retirement or death.

S1 OWN WORKFORCE, CONT.

Employees by contract type and region

	2025						2024					
	Europe	America	Asia	Africa and Oceania	Eurasia	Total	Europe	America	Asia	Africa and Oceania	Eurasia	Total
Number of permanent employees (headcount)	35,443	9,268	4,026	2,058	39	50,834	38,079	8,708	3,466	2,017	224	52,494
Number of temporary employees (headcount)	1,164	838	23	24	0	2,049	1,721	1,465	25	34	0	3,245
Number of employees (headcount)	**36,607**	**10,106**	**4,049**	**2,082**	**39**	**52,883**	**39,800**	**10,173**	**3,491**	**2,051**	**224**	**55,739**

Total employee headcount decreased in 2025 compared with 2024, mainly driven by a reduction in Europe related to the division of the R&D operations, whereby employees were transferred to TRATON. Headcount increased in Asia following the establishment of the new Scania Hub in China, while the reduction in Eurasia reflects a change in regional categorisation, with employees in Ukraine now reported under Europe rather than Eurasia.The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Accounting principles

Employee data is recognised based on records from the Group's ordinary registration systems (HFM, SD Worx payroll system) and is defined as the number of employees (headcount) at the end of the reporting period (31 December) for permanent and fixed-term employees, as well as for full- and part-time employees. This covers Scania's full operations, including industrial sites and commercial network and office facilities in line with the Group consolidated system. Within Scania's financial reporting system, the total headcount in the workforce includes both own employees and non-employees in the own workforce.

Gender data is consolidated in the HFM system, based on employee entries from each reporting entity's local People and Culture system within Scania [50d , 50d-i, 50d-ii, 50e, 50f].

Non-employees

This figure represents the number of non-employees (headcount) at the end of the reporting period (31 December). Non-employees refer to individuals engaged at Scania who do not have an employment relationship with Scania, such as consultants and self-employed individuals (such as contractors, freelancers etc. providing labour to Scania).

Employees per contract type

Scania's permanent employee definition includes employees on long-term absence, trainees and apprentices. Employment contracts must specify the agreed-upon minimum working hours, and zero-hour contracts are not permitted according to Scania policy.

Full-time employees are individuals who work the maximum hours per day, week, or month established by the organisation for their employment category, in accordance with national legislation, collective bargaining agreements, or company policies. Employees who work fewer hours than this standard are classified as part-time employees.

Employees per country and region

Data segregated by country covers Sweden and Brazil, which are the countries where Scania has 50 or more employees representing at least 10 percent of its total number of own employees.

The classification of employees by region follows the classification used in the Scania Group's Financial Statements and it is based on the country in which the reporting unit is located.

Employee turnover

Employee turnover refers to the number and rate of employees who have left the company for various reasons, including voluntary resignation, dismissal, retirement or death. This metric is calculated based on the average number of own employees (headcount) during the relevant reporting period (from 31 December 2024 to 31 December 2025) [55b, 55b-i, 55b-ii, 55c, SBM-3 14a].

S1 OWN WORKFORCE, CONT.

Collective bargaining [S1-8]

Collective bargaining and social dialogue

	2025[1]		
	Collective bargaining coverage[2]		Social dialogue[2]
Coverage rate	**Employees – EEA (for countries with >50 empl. representing >10% total empl.)**	**Employees – Non-EEA (estimate for regions with >50 empl. Representing >10% total empl)**	**Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl.)**
0-19 (%)	0	America[3]	0
20-39 (%)	0	0	0
40-59 (%)	0	0	0
60-79 (%)	0	0	0
80-100 (%)	Sweden	0	Sweden

1 A country-level breakdown of collective bargaining agreement (CBA) coverage and social dialogue coverage for countries with significant employment is not available for 2024. At Group level, 76 percent of Scania Group employees were covered by collective bargaining agreements in 2024, while 24 percent were not covered. Social dialogue arrangements covered 100 percent of Scania Group employees in 2024.
2 For countries with significant employment, where Scania has at least 50 employees by headcount representing at least 10 percent of Scania's total number of employees.
3 For non-EEA operations in the Americas, collective bargaining agreement (CBA) coverage is considered material only in Brazil, as this is the only country in the region with significant employment.

Collective bargaining agreements cover 74 percent of Scania's total workforce [60a].

In 2025, most employees in countries with significant employment were covered by collective bargaining agreements. Social dialogue through workplace representation was likewise in place for all employees in Sweden. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Accounting principles

Data is reported based on the total number of employees (headcount) at the end of the reporting period (31 December). The coverage of collective bargaining agreements (CBA) combines information from our Industrial Operations as well as manually reported data from the reporting units and markets.

Collective bargaining refers to negotiations between employers (or their organisations) and trade unions (or duly elected worker representatives) to determine working conditions, terms of employment, and regulate relations between employers and workers or their organisations. A collective bargaining agreement is a written agreement resulting from these negotiations, covering conditions of employment such as payment and working hours, and potentially addressing topics like safety and health.
Social dialogue is defined as the presence of an agreement regarding employee representation by a European Works Council (EWC), a Societas Europaea (SE), or a Societas Cooperativa Europaea (SCE) Works Council. All Scania entities located within the EEA are covered by EWC/SE/SCE arrangements; therefore, Scania did not collect individual data from each entity.

The percentage regarding collective bargaining agreements is calculated as the share of employees covered by collective agreements out of the total number of employees in that region. Regions are segregated by EEA countries and non-EEA countries.

Significant employment is defined as at least 50 employees in a consolidated entity, and where the total number of employees in a country represents at least ten percent of the total consolidated number of employees.

Data quality and assumptions

Scania's decentralised business model requires data to be combined from different sources, which can affect data quality. Variations in definitions of CBA may also adversely affect reporting quality.

Collective bargaining remains an important data point and focus area for Scania, hence a decision was taken to continue to report, improve the quality and improve related processes.

All employees in Sweden are covered by a collective bargaining agreement, due to Scania's commitment to the Swedish labour market model, Scania's way of working in the country, and by virtue of membership in an Employers' association. For entities located in other countries, data reported by each local entity into the HFM system is used [63b, MDR-M 77a, 77b, 77c].

S1 OWN WORKFORCE, CONT.

Diversity [S1-9]

Gender distribution at Top Management level

	2025
	Total
male	4
male (%)	50
female	4
female (%)	50
Total[1]	**8**

Employees by age group

	2025	2024
	Total	Total
under 30 years old	11,478	12,760
30-50 years old	28,716	30,029
over 50 years old	12,690	12,951
Total	**52,883**	**55,739**

1 The difference between the figures reported in the "CEO and Executive Board" section and this table is due to one Executive Board member holding a shared position between Scania and TRATON. For reporting purposes, this position has been counted in the TRATON report, but not in this table, which results in a deviation in the figures presented here.

In 2025, gender representation at top management level was balanced, with women and men each representing 50 percent of positions. This reflects an equal gender distribution within Scania's top management. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

In 2025, the age distribution of employees remained broadly stable compared with 2024, with the largest share of employees aged between 30 and 50 years. The overall decrease in headcount is reflected across all age groups. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Accounting principles

Gender distribution at Top Management level

Top Management is defined as the employees occupying positions in the Executive Board of Scania at the end of the reporting period (31 December).

Gender breakdown for Top Management is manually collected and consolidated by the Executive Compensation and Benefits department [AR 71].

Age distribution

The age of all employees is determined as the age at year-end. Calculations include all employees (full-time and part-time). The data is extracted from the HFM system, which is reported by each individual entity, taking into consideration information provided by each reporting entity's local payroll system.

Data quality and assumptions

Data from the SD Worx system is used to support the reporting for Swedish entities, regarding the age and remuneration breakdown. Due to some data quality limitations, assumptions were used to distribute the employees into different age clusters, which can present uncertainty regarding the classification made for about 0.01 percent of the total employees. The assumption is that Scania's overall employee age distribution applies to smaller groups where specific data is unavailable.

S1 OWN WORKFORCE, CONT.

Wages and remuneration [S1-10, S1-16]

Adequate wage benchmark and remuneration metrics

	2025	
	Percentage of employees that earn below the applicable adequate wage benchmark per country	
Country	Employees – EEA (%)	Employees – Non-EEA (%)[1]
Singapore	–	18.87

1 Within the EEA the ESRS-defined metric for an "adequate wage" is used, which is the minimum wage for the member state. If there is no minimum wage, the approximation described by the ESRS is applied. For Non-EEA countries, the living wage database by the WageIndicator Foundation is utilised, which provides a validated adequate wage for all countries outside the EEA.

In general, all employees are paid in line with local legal and, where applicable, existing collective bargaining agreements. Not all employees received adequate wages in line with the applicable reference values during the reporting year. However, our applicable benchmarks go above and beyond the minimum thresholds as outlined within ESRS. In the calculation, Scania has not included employees below the adequate wage within countries that are covered by a collective bargaining . The reported 10 employees within Singapore are representative of 0.02 percent of Scania's total employees. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Accounting principles

Scania reports the countries where some employees earn below the applicable adequate wage benchmark and the percentage of employees below this benchmark; however, Scania does not disclose entities where wages fall below the global benchmark but remain in compliance with minimum wages set by local statutory and/or the industry or national standard collective agreements.

The benchmark analysis uses the following assumption: within the EEA the ESRS-defined metric for an "adequate wage" is used, which is the minimum wage for the member state. If there is no minimum wage, the approximation prescribed by ESRS is applied. For non-EEA countries, the living wage database provided by the WageIndicator Foundation is utilised, which calculates a validated adequate living wage for all countries outside the EEA.

Data quality and assumptions

Different living wage or adequate wage benchmarks use distinct methodologies, cost baskets, and local assumptions. As a result, the calculated wage thresholds can vary depending on which benchmark is used. Together with TRATON, Scania chose the WageIndicator Foundation as the most appropriate and reliable reference for assessing wage adequacy according to the Group's workforce composition, and data availability [69].

Compensation indicator

	2025[1]
Gender pay gap between female and male employees (%)	13
Ratio of the highest paid individual to median annual total remunetation for all employees	104

1 Figures for 2024 not available. Information was not collected in the past.

Scania supports the principle of fair and equitable remuneration for every employee. In 2025, its global gender pay gap was 13 percent in favour of men [97a]. This figure represents the average difference in pay between male and female employees across the Group. Scania's workforce composition, where approximately 80 percent of employees are men and 20 percent are women, may influence the gender pay gap. The gender pay gap in line with the ESRS approach provides a broad measure of pay differences across our various business segments and regions. This metric offers a high-level view but does not account for factors such as job roles, experience, education, or regional market conditions, all of which can influence compensation structures. Scania acknowledges that a single ratio does not fully capture equality of pay within our organisation [97c]. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Accounting principles

Gender pay gap

Calculations include all active employees (full-time and part-time) employed on 31 December 2025. Due to the nature of the data, and the fact that several of the markets are subject to jurisdictional regulations that differ in method and specific requirements, Scania distinguishes between male and female exclusively. Gender pay gap = (Average gross hourly pay level of male employees - Average gross hourly pay level of female employees) / Average gross hourly pay level of male employees x 100. The data is extracted from the HFM system (SD worx system for almost all Swedish entities) where each reporting entity reports information extracted from their local human resources and payroll systems.

Annual total remuneration ratio

Calculations include all active employees (full-time and part-time). The annual total remuneration includes all fixed salary elements including base salary, pension and other benefits, and variable remuneration. The annual total remuneration ratio of the highest paid individual includes the annual total remuneration for Scania's highest paid individual. The median employee annual total remuneration (excl- highest paid individual) is calculated excluding the highest paid individual. The remuneration ratio = the annual total remuneration of the highest paid individual / the median for the whole of Scania. Data is sourced from the HFM system (SD worx system for almost all Swedish entities), which collects reports from local human resources and payroll systems.

S1 OWN WORKFORCE, CONT.

Safety and health [S1-14]

Safety and health metrics

	2025		
	Employees	**Non-employees**	**Other workers**
Percentage of employees covered by health and safety management system (%)	100	100	–
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0
Number of recordable work-related accidents	1,759	202	–
Total recordable injury rate (TRIR)[1]	18.97	–	–
Total number of days lost from work-related injuries and fatalities from work-related accidents, work-realted ill health and fatalities from ill-health (LTI)	11,425	–	–

1 Total Recordable Injury Rate (TRIR) = Number of recordable work-related accidents * 1.000.000 / number of total hours for employees

In 2025, all employees and non-employees were covered by Scania's occupational health and safety management system. No work-related fatalities were reported during the year, while the total recordable injury rate for employees was 18.97. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Accounting principles

The scoping and consolidation of safety and health data include work-related accidents, hours worked data, etc., from all Scania operations, including industrial sites and Commercial Operations, in line with the consolidated financial statements.

Safety and health figures are collected using a combination of data sources including TIA, the system for incident and risk management, together with the financial reporting system (HFM). Data is reported based on the date the incident was reported, covering the period from 1 January to 31 December.

The total recordable injury rate (TRIR) is calculated as the number of recordable work-related accident per one million hours worked. It includes fatalities, lost time injuries, restricted work cases, and medical treatment cases.

In the reporting year, there were zero fatalities in our own operations, meaning that no own employee or non-employee worker lost their life due to a work-related accident.

Data quality and assumptions

Data quality and plausibility checks are performed through internal controls on a regular basis to ensure the accuracy and reliability of the data.

Human rights [S1-17]

During the reporting period, Scania received 376 reports through its internal whistleblowing channels, of which four related to incidents of discrimination or harassment. No complaints related to these matters were reported to the OECD National Contact Points for Multinational Enterprises.

There have been no fines, penalties or compensation paid as a result of violations relating to discrimination or harassment [103c].

There have been no reported or known severe human rights issues or incidents within our own workforce [104a], nor have there been any fines, penalties or compensation paid as a result of violations relating to severe human rights issues or incidents [104b]. The metric has not been validated by an external body other than the assurance provider [MDR-M 77b].

Grievance management procedure

- Suspected violations of laws and regulations, the Scania Code of Conduct, company policies and ethical rules are reported through the available whistleblowing channels.
- The Group Investigation Office receives the report and responds to the reporter with a confirmation of receipt.
- The Group Investigation Office conducts an initial assessment of the report, including a careful examination of facts and plausibility of the allegations, with the purpose of assessing whether the report warrants a full-scale investigation. At this stage, depending on the outcome of the initial assessment, a decision is taken to initiate an investigation, transfer the report or to close the matter without any further action.
- If an investigation is initiated, it is conducted by the Group Investigation Office or by another suitable body within Scania, such as People and Culture or Group Security, mandated by the Group Investigation Office. The Group Investigation Office maintains oversight over all ongoing investigations.
- When the investigation is finalised, the findings are legally assessed by the Group Investigation Office. If a violation is substantiated, the Group Investigation Office will present the outcome, along with appropriate disciplinary measures, to its Disciplinary Committee. The Disciplinary Committee decides on the disciplinary measures.
- Depending on the findings of the investigation, the Group Investigation Office may also recommend remedial actions to be taken by the affected unit.
- Remuneration or compensation is assessed on a case-by-case basis.
- The Group Investigation Office follows up with the affected unit that disciplinary measures and recommended remedial actions have been implemented [103d].

S2 WORKERS IN THE VALUE CHAIN

There are many tiers of suppliers between Scania and raw material extraction. Within this complex value chain, workers may be exposed to poor working conditions or, in the worst cases, forced labour. These risks are inherent to certain parts of the value chain and may, if not addressed, have implications for Scania's business, including reputational and legal considerations.

In the DMA, and based on the results of TRATON's human rights salience assessment, workers in the upstream value chain were identified as the most salient and potentially vulnerable groups that are materially impacted, with workers in the raw materials supply chain at greater risk of being negatively impacted. The groups were migrant workers, temporary workers, female workers, trade unions and workers' representatives, children and young people (below 18 years old), low-income and low-skilled workers with limited literacy, and individuals from minority ethnic, religious, or language groups [SBM-3 11a, b]. Scania aims to gain insights into the perspectives of these groups through the channels described in "Engagement with value chain workers [S2-2,S2-3]". Understanding these perspectives is particularly relevant in raw material mining regions where risks of child labour and forced labour are higher, such as cobalt mining sites in the Democratic Republic of the Congo. *For more information on the TRATON human rights salience assessment, please refer to TRATON Annual Report [SBM-3 11c-e, 12].*

Scania has identified workers in the value chain as material in the materiality analysis, however, has opted to utilise the phase-in option for disclosure requirements. Consequently, this section provides high-level information on impact, risks and opportunities, policies, actions, targets and metrics in accordance with §17 of Appendix C within ESRS 2.

Description of IRO	Type of IRO	Value chain	Time horizon
Working conditions			
Poor working conditions Workers may face inadequate wages, excessive working hours, insufficient breaks, and poor health and safety protections, leading to a diminished standard of living (potential widespread impact).	Potential negative impact		
Reputation risks Inadequate conditions can result in negative media coverage, strikes, and operational disruptions, harming Scania's reputation and sales.	Risk		
Child and forced labour			
Underage workers and forced labour Employment of underage workers and the use of forced labour within the value chain, potentially leading to modern slavery conditions.	Potential negative impact		
Legal and reputational risks Legal and reputational risks arise from involvement in child or forced labour cases, which can lead to lawsuits and supply chain disruptions (potential individual incidents).	Risk		

Upstream Own Operations Downstream Short-term Medium-term Long-term

S2 WORKERS IN THE VALUE CHAIN, CONT.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies [S2-1]

Scania's policies that manage impacts, risks and opportunities related to workers in the value chain include the Human Rights Policy, the Supplier Code of Conduct and the Independent Distributor Code of Conduct. They include articles that commit Scania's business partners to fair wages and working hours as well as freedom of association and collective bargaining. *For more information on Scania Group Policies (SGPs), see section 'Policies' within General Disclosures [MDR-P 16, 17].*

SGP 41 Human Rights

The Scania Group Policy on Human Rights recognises Scania's responsibility to respect human rights and commits Scania to respect applicable legislation and internationally recognised human rights standards. This includes the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the UN Global Compact and its Ten Principles.

The policy also describes Scania's human rights governance, including the human rights due diligence process *(for more information, see section 'Actions' within this chapter)*. There is a responsibility for process owners and decision-makers to integrate human rights risks where relevant. The approach outlined in Scania's Human Rights Framework is organised around three pillars:

- **Commit** – with clear actions planned to improve policies and guidelines.
- **Know** – making sure that human rights are integrated into decision-making processes.
- **Show** – enhancing Scania's capacity for grievance handling and remediation, as well as communication, with the aim of increasing transparency on human rights-related information and data.

Key forums for monitoring of the Human Rights Framework and human rights risk management, include the Human Rights Steering Committee and the TRATON Human Rights Committee.

The role of the Human Rights Steering Committee is to coordinate, monitor and advise on the implementation of its own commitments, including the Human Rights Framework, and obligations under applicable human rights due diligence laws and standards that Scania has committed to. When identifying gaps, the committee has the possibility to issue guidelines in the form of recommendations. However, the responsibility for the implementation of Scania's obligations and commitments remains with the Scania entities or operational units. The Human Rights Steering Committee reports to the Scania Sustainability Board (SSB) and the TRATON Human Rights Committee on a quarterly basis [17a].

Supplier Code of Conduct

Scania's Supplier Code of Conduct outlines the minimum requirements that apply to all business relationships between Scania and its suppliers. The requirements are based on the Ten Principles of the UN Global Compact; the UN Guiding Principles on Business and Human Rights; the OECD Guidelines for Multinational Enterprises; the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas; relevant conventions of the International Labour Organization (ILO); the Volkswagen Group Code of Conduct for Business Partners; TRATON Code of Conduct for Suppliers and Business Partners; the Guiding Principles of the Drive Sustainability Initiative; and internal standards and values, such as the Scania Human Rights Policy.

Suppliers must implement the requirements in relation to their whole workforce, including temporary workers and other individuals that directly or indirectly perform work. The Supplier Code of Conduct explicitly addresses forced or compulsory labour and child labour.

Scania may at any time demand supplier self-assessments and perform audits to monitor suppliers' compliance. Scania reserves the right to terminate the relevant contract for cause with immediate effect if the supplier does not comply with these requirements and is unwilling to take the necessary actions to remediate non-conformances [17a, 18, 19].

Independent Distributor Code of Conduct (IDCC)

The IDCC outlines the minimum requirements for all business conducted between Scania and the independent members of the global network of authorised Scania distributors, dealers and workshops. It is based on the same conventions as the Supplier Code of Conduct and explicitly addresses forced or compulsory labour and child labour.

Scania distributors shall make the IDCC contractually binding for all of their locally appointed distributors, dealers and workshops as well as other direct or indirect business partners, customers and end-users. It requires distributors to make a yearly updated business and market plan covering compliance, ethics and sustainability, including, but not limited to, human rights, labour rights, environment and anti-corruption [17a, 18, 19].

Engaging with value chain workers [S2-2, S2-3]

Scania engages with value chain workers during key stages such as strategy deployment, human rights due diligence, and supply chain risk identification, assessment and mitigation. Engagement takes the form of direct dialogue with workers, trade unions and employee representatives, as well as stakeholder dialogues with NGOs or with legitimate representatives where direct engagement is not possible. These engagements occur on a continuous and regular basis, though frequency varies depending on the process, purpose or project [17b, 22, 22a, 22b].

Scania uses several mechanisms to assess the effectiveness of our engagement with value chain workers. One of which is the Supply Chain Grievance Mechanism (SCGM), which provides a way to evaluate whether concerns are raised and resolved appropriately. Engagement through the SCGM includes understanding how the human rights issue impacts the worker or workers, what measures can help resolve the issue and follow-ups to ensure that suggested measures are implemented.

Another way to assess the effectiveness is the annual surveys with logistics drivers that are used to monitor working conditions and wellbeing. The results of the survey inform actions within the Fair Logistics supply chain management programme. For example, feedback on rest conditions and access to basic amenities has contributed to local implementation projects that aim to improve driver facilities at Scania sites [22e]. Responsibility for engaging with value chain workers lies with several functions depending on the purpose [22c, 38].

While Scania does not have a global framework agreement with a global trade union federation, the Supplier Code of Conduct and IDCC are contractually binding and protect workers' freedom of association and right to collective bargaining [22d].

Scania prioritises engaging directly with the impacted rightsholders. However, in cases where there are barriers to engaging directly with rightsholders, Scania will engage with their legitimate representatives [23].

Grievance mechanism

Engagement is also a key part of the process for handling the Supply Chain Grievance Mechanism (SCGM) cases. When workers in the value chain are impacted in a grievance, they are consulted and involved throughout the case [17c, 22a, 22b].

The SCGM is used to process indications of possible violations of the Supplier Code of Conduct by direct suppliers or suppliers in the supply chain. Once anyone at Scania is made aware of potential violations of the Supplier Code of Conduct, all relevant information must be passed on to the sustainability team within procurement which is the responsible team at Scania that handles

S2 WORKERS IN THE VALUE CHAIN, CONT.

these cases. Relevant internal expert functions and external stakeholders are further consulted, as needed, throughout the process. Some cases involving joint suppliers are handled in collaboration with, or directly by, other Volkswagen Group brands. All Scania procurement employees are trained in the SCGM process [27a].

Identifying proper remedies is part of the process and includes the identification of the affected rightsholders' needs. This could be in the form of compensation, new employment, rehabilitation, or other remedies. If the process has shown that Scania has contributed to an adverse impact, Scania will contribute to remedy in proportion to its involvement and use its leverage to seek that other companies also provide appropriate remedies. The process should always end with taking the necessary steps to prevent further violations.

In 2025, Scania initiated a project to set up a grievance framework for broader stakeholders, which will integrate with the existing supply chain grievance mechanism. The project also includes setting up a remedy process for Scania [22e, 27d].

Scania demands that all suppliers develop and implement grievance mechanisms adequate to their business that allow for concerns or complaints related to business ethics, human rights, or the environment to be raised (by both own employees as well as other potentially affected people) anonymously, confidentially and without fear of retaliation. Suppliers' grievance channel should be developed on the basis of the effectiveness criteria from the UN Guiding Principles and cover both the supplier's own operations and the supply chain [27c].

In addition to the SCGM described above, Scania has a whistleblowing service available on its website that is accessible to external actors, including value chain workers [27b]. *For more information on grievance channels and mechanism, as well as how raised issues are tracked, see 'Whistleblowing and reporting of violations [G1-3]' within G1 Business conduct [28].*

Actions [S2-4]

Scania's Double Materiality Assessment (DMA) identified two potential negative impacts and two associated risks regarding workers in the value chain. The actions described below support the mitigation of potential impacts and reduce the likelihood of the risks materialising [31]. Resources, investments and other expenditures related to the management of impacts and risks for Scania's workers in the value chain are not separated from day-to-day operations and budgets; related expenses are within normal capital expenditure (CapEx) and operating expenditure (OpEx) budgets [38].

Supply chain management

The ongoing work to identify, assess, monitor and mitigate risks in Scania's supply chain is divided into two levels. The first level focuses on tier-1 suppliers and includes the Supplier Code of Conduct, the S-rating, training sessions, media screening and sustainability audits, which is described further in the Scania Supply Chain Sustainability Handbook. This Handbook applies to all entities with a direct relationship with suppliers. It guides employees in Scania's internal processes that support the sustainability work at Scania procurement.

The second level consists of supply chain-wide approaches (tier-1 to tier-n) for human rights. Measures to address the second level are described in the Scania Supply Chain Due Diligence Guideline. This guideline focuses on the supply chain-wide approaches Scania employs to cease, prevent and mitigate potential adverse impacts and remedy actual adverse impacts [32a-d].

Human Rights Due Diligence

Scania's human rights due diligence process as outlined in SGP41 Human Rights is aligned with the UN Guiding Principles on Business and Human Rights for due diligence and is the process through which human rights considerations are integrated into the company's decision-making.

1. **The first step** is to identify and assess human rights risks. Risk monitoring is a continuous process that takes into account the possibility that human rights risks may change as Scania's operating context evolves. Human rights risks are managed as an integral part of Scania's risk management framework, where more severe risks are given priority. Scania incorporates the salient human rights issues identified in TRATON's assessment, which uses the criteria of scale, scope, remediability, and likelihood to determine the most significant human rights risks.
2. **The second step** is to cease, prevent or mitigate adverse impacts. If an adverse human rights impact has occurred, the appropriate action depends on the circumstances. Scania shall cease, prevent and mitigate all adverse impacts it has caused and use its leverage to avoid and mitigate adverse impacts that it has contributed to or is linked to. Should Scania lack such leverage, the company shall strive to increase it, for example by offering education or capacity building to the relevant entity and/or individuals, or by collaborating with others.

   If Scania decides to end a business relationship due to human rights concerns, it should do so responsibly taking the human rights risks connected to ending the relationship into consideration when taking the decision. An exit plan should be made to prevent and mitigate such risks.
3. **The third step** is tracking implementation and results. Tracking the effectiveness of Scania's response to identified human rights risks or impacts lies with the relevant process owner. Tracking should be based on appropriate data and consider feedback from affected stakeholders.
4. **The fourth step**, Scania strives for transparency and shall communicate how human rights impacts and risks are addressed. Due to the sensitive nature of human rights-related topics, communication shall be approached in a manner that does not put stakeholders, rightsholders or individuals in Scania's organisation or value chain at risk.

   Stakeholder dialogues around human rights should be integrated into corporate processes, such as the risk process, and management systems that deal with human rights. Dialogues should also be an integral part of Scania's approach to secure remedy.
5. **The fifth step** is grievance and remedy for affected people. Scania strives for grievance mechanisms that are legitimate, accessible, predictable and transparent. Scania's whistleblowing system is an important tool to detect potential wrongdoings.

Scania is currently conducting work to strengthen the human rights due diligence process and to further integrate human rights into decision-making to a larger extent in all parts of the value chain.

For more information, see 'Whistleblowing and reporting of violations [G1-3] within G1 Business Conduct' [17c, 33a-c, 35].

Raw Material Due Diligence Management system

Scania has, in collaboration with the Volkswagen Group, implemented a raw materials due diligence management system. It serves to identify, assess and mitigate actual and potential human rights risks in upstream raw materials supply chains. In the reporting year, Scania has focused on battery raw materials, conflict minerals and natural rubber.

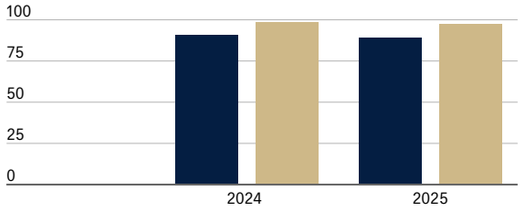
S2 WORKERS IN THE VALUE CHAIN, CONT.

Turnover from approved suppliers[1,2]

Target 2025
85%

Outcome 2025
89% (SEU)

Turnover from approved suppliers



	2024	2025
Scania Europe (SEU) (%)	90	89
Scania Latin America (SLA) (%)	98	97

Comment on this year's outcome
In 2025 the S-Rating was expanded into S-Rating 2.0 with a shift from A, B, C and "-" rated suppliers to A, C or "-". The calculation methodology followed 2024 assumptions. By the end of 2025 SEU (Scania Europe) reached the target, with a result of 89 percent. SLA's (Scania Latin America) also reached the target, with a result of 97 percent. The 2025 results represent the change of having only A rating as an approved S-rating. The long-term target for 2040 is 95 percent.

1 Target scope: The scope covers automotive and general (high risk classified) procurement suppliers.
2 Data: S-Rating targets are tied to the risk prioritisation based on suppliers' turnover for the previous year. The S-rating indicator is defined as a percentage calculated through the total turnover of positively rated (A) suppliers, divided by the total turnover of suppliers in scope (score A-C and non scored suppliers).

TARGETS AND METRICS

Supplier assessments [S2-5]
Scania evaluates suppliers' sustainability performance through a global Sustainability Rating (S-Rating). In 2025, the S-Rating scope has been expanded from covering Self-Assessment Questionnaires (SAQ), audits and country risk index, to also include Certificates, Supply Chain Grievance Mechanism, Raw Materials Due Diligence Management System and other metrics. Depending on identified local sustainability and supply-chain risks, complementary assessment steps might be performed.

The evaluation of the S-Rating is divided into two rating categories: positive (A) or negative ("-" or C). Positive (A) means that the supplier meets the sustainability requirements and is eligible for award. Negative means either that the supplier has not yet submitted all the necessary evidence ("-") or that there is a violation of Scania's sustainability requirements (C). Suppliers with a negative rating are fundamentally not eligible for nomination and are targeted with incentives to improve performance. The S-Rating evaluation is risk-based, conducted before each new award and is based on a comprehensive risk analysis that considers environmental, social and integrity aspects.

Supplier evaluation begins with a SAQ, which captures documented processes, management systems, and relevant documents. These responses are validated by external service providers and typically adjusted based on country risk. Based on the SAQ responses, suppliers receive recommendations to improve their processes and regulatory frameworks.

For manufacturing suppliers with a headcount of 100 or more employees, an Environmental Management System such as an ISO 14001 Certificate is a mandatory check within the SAQ submitted.

Suppliers selected through periodic risk analyses are requested to carry out an on-site-check (audit) within a defined timeframe. If the supplier receives a score below 100 points, they are issued with a Corrective Actions Plan (CAP). The required actions are documented in the CAP, jointly agreed upon with the supplier, and subsequently monitored. The corrective measures must be implemented within a reasonable period of time.

In addition to SAQ and audits, other instruments – such as the Supply Chain Grievance Mechanism or specification-specific requirements (for example through Raw Materials Due Diligence Management System) – influence the S-Rating and thus the supplier's eligibility for contract awards.

Some business units also apply additional sustainability assessments tailored to their operations on top of the global S-Rating. For example, Scania Logistics aims to conduct sustainability audits for all nominated transport suppliers based on logistics-specific sustainability requirements, and only signs contracts with those that meet the defined criteria [34a, 34b, 35, 41].

Number of grievance cases received/opened

The table below provides information on the number of grievance cases that Scania has received, remain open and number of cases closed in 2025 [36]. *For more information, see section 'Grievance mechanism' within this chapter.*

	2025
Received	14
Open from 2024	1
No. cases closed	11 (2 cases from 2023, 8 cases from 2024, 1 case from 2025)
Main issue categories	The cases include topics within both social rights and compliance.

S3 AFFECTED COMMUNITIES

Scania's impacts on communities differ across the value chain. This chapter focusses on Scania's value chain, addressing how Scania's own operations and those of suppliers and partners may affect local communities, for example through risks to health, safety, or livelihoods. The following chapter focusses on road safety (as an entity-specific topic) in the downstream value chain, where the use of our products and services can have direct consequences for vulnerable road users and society at large.

Apart from the DMA, a human rights salience assessment was conducted by TRATON for various groups of right-sholders. One of these groups is local communities surrounding the operations and value chain of TRATON, who may be impacted by activities such as production or mining of raw materials. The assessment enabled TRATON to identify a material legal and reputational risk of potential impacts on local communities caused by operations of TRATON. The assessment included, and hence was applicable for, Scania's operations.

Scania has identified Affected communities as material in the materiality analysis, however, has opted to utilise the phase-in option for disclosure requirements. Consequently, this section provides high-level information on impact, risks and opportunities, policies, actions, targets and metrics in accordance with §17 of Appendix C within ESRS 2.

Description of IRO	Type of IRO	Value chain	Time horizon
Communities, economic and cultural			
Product misuse and community harm Scania's operations and operations within Scania's value chain can harm community health, safety, and living standards (for example land rights disputes, forced evictions, gender-based violence), and intentional product misuse (for example armed or criminal use in conflict or authoritarian contexts) can further drive serious human rights abuses (potential widespread impact).	Potential negative impact		

Upstream Own Operations Downstream

Short-term Medium-term Long-term

S3 AFFECTED COMMUNITIES, CONT.

Communities affected by Scania's IROs
Affected communities in scope of this report are all communities affected by material impacts, risks and opportunities (IROs).

The following were identified as affected communities in scope of disclosures of this report:

1. Rightsholders affected by crimes and illegal activities facilitated by the Group's vehicles such as illegal logging, mining, robberies, terrorist attacks, kidnappings, or human trafficking may experience impacts on their health, living standards, personal security, and life. In conflict zones, misuse of Scania's vehicles may exacerbate these impacts, while in authoritarian states, it could affect political expression and personal liberty.
2. Rightsholders in communities near Scania's operations or along the value chain may face impacts from activities like mining.
3. Primary users of Scania vehicles, such as drivers, may have their privacy impacted if smart systems collect data like location history or health information without their consent. This also applies to connected devices and vehicle cameras.
4. Drivers and passengers of Scania vehicles may experience impacts to their right to health, safety, and life in the instance that there are accidents associated with poor product or road safety. Other rightsholders that may be involved in accidents with Scania vehicles, such as pedestrians or passengers in other vehicles, may also experience impacts to health, safety, and life.

The material negative impacts on affected communities identified in the DMA are widespread and do not pertain to specific incidents or business relationships. The identified risk of legal and reputational impacts and operational disruptions from being accused of human rights violations may arise from Scania's dependence on communities located near its operations or within its value chain. The material impacts from product misuse are reflected in the recently initiated work on conflict-affected and high-risk areas (CAHRAs), *see 'Actions' for more information.*

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies [S3-1]

The policies for affected communities are the same as for workers in the value chain. *For more information on Scania Group Policies (SGPs), see section 'Policies' within General Disclosures [14].*

SGP 41 Human Rights
The SGP on Human Rights recognises Scania's responsibility to respect human rights and commits the company to respect applicable legislation and internationally recognised human rights standards. It also describes Scania's governance framework for human rights. *For more information, see section 'SGP 41 Human Rights' within S2 Workers in the value chain.*

Supplier Code of Conduct
Scania's Supplier Code of Conduct outlines minimum requirements that apply to all business relationships between Scania and its suppliers. It commits suppliers to respecting human rights including the prohibition of unlawful eviction and unlawful deprivation of land, forests and waters. It also prohibits any threats, intimidation, physical or legal attacks on human rights defenders and provides guidelines on the use of security forces. *For more information on the Supplier CoC see section 'Policies [S2-1]' within S2 Workers in the value chain.*

Independent Distributor Code of Conduct (IDCC)
The IDCC has equivalent human rights requirements as the Supplier CoC. *For more information on the IDCC see 'Policies [S2-1]' within S2 Workers in the value chain.*

Actions [S3-4]

Integration of human rights
In 2025, Scania continued the integration of human rights risks in its general processes. Some key actions during the year included:

- Continued and improved integration of human rights into Scania's risk process. This work started in 2024 and includes training sessions for Scania's global entities in order to support understanding and assess human rights risks in their respective contexts.
- Strengthening of the downstream human rights due diligence processes in CAHRA in collaboration with TRATON.
- Continuation of the Marikana Coalition project where the aim is to mitigate the risk of violence and poverty in the Platinum Group Metals (PGM) mine regions.

For an in-depth description of Scania's Human Rights Due Diligence and Supplier evaluation, see section S2 Workers in the value chain [21, 22, 31].

Empowering women in mining transport
The project is a Public-Private Partnership (PPP) between Scania West Africa, GIZ (Deutche Gesellschaft für Internationale Zusammenarbeit), Reach for change, DVLA (UK's Driver and Vehicle Licencing Agency), Ministry of Transport Ghana and the Ghana Minerals Commission that runs between 2025 and 2028. The aim is to train women to become drivers of heavy-duty trucks and raise awareness among mining operators about the economic advantages of hiring female drivers. This project aims to bridge the gender gap in the mining industry. As a result of the PPP, including similar projects since 2017, a total of 260 new female drivers have been trained.

Conflict-Affected and High-Risk Areas (CAHRA) and Human Rights Due Diligence
In a collaboration within TRATON, a project was initiated in 2024, and continued in 2025, to address negative impacts on affected communities in conflict-affected and high-risk areas (CAHRA) caused by our own operations and those of our business partners. The aim is to map risks, primarily related to business partners in the downstream value chain that are located in or sell to CAHRAs anywhere on the globe, and develop a due diligence process for CAHRAs. Input from this project aims to support Scania and TRATON to better understand and address any actual or potential adverse impacts on affected communities related to CAHRA.

Marikana – building a future beyond mining
In Marikana, a town in South Africa's Rustenburg industrial hub, opportunities for young people are limited by a chronic lack of schools and educational funding. The coalition is addressing this issue by turning an unused mine building into an educational facility where students can develop skills and build careers beyond mining. This is especially important as mining operations in the area are due to be scaled back significantly within ten years.

The extraction of certain raw materials needed for vehicle production is associated with human rights and environmental risks, including the potential for poor working conditions and child labour. For Scania, taking a systematic approach to these challenges is fundamental to creating a sustainable transport system. The support for the Marikana Coalition is just one example of Scania's commitment to social sustainability in our value chain, with a specific focus on high-risk raw materials such as platinum.

Grievance mechanism
In 2025, Scania initiated work to strengthen the grievance framework and processes. The project also includes the strengthening and formalisation of the remediation process. This work will continue in 2026. *For more information, see section 'Grievance mechanism' and 'Human Rights Due Diligence' within S2 Workers in the value chain [27].*

TARGETS AND METRICS

Targets related to affected communities [S3-5]

Scania has not defined specific targets or metrics for affected communities [41, MDR-T 81].

S3x ROAD SAFETY

Scania considers road safety as a fundamental part of its sustainability agenda, with the long-term ambition of driving the shift towards zero fatal accidents and severe injuries.

With size comes responsibility. Heavy-duty vehicles are over-represented in fatal accidents, and vulnerable road users such as pedestrians and cyclists are especially at risk when sharing the road with heavy-duty trucks. Scania strives to ensure safer roads, safer journeys, and safer conditions for all by partnering with transport buyers and safeguarding employees, drivers, passengers, and vulnerable road users through safe vehicle design, driver support, continuous innovation, and sector-wide collaboration.

Road safety is a key human rights topic for Scania. Every year, more than one million people lose their lives in traffic, with the risk being significantly higher in low- and middle-income countries.

Scania has identified road safety as material in the materiality analysis, however, has opted to utilise the phase-in option for disclosure requirements. Consequently, this section provides high-level information on impact, risks and opportunities, policies, actions, targets and metrics in accordance with §17 of Appendix C within ESRS 2.

Description of IRO	Type of IRO	Value chain	Time horizon
Road safety [Entity specific]			
Road accident injuries and fatalities Injuries and fatalities from road accidents involving our heavy-duty vehicles, with heightened risk for vulnerable road users (potential widespread impact).	Actual negative impact		
Improved road safety Increasing safety features in our products and promoting safe road use through driver training and partnerships with communities and customers.	Actual positive impact		

Upstream Own Operations Downstream

Short-term Medium-term Long-term

S3x ROAD SAFETY, CONT.

Ambition: Zero fatal accidents and severe injuries
Scania's long-term ambition is to drive the shift towards zero fatal accidents and severe injuries. To realise this, Scania takes proactive measures, ensures high vehicle safety standards and driver-focused solutions, and works to promote shared responsibility across the entire value chain, from the development of solutions to sales and service market activities. This work includes both the safety technologies embedded in the products Scania puts on the market, and broader road-safety initiatives where Scania collaborates with partners and authorities to improve safety at a system level.

While progress is evident, the disproportionate impact of Heavy-Duty Vehicles (HDV)-related fatalities underscores the need for continued advances in safety-focused design. Continued progress also requires an enabling ecosystem supported by legal frameworks, such as the agreements managed by the UN's World Forum for Harmonization of Vehicle Regulations, and the General Safety Regulation in the EU.

Scania actively works to make road safety regulations function as intended by sharing insights from studies and participating in various working groups like ACEA[1].

Responsibility and opportunity

Improving road safety is both a societal responsibility and a business opportunity. Reducing accidents supports customers' attractiveness and operational resilience, lowers costs related to downtime and repairs and contributes to social sustainability. The broad portfolio of vehicles and services is designed to strengthen road safety for all road users, and Scania remains committed to advancing towards zero accidents in partnership with its stakeholders.

Scania's road safety approach

Since most road accidents are caused by human error, safety starts with the driver. The driver should feel safe not only when driving but also when staying in the cab and working around the vehicle. Scania's safety philosophy is built around driver-first experiences, prioritising visibility, control, support, and comfort when designing our products.

The driver experience is complemented by Advanced Driver Assistance Systems (ADAS), which provide relevant support without being too intrusive. This helps keep the systems active and reduces the risk of the systems being turned off. Regardless of how many ADAS functions a truck has, the driver remains the key factor in road safety.

Without the right conditions, such as proper training and awareness, even the most advanced safety features can be ineffective. Therefore, information and driver training are key to ensuring these technologies reach their full potential and contribute to safer roads.

1 Association des Constructeurs Européens d'Automobiles. *For more information, see section 'Stakeholder dialogue [SBM-3] within General Disclosures.*

Scania's road safety approach

Road safety requires a holistic approach and includes any solution, product or service that has the potential to make road transport safer for all. Scania's approach can be divided into five categories.

Security

Security for the driver and the cargo, not only when driving but also when working around the vehicle or staying in the cab. This includes protection against theft of cargo and giving drivers the right pre-requisites, such as adequate rest periods. These aspects are important to attract and keep drivers in the industry.

Solution examples
- Immobiliser
- Alarm system
- Smoke detector

Safe driving

Safe driving includes features that enable the driver to operate the vehicle safely, such as good, direct vision, but also solutions that assist and warn the driver in different scenarios. One example is the unique Scania feature Scania Zone. Through geofencing, it automatically reduces the speed in areas defined by the fleet manager, for instance outside a school or depot. Safe driving behaviour is also supported by awarding fuel-efficient driving habits, including brake use and anticipation.

Solution examples
- Check before drive
- Scania Zone
- City safe window
- Camera system

Crash avoidance

Crash avoidance includes Advanced Driver Assistance Systems (ADAS) that actively help to avoid a crash, for example warning systems such as the different vulnerable road user warnings.
If a crash is imminent, avoidance includes active steering and emergency braking.

Solution examples
- Lane departure warning with active steering
- Advanced emergency brake
- Lane change collision prevention

Crash protection

Crash protection or passive safety systems are features that reduce the effects of an accident for drivers and road users. For drivers, the safety belt is a simple and effective safety system. In the case of a roll-over accident, the Scania first side curtain airbag is effective. Scania is still the only manufacturer in Europe with this feature. Other passive safety systems include brakes, stability control and the crash structure.

Solution examples
- Side curtain airbags
- Front underrun protection

Post crash

Post crash includes support after the crash. This can be to ease an escape from the vehicle or to provide information to the rescue workers.

Solution examples
- Rescue sheet
- Emergency equipment

S3x ROAD SAFETY, CONT.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies [S3x-1]

SGP 4 Product Safety, Cybersecurity and Conformity

This Scania Group Policy (SGP) establishes principles for ensuring that Scania products are safe, compliant with regulatory requirements and protected from cybersecurity risks, while also commiting Scania to averting any hazards from its products.

SGP 41 Human Rights

The Human Rights Policy recognises Scania's responsibility to respect human rights. Road safety is among Scania's salient human rights issues. *For more information on the Human Rights Policy, see Policies [S2-1] within S2 Workers in the value chain.*

For more information on SGP 4 or SGP 41, see section 'Policies' within General Disclosures.

Actions [S3x-4]

Solution roadmaps

Focused features are used to develop the safety of Scania's vehicles in order to avoid or mitigate the most common accident scenarios.

Passive safety is the base that can mitigate the outcome and prevent severe injury or death if an accident were to occur. In addition to the side curtain airbag, Scania-unique features include the strong cab – which is tested beyond the legal requirements of the very demanding Swedish cab strength test. There are also impact zones to protect the driver in the event of a crash, and features that protect road users, such as battery safety systems to avoid electrical hazards or fires.

Active safety systems are designed to avoid accidents if possible, and if not, to mitigate the effects together with the passive safety systems. The systems are designed to assist the driver in safe driving situations, to warn of a potential accident so that the driver can take action to avoid it, and, as a final measure, to intervene, for example by emergency braking.

A focus when developing the active systems is to make the vehicle behave as expected and avoid false positives, for example that the vehicle warns or intervenes when it should not. Not only is it an annoyance that might lead the driver to turn the system off, it can also be dangerous for other road users if the vehicle suddenly brakes.

The driver should trust and use the systems but not become overly reliant and get distracted while driving. Striking the right balance in real-world driving scenarios requires rigorous verification and testing, as well as a clear user interface that does not divert the driver's attention from the road. To increase test capacity within driver support systems, a new test track is being constructed.

Industry collaboration

Scania collaborates with customers, transport buyers, authorities, NGOs, and peers. One such collaboration is Euro NCAP. Its' Safer Trucks programme started to rate heavy-duty vehicles in 2024. Scania is engaged to ensure that testing protocols reflect real-world safety improvements, while vehicle safety ratings are progressively improved. The test protocols initially focus on active safety, however will be updated and expanded in 2028 and 2031. In 2031 the plan is to also include passive safety.

Results to date include a four-star rating and City Safety Award for the G-cab[1], a four-star rating for the R-cab[2] in the fleet truck rating and the L-cab[3] received five stars and the CitySafe accreditation in the utility rating truck segment. The CitySafe recognition is given to vehicles that demonstrate outstanding safety performance in urban environments. Scania is committed to ongoing activities to ensure an achievement of five-star ratings in future tests.

Local initiatives to support road safety are also important. Examples include Scania Australia's partnership with the Australia Road Safety Foundation and Scania East Africa's many partnerships to improve road safety, such as programmes to test the vision of drivers in Kenya and Tanzania.

Increase the take rate of safety systems

To increase the take rate of safety features in sold trucks, which may contribute to safer roads, a Safety Suite Package was created and promoted. For this purpose, marketing material was produced and road safety training sessions were developed in the form of internal digital learning courses that cover everything from general road safety to more specific areas, such as the Euro NCAP, Safer Trucks programme and the safety features offered. The training materials have been translated to 33 different languages to cover most of Scania's markets.

Supply chain management supported by the Responsible Trucking initiative

Scania is a partner to the Responsible Trucking initiative, a collaborative platform initiated by Corporate Social Responsibility (CSR) Europe, which aims to improve working conditions for road transport workers and ensure compliance with legislation.

Scania incorporates the findings of the initiative's annual working conditions survey in its Fair Logistics supply chain management approach. Scania integrates relevant insights from the initiative's annual working-conditions survey into its Fair Logistics supply chain management programme, alongside additional risks, requirements and processes developed within Scania Global Logistics. This includes, for example, contracting logistics suppliers that maintain their trucks in good condition, respect driving and resting time legislation and that have implemented drug and alcohol policies. This puts Scania at the forefront of moving the industry towards the implementation of higher social standards and better working conditions for truck drivers.

TARGETS AND METRICS [S3x-5]

Targets related to road safety

Scania's ambition is to drive the shift towards zero fatal accidents and zero accidents with severe injuries, in line with the Sustainable Development Goals and the Vision Zero goal for no road accident fatalities by 2050. Targets include receiving 5 stars in Euro NCAP; increasing the take rate of safety features in sold trucks; and implementing the Truck Transport Social guidelines to attain a high standard in social performance throughout the whole value chain and to build a culture of respect for the truck driver profession.

One metric to measure our performance is the FIA[4] Road Safety Index, where Scania received the highest rating: three stars. The index aims to increase companies' and organisations' insights into the impact of their operations on road safety and to help them report on their ambitions, actions, and results.

Scania completed the first three steps of the index – value chain analysis, commitment and footprint – and gained actionable insights and learnings that will guide further improvements. The initial scope was Scania's global functions and operations in Sweden.

Insights included how to map the amount of traffic Scania generates along the value chain, which is valuable for measuring the impact on road safety. In the commitment step, the evaluation identified the need for more specific language on road safety in policies and clearer responsibility for road safety in parts of the organisation.

In the final step, footprint, the evaluation confirmed that Scania has the necessary prerequisites to measure the safety impact of centrally procured transport, and that the accident reporting system includes a dedicated category for traffic accidents. Further work is required to be able to accurately assess the largest impact, for example sold vehicles in use.

Vision Zero is a road safety goal and strategy that aims to reduce deaths and serious injuries from road traffic to zero by 2050. Introduced in Sweden in 1997, the initiative marked a fundamental shift from accepting accidents as inevitable to designing a transport system that compensates for the mistakes that humans inevitably make. Several countries and cities have since adopted the Vision Zero goals and strategy.

1 High forward-control cab
2 High-mounted forward-control cab
3 Long-haulage
4 The Fédération Internationale de l'Automobile

GOVERNANCE

Scania views governance as essential in the transition to a sustainable transport system. It is important for Scania to remain transparent, where well-informed decisions lead to responsible actions. Decisions must be made in good faith and competition between players must be fair. By promoting fairness, inclusion and acting with integrity, Scania works to ensure the transition benefits both people and the environment.

Overarching goals

- Safeguard the fairness of the shift to sustainable transport system.
- Promote a positive corporate culture and responsible behaviour.
- Encourage and protect whistleblowers.

Highlights 2025

- Ensuring the transition to sustainable transport through lobbying activities, including participation in COP30 to advocate for national action plans (p.95)
- Continued integration with TRATON and brands, for example through implementation of TRATON policies and training on core values (p.94)

READ MORE

G1 Business conduct 92

G1 BUSINESS CONDUCT

In the Double Materiality Assessment (DMA), Scania identified actual positive impacts relating to whistleblower protection and transparent political engagement, as well as potential negative impacts relating to non-transparent political engagement, corruption and bribery.

Scania's corporate culture was identified as an opportunity since a positive culture boosts productivity and satisfaction. The policies and actions described in this chapter aim to support the positive actual impacts, avoid the potential negative impacts and capture the identified opportunity.

Description of IRO	Type of IRO	Value chain	Time horizon
Corporate culture			
Positive culture A positive culture that empowers and supports employees, boosts productivity and satisfaction, reduces turnover costs, drives innovation, and enhances Scania's competitiveness and financial performance.	Opportunity		● ○ ○
Protection of whistleblowers			
Promotion of trust Implementing robust speak-up channels promotes trust and a transparent culture.	Actual positive impact		● ○ ○
Political engagement			
Non-transparent political engagement Non-transparent political engagement risks undermining democracy and informed decision-making.	Potential negative impact		○ ○ ●
Transparent political engagement Support of a vivid democracy and well-informed decision-making due to transparent political engagement.	Actual positive impact		○ ○ ●
Corruption and bribery			
Corruption Corruption can weaken governance, harm environmental initiatives, and foster unfair competition.	Potential negative impact		● ○ ○

Upstream Own Operations Downstream

● ○ ○ Short-term ○ ● ○ Medium-term ○ ○ ● Long-term

G1 BUSINESS CONDUCT, CONT.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies and governance framework [G1-1]

Scania maintains a comprehensive set of Group Policies designed to ensure ethical business conduct, compliance with applicable laws, and a consistent corporate culture. The Scania Code of Conduct acts as the foundation of this governance framework and applies to all employees and entities globally. The Executive Board is responsible for approving Group Policies and monitoring their effectiveness, supported by the Governance and Policy Management function.

Supporting the Code of Conduct are topic-specific policies, including policies on anti-corruption, anti-money laundering and terrorism financing, competition law, conflicts of interest, donations and sponsorships, gifts and hospitality, due diligence of intermediaries and representatives and human rights. These policies set out mandatory behavioural expectations, rules, and decision-making criteria to ensure transparent and ethical conduct across the value chain. *For more information on Scania Group Policies (SGPs), see section 'Policies' within General Disclosures.*

Scania Code of Conduct

Scania's Code of Conduct is derived from our core values and The Scania Way and, together with Scania Group Policies, apply to all Scania employees and Scania entities globally. The Code of Conduct is structured around key ethical and behavioural expectations for all employees, organised under four themes: we are committed individuals; we are reliable colleagues; we are responsible business partners; and we are good corporate citizens.

Supplier Code of Conduct and Independent Distributor Code of Conduct

Third parties are required to demonstrate integrity and adherence to Scania's ethical standards. The Scania Supplier Code of Conduct and the Scania Independent Distributor Code of Conduct include explicit requirements on anti-corruption, business ethics, human rights, and responsible business conduct. Compliance with these standards is monitored through mandatory due diligence, ongoing assessments, contractual clauses, and dialogue.

SGP 5 Policies on Handling donations and sponsoring measures; SGP 7 Handling gifts, hospitality and invitations to events, and Facilitation payments; and SGP 46 Conflicts of interest

These policies set clear rules to prevent undue influence, bribery, and biased decision-making. These policies define approval thresholds, transparency requirements, and prohibitions on facilitation payments and inappropriate benefits, ensuring that all interactions with external parties are conducted ethically and in line with applicable laws.

SGP 6 Prevention of money laundering and terrorism financing

This policy describes measures to prevent money laundering and terrorist financing as required by money laundering regulations. It further defines roles and responsibilities, explains red flags and the prohibition of cash payments above a certain threshold as well as obligations in the event of any suspicion of money laundering or terrorism financing.

SGP 8 Competition law compliance

The SGP on competition law commits Scania to free and fair competition and does not tolerate violations of competition law/antitrust regulations. It provides guidelines on how to deal with areas that are relevant in terms of competition law/antitrust regulations, including dealing with competitors, customers, and suppliers and in cases when a company has a dominant position on the market.

SGP 34 Compliance Due Diligences for counterparties with a sales intermediary or representative function

The policy defines mandatory due diligence requirements for intermediaries and representatives who act on behalf of Scania. The policy requires the use of the Compliance Due Diligence Tool and establishes decision-making flows, documentation standards, role responsibilities and remuneration principles. Effectiveness is assessed through quality reviews, internal controls and periodic updates based on global risk indicators, including the Transparency International Corruption Perceptions Index.

SGP 41 Human Rights

This policy describes Scania's human rights governance and outlines the human rights due diligence process that incorporates human rights into company decision-making. *For more information on the Human Rights Policy, see 'Policies [S2-1]' within S2 Workers in the value chain.*

TG 4.5 Internal Investigations

This TRATON Group policy (TG) regulates how to handle reports concerning regulatory violations. It contains standards such as general codes of practice for implementing and executing internal investigation processes within Scania and sets out the competencies, responsibilities and cooperation requirements to be established within TRATON [7].

Communication of policies

Once approved, SGPs are communicated by the Governance and Policy Management function. Information is distributed to global Top Management teams, informing them of any new or updated policies that have been approved by the Executive Board. There is a request from the Governance and Policy Management team for Top Management to implement the policies within six months. A tool for policy implementation sign-off is available internally with instructions and training material where applicable.

Information is also distributed to the Policy Network (contact points in different functions), informing of new or updated policies and requesting them to further circulate the information within their respective organisation.

All new or updated policies, including one-pager summaries, are made available to all Scania employees via the Group Policies page on the Scania intranet. Depending on the nature of the policy, additional communication may take place at Group level to further raise awareness and notify of possible actions that may need to be taken by employees.

For external partners, Scania includes relevant contractual integrity clauses, conducts due diligence, delivers Code of Conduct and sustainability training sessions, and maintains open supplier communication channels to ensure clarity of anti-corruption and integrity expectations. Policies and codes are made accessible via Scania's supplier portal and website, are translated into other languages as required, included in onboarding, and require formal acknowledgement by partners. Scania also monitors compliance through supplier assessments, periodic refresher training, and provides grievance/reporting mechanisms for external stakeholders [20].

Training on business conduct

Communication and employee training play a key role in Scania's preventive compliance and sustainability work across all hierarchy levels. The compliance training programme includes mandatory Code of Conduct training for all employees in all Scania entities, which must be repeated on a regular basis. In addition, Scania conducts regular face-to-face and online training sessions on compliance topics, in particular anti-corruption, anti-money laundering, antitrust/competition law, business and human rights and whistleblowing, as well as general compliance and integrity [10g, 20, 21a].

The respective target groups and the requirements for repetition of each training are defined based on employee group's respective risk exposure. All indirect (white collar) employees are defined as functions-at-risk for corruption and bribery and are therefore covered by the Scania Code of Conduct as well as mandatory Anti-Corruption training, which must be completed every two and three years, respectively. Employees who have elevated risk exposure concerning money laundering due to their tasks and responsibilities, such as involvement in payment processes or contact with customers, dealers and suppliers, participate in mandatory training on the prevention of money laundering [10h].

G1 BUSINESS CONDUCT, CONT.

During the reporting period, training programmes targeting functions-at-risk were implemented across key compliance areas. 63.48 percent of employees, covering both white-collar and blue-collar roles, completed training on the Code of Conduct during the reporting period. For anti-corruption, 69.09 percent of white-collar employees, identified as functions-at-risk, completed the relevant training. In the area of anti-money laundering and counter-terrorism financing, 53.40 percent of targeted white-collar employees in customer-facing and payment-handling functions, including sales support and after-sales parts and services, completed the training during the reporting period [21b].

Training completion rates are based on aggregated data derived from matched employee records between MySuccess (the HR system) and MyCompass (the learning management system), as training data is not directly available in MySuccess. The calculations are therefore limited to the employee population that could be successfully matched between these two systems. The total number of employees in MySuccess does not fully align with the total number of employees reported in HFM (Hyperion Financial Management), due to differences in the underlying databases of MySuccess and HFM. As a result, the training completion rates do not represent the entire Scania workforce.

The reported completion rate (i.e. employees compliant with the training requirements) is based only on the matched population, which represents approximately 98 percent of the employees identified across MySuccess and MyCompass. When compared with the total number of employees registered in HFM, approximately 8 percent of employees could not be identified and were therefore excluded from the calculation.

System and process gaps have impacted training completion results, including technical challenges and limitations in extracting data from relevant systems and the absence of a structured escalation and follow-up process in the system, particularly for training repetition cycles.

Members of management bodies are included in the risk-based compliance training programme and are required to repeat relevant modules at defined intervals to ensure continued awareness of anti-corruption and anti-bribery risks [21c].

Corporate culture [G1-1]

Scania's culture is grounded in the Scania Way, which includes five core values: Customer First, Respect, Team Spirit, Responsibility, and Elimination of Waste. These values guide behaviour, decision-making, operations, and leadership. Since 2023 Scania and TRATON have the same core values. During 2024 and 2025 Scania and the other brands ran a dedicated core value training to ensure alignment and integration in operations. The Code of Conduct reinforces expectations for integrity, responsible behaviour, and ethical leadership.

Scania Group Compliance plays a key role in fostering a responsible corporate culture. It is a dedicated central function with a regional reach that supports in the fulfilment of certain regulatory requirements, safeguards against unethical behaviour and promotes sound corporate governance, for example by advising on business ethics topics and providing training and support. Scania's compliance programme employs a risk-based approach and is implemented globally.

Integrity and ethical business practices concerning business partners and society at large are emphasised at Scania. Business partners are required to adhere to equally high ethical standards. For suppliers, these standards are outlined in the Scania Supplier Code of Conduct, and for independent members of Scania's authorised sales network, in the Scania Independent Distributor Code of Conduct.

Culture and integrity indicators are monitored annually through Scania's global employee survey (MyVoice), covering awareness of policies, trust in reporting channels, and perceptions of ethical leadership. Scania Group Compliance supports cultural reinforcement by offering risk-based advisory support, training, and communication to promote responsible business practices [9].

Whistleblowing and reporting of violations [G1-3]

A cornerstone of Scania's business ethics efforts is the whistleblowing system. To avoid or minimise potential risks due to regulatory and internal governance violations, potential regulatory violations by employees, suppliers, business partners or other external parties related to Scania must be identified at an early stage, clarified and stopped; disciplinary measures brought against employees; and remediation actions applied where necessary [10a].

Scania has several dedicated whistleblowing channels available to report suspected violations or incidents of laws and regulations, the Scania Code of Conduct, company policies, ethical rules or standards and potential human rights violations [10c-i]. These include suspected incidents of corruption and bribery. The Group-wide and global whistleblowing system is operated by the Group Investigation Office and is available for both Scania's employees and external parties. Other channels that are available are local intake channels for Group companies, global channels connected to the TRATON Investigation Office, and the Volkswagen hotline. Reports can be made at any time, and, for the global channels, in any language [10e].

Information about the whistleblowing system is available on both the Scania website and intranet. Regular communication measures and initiatives are carried out to raise awareness of the whistleblowing system. In addition, Scania conducts physical and/or online training for all Scania's employees regarding the handling of whistleblowing cases, whistleblowers' rights and the principles for protection of whistleblowers. Our whistleblowing system is detailed within and supported by our whistleblowing policy (TG 4.5) [10c-i].

It is also possible for Scania employees to raise or address their concerns with other functions within Scania, such as direct managers, People and Culture (local or central), Group Internal Audit, Corporate Security, Group Compliance and locally or regionally designated contact persons. Reports received which are within the scope of the whistleblowing system will then be forwarded to the dedicated whistleblowing functions, as set out in Scania's internal procedures.

Scania has a well-established procedure for conducting internal investigations and the system is regularly reviewed to ensure its effectiveness. All investigations are managed by the Group Investigation Office and conducted in line with applicable laws. The Group Investigation Office is structurally separate from line management functions and reports to the General Counsel and the Audit Committee. Dedicated functions at Group Compliance, Group Security, Group Internal Audit, Group Legal Affairs and People and Culture may support the investigations if needed and appropriate.

An investigation is only initiated after a careful examination of the facts and following reasonable suspicion of a regulatory, ethical or other violation. Before initiating an investigation, the Group Investigation Office also thoroughly analyses risks for conflicts of interest and occurrence of other circumstances that may call into question the independence of the investigators in the particular case.

Upon receipt of a report, whistleblowers will first get a confirmation of receipt from the Group Investigation Office, which will then assess the report for potential risks and will categorise it based on its severity. This includes asking clarifying questions about the reported matter and gathering available facts particularly from the whistleblowers. If the initial evaluation shows grounds for suspicion of a violation, an investigation will commence [18b].

When the investigation is finalised, the findings will be legally assessed. If a violation is substantiated, the Group Investigation Office will present the outcome, along with appropriate disciplinary measures, to its Disciplinary Committee. The Disciplinary Committee will then decide on appropriate disciplinary measures. The Disciplinary Committee is composed of the Head of Group Compliance, Head of Global Labour law and the Managing Director of the Scania company where the person suspected of the violation is employed. The Disciplinary Committee is further supported by local People and Cutlure representatives [18c].

G1 BUSINESS CONDUCT, CONT.

Outcomes and related compliance matters are also reported to higher governance bodies, including the Audit Committee, the Executive Board and the TRATON Compliance Board.

Safeguards and whistleblower protection

Scania has established measures to protect whistleblowers against any form of retaliation in line with the applicable laws transposing Directive (EU) 2019/1937, ensuring that all employees who report in good faith are safeguarded. Scania has zero tolerance for retaliation and pressure against whistleblowers. Suspected retaliation against whistleblowers is considered a violation and handled with the highest priority.

The whistleblowing system is designed to protect both whistleblowers and the persons accused of wrongdoing. All investigations are based on the fundamental principles of respect for whistleblowers' right to confidentiality, and Scania upholds the presumption of innocence and fairness of investigations. All information received via the whistleblowing system is reviewed fairly, promptly, and in a sensitive manner and is always treated with the highest level of confidentiality [10c, 10c-ii].

Anti-corruption and bribery [G1-3]

Scania applies a zero-tolerance approach to corruption. The Group Compliance department provides the anti-corruption framework, which is implemented throughout the entire Scania Group, and supports the organisation on anti-corruption-related topics on a daily basis. Scania is a member of Transparency International Sweden's Business Integrity Forum, a signatory to the UN Global Compact, and a supporting member of the Swedish Anti-Corruption Institute (IMM).

Scania has defined action plans to manage its material risks related to corruption and bribery. These include periodic risk assessments, enhanced due diligence in high-risk regions and business segments, and targeted training programmes for employees and external partners [18a].

The Scania Group Compliance department reports to the Scania Executive Board bi-annually and to the Scania Audit Committee quarterly on key business ethics and compliance risks, regulatory developments, overall compliance performance, and the strategic direction of the Group Compliance framework. Resources allocated include dedicated staff, specific budget lines for compliance enhancements, and investment in digital tools and monitoring systems. Milestones are set over 12- and 24-month horizons to measure progress and conduct regular reviews of effectiveness. For business partners and suppliers, measures include integrating anti-corruption requirements into contracts, supplier audits, and follow-up on non-conformances.

The overall approach has three steps.

Prevent

Preventive measures include mandatory Group Policies, risk assessments, due diligence processes, contractual clauses, internal controls, communication, and targeted employee training. Scania regularly conducts compliance risk assessments across its entities using a risk-based approach, *see 'Communication of policies' and 'Training on business conduct' within this chapter.*

Detect

Identification and management of corruption and bribery risks are integrated into Scania's enterprise risk management system and addressed through detailed compliance risk assessments. Additionally, the internal control system and data-based monitoring tools support detection. Potential concerns may be reported through the whistleblowing system or other internal channels, *see section 'Whistleblowing and reporting of violations [G1-3]' within this chapter.*

Address

Reports received are forwarded in accordance with Scania's internal procedures and handled through the established investigation and audit processes. This ensures that cases are investigated promptly, independently and objectively, with appropriate disciplinary or remedial measures applied where necessary, *see section 'Whistleblowing and reporting of violations [G1-3]' within this chapter [18b, 18c].*

TARGETS AND METRICS

Incidents of corruption and bribery [G1-4]

During the reporting period, Scania had four confirmed incidents related to anti-corruption; however, none of these incidents resulted in fines or convictions. Appropriate disciplinary measures and remedial actions were taken in response to the incidents [24a].

Scania maintains a robust response framework. If a substantiated incident was to occur, Scania would take disciplinary measures, implement remedial actions, and evaluate any gaps in controls or procedures. Recommendations would be shared with the responsible business unit, Group Compliance, and, where relevant, Group Internal Audit for broader review or control testing [24b].

Political influence and lobbying activities [G1-5]

Responsibility for political engagements lies with the Acting Head of Public Affairs and Partnerships (with a permanent appointment commencing in during 2026). Strategic oversight is exercised by the Head of Strategy and Communications, a member of the Executive Board [29a].

In accordance with the Code of Conduct, Scania does not make contributions to political parties or affiliated organisations. All interactions with public officials must comply with Scania's anti-corruption, gifts and hospitality, and lobbying governance rules [29b].

Scania engages in public affairs and lobbying to support the transition to a sustainable transport system. Electrification and digitalisation, as well as autonomous and circular solutions are key transformative areas for our business, central to our competitiveness.

Key policy areas include CO_2e pricing, emission trading, energy taxation, demand-side incentives, and charging and filling infrastructure to reduce emissions from road transport. Our main focus is decarbonising road transport and enhancing competitiveness through global and EU-level partnerships, addressing greenhouse gas emissions and the enabling conditions described in the Climate section. A successful shift to a sustainable transport system is essential for Scania's long-term competitiveness.

Scania aims to initiate and sustain long-term collaborations with both private and public entities to reinforce its policy agenda and business development. Partnerships allow Scania to influence others and gain a deeper understanding of the challenges in decarbonising the transport sector.

Finally, Scania acts as a representative voice in industry associations to reinforce its presence and influence within the sector.

In 2025, Scania attended COP30 as part of our lobbying activities, to advocate for clear national action plans to phase out fossil fuels from the heavy-duty road transport sector. Despite strong global pressure, the summit failed to deliver decisive commitments to fossil fuel phase-out. Scania remains committed to driving electrification and decarbonisation of heavy transport and will continue our activities to push for stronger outcomes in infrastructure, fair competition, supportive policies and public-private cooperation [29c].

The EU Transparency Register

Scania is registered in the EU Transparency Register (Reg. No. 3305029916-47) and discloses its activities in accordance with applicable rules [29d]. Scania also tracks costs related to lobbying and membership fees for industry associations.

APPENDIX I

DISCLOSURE OF LIST OF ESRS DISCLOSURE REQUIREMENTS [BP-2 16]

Disclosure Requirements		Page
CROSS-CUTTING STANDARDS		
BP-1	General basis for preparation of sustainability statements	27
BP-2	Disclosures in relation to specific circumstances	27
GOV-1	The role of the administrative, management and supervisory bodies	25
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	25, 26
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SBM-2	Interests and views of stakeholders	23, 24
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	18, 19, 20
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	21, 22
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E1 GOV-3	Integration of sustainability-related performance in incentive schemes	26
E1-1	Transition plan for climate change mitigation	36-40
E1 SBM-3	Material impacts, risks and opportunities and their interaction with the strategy and business model	19, 34
E1 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	20, 22
E1-2	Policies related to climate change mitigation and adaptation	41
E1-3	Actions and resources in relation to climate change policies	41-43
E1-4	Targets related to climate change mitigation and adaptation	35, 36, 41-43
E1-5	Energy consumption and mix	48, 49
E1-6	Gross scopes 1, 2, 3 and Total GHG emissions	44-47
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	43
E1-8	Internal carbon pricing	43
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	not stated

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Pollution		
E2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	22
E2-1	Policies related to pollution	51
E2-2	Actions and resources related to pollution	51
E2-3	Targets related to pollution	51
E2-4	Pollution of air, water and soil	52 - water and soil not material
E2-5	Substances of concern and substances of very high concern	not material
E2-6	Anticipated financial effects from material pollution-related risks and opportunities	not stated
Biodiversity and ecosystems		
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	not stated
E4 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	53
E4 IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	22
E4-2	Policies related to biodiversity and ecosystems	54
E4-3	Actions and resources related to biodiversity and ecosystems	54
E4-4	Targets related to biodiversity and ecosystems	54
E4-5	Impact metrics related to biodiversity and ecosystems change	55
E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	not stated
Resource use and circular economy		
E5 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	22
E5-1	Policies related to resource use and circular economy	58
E5-2	Actions and resources related to resource use and circular economy	58, 59
E5-3	Targets related to resource use and circular economy	59
E5-4	Resource inflows	60
E5-5	Resource outflows	61
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	not stated
EU taxonomy		
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DISCLOSURE OF LIST OF ESRS DISCLOSURE REQUIREMENTS, CONT.

Disclosure Requirements		Page
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S1 SBM-2	Interests and views of stakeholders	23, 24
S1 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	70
S1-1	Policies related to own workforce	71-73
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	74
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	74
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	74
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	75
S1-6	Characteristics of the undertaking's employees	76, 77
S1-7	Characteristics of non-employees in the undertaking's own workforce	76
S1-8	Collective bargaining coverage and social dialogue	78
S1-9	Diversity metrics	79
S1-10	Adequate wages	80
S1-11	Social protection	not stated
S1-12	Persons with disabilities	not stated
S1-13	Training and skills development metrics	not stated
S1-14	Health and safety metrics	81
S1-15	Work-life balance metrics	not stated
S1-16	Remuneration metrics (pay gap and total remuneration)	80
S1-17	Incidents, complaints and severe human rights impacts	81
Workers in the value chain		
S2 SBM-2	Interests and views of stakeholders	23, 24
S2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	82
S2-1	Policies related to value chain workers	83
S2-2	Processes for engaging with value chain workers about impacts	83
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	83
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	84
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	85

Disclosure Requirements		Page
Affected communities		
S3 SBM-2	Interests and views of stakeholders	23, 24
S3 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	86
S3-1	Policies related to affected communities	87
S3-2	Processes for engaging with affected communities about impacts	not stated
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	not stated
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	87
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	87
Road safety		
S3x SBM-2	Interests and views of stakeholders	23, 24
S3x SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	88
S3x-1	Policies related to road safety	90
S3x-2	Processes for engaging with affected communities about impacts	not stated
S3x-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	not stated
S3x-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to road safety, and effectiveness of those actions	89, 90
S3x-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	90
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G1 GOV-1	The role of the administrative, supervisory and management bodies	35
G1 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	21, 22
G1-1	Business conduct policies and corporate culture	93
G1-2	Management of relationships with suppliers	not material
G1-3	Prevention and detection of corruption and bribery	94, 95
G1-4	Incidents of corruption or bribery	95
G1-5	Political influence and lobbying activities	25, 95
G1-6	Payment practices	not material

APPENDIX II

LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION

This appendix is an integral part of the ESRS 2. The table below illustrates the datapoints in ESRS 2 and topical ESRS that derive from other EU legislation.

Disclosure Requirement and related datapoint	SFDR[1]	Pillar 3[2]	Benchmark Regulation[3]	EU Climate Law[4]	Page
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816 (27), Annex II		25
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		25
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex I				25
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 (28) Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		not applicable
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		not applicable
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex I		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		not applicable
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		not applicable
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	36
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article12.1 (d) to (g), and Article 12.2		not applicable
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		43
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator number 5 Table #2 of Annex I				48

LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION, CONT.

Disclosure Requirement and related datapoint	SFDR[1]	Pillar 3[2]	Benchmark Regulation[3]	EU Climate Law[4]	Page
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex I				48
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex I				45, 48
ESRS E1-6 Gross scope 1, 2, 3 and total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex I	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453; Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		44
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453; Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		44
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	43
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		not stated
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) *ESRS E1-9* Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			not stated
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book -Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			not stated
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		not stated
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex I Indicator number 2 Table #2 of Annex I Indicator number 1 Table #2 of Annex I Indicator number 3 Table #2 of Annex I				52
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex I				not material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex I				not material

LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION, CONT.

Disclosure Requirement and related datapoint	SFDR[1]	Pillar 3[2]	Benchmark Regulation[3]	EU Climate Law[4]	Page
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex I				not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex I				not material
ESRS E3-4 Total water consumption in m^3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex I				not material
ESRS 2- SBM-3 E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex I				54
ESRS 2- SBM-3 E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex I				54
ESRS 2- SBM-3 E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex I				55
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex I				not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex I				not material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex I				not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex I				61
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex I				61
ESRS 2- SBM-3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				18
ESRS 2- SBM-3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				18
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				71
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		71
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				71

LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION, CONT.

Disclosure Requirement and related datapoint	SFDR[1]	Pillar 3[2]	Benchmark Regulation[3]	EU Climate Law[4]	Page
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				73
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				74
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		81
ESRS S1-14 Number of days lost due to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				81
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		80
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				80
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				81
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator number 10 Table #1 and Indicator number 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		81
ESRS 2- SBM-3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and number 13 Table #3 of Annex I				82
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				83
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and number 4 Table #3 of Annex I				83
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		83
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		83

LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION, CONT.

Disclosure Requirement and related datapoint	SFDR[1]	Pillar 3[2]	Benchmark Regulation[3]	EU Climate Law[4]	Page
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex I				85
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex I and Indicator number 11 Table #1 of Annex I				87
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		81, 87
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex I				not stated
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				not material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		not material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex I				not material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex I				94
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex I				not applicable
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II)		95
ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex I				95

1 Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p.1).
2 Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p.1).
3 Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p.1).
4 Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9.7.2021, p.1).

AUDITOR'S STATEMENT IN ACCORDANCE WITH THE ANNUAL ACCOUNTS ACT CHAPTER 8 SECTION 15

We have examined the complete annual report of Scania AB (publ), corporate identity number 556184-8564 for the year 2025, which was finalised on 24 February 2026 and is expected to be addressed by the general meeting of the shareholders on 23 April 2026 and subsequently filed to the registration office within a month.

The separate sustainability statement that has been published is as an extract from the annual report of Scania AB (publ) and does not include the statutory administration report. We believe that the complete annual report has been prepared in accordance with the Annual Accounts Act and is in accordance with the version we have examined.

Stockholm 4th March 2026

Ernst & Young AB

Magnus Engvall
Authorised Public Accountant