



# SUSTAINABILITY TABLES

## SUSTAINABILITY TABLES – SOCIAL TOPICS

### Employee headcount by gender

Gender	Number of employees (head count)		Number of employees (head count) – (exc. long term absent employees)	
	2024	2023	2024	2023 <sup>1</sup>
Male	43,748	43,256	43,031	–
Female	11,991	11,162	11,450	–
Other	0	0	0	–
Not disclosed	0	0	0	–
<b>Total employees</b>	<b>55,739</b>	<b>54,418</b>	<b>54,481</b>	<b>53,274</b>
<b>Total employees (including employees on hire)<sup>2</sup></b>	<b>58,845</b>	<b>58,163</b>	<b>–</b>	<b>–</b>

<sup>1</sup> Breakdown by gender for employees excluding long-term absent employees is not available for 2023.

<sup>2</sup> From previous years total employees (including people on hire) = Scania total employees + Total of non-employees.

### Employee headcount by contract type and gender

Employees by contract type and gender	2024				2023 <sup>1</sup>
	Female	Male	Other	Total	Total
Number of employees (head count)	11,991	43,748	0	<b>55,739</b>	<b>54,418</b>
Number of permanent employees (head count)	10,987	41,507	0	<b>52,494</b>	<b>50,834</b>
Number of temporary employees (head count)	1,004	2,241	0	<b>3,245</b>	<b>3,584</b>

<sup>1</sup> Breakdown by gender for permanent and temporary employees is not available for 2023.

### Employee headcount by contract type and region

Employees by contract type and region	2024						2023					
	Europe	America	Asia	Africa and Oceania	Eurasia	Total	Europe	America	Asia	Africa and Oceania	Eurasia	Total
Number of employees (head count)	39,800	10,173	3,491	2,051	224	<b>55,739</b>	39,580	9,863	2,744	2,020	211	<b>54,418</b>
Number of permanent employees (head count)	38,079	8,708	3,466	2,017	224	<b>52,494</b>	37,231	8,656	2,734	2,002	211	<b>50,834</b>
Number of temporary employees (head count)	1,721	1,465	25	34	0	<b>3,245</b>	2,349	1,207	10	18	0	<b>3,584</b>

### Employee turnover

	2024	2023
Total number of employees who left the company	6,128	5,346
Total employees	55,739	54,418
<b>Rate of employees turnover (%)<sup>1</sup></b>	<b>11.1%</b>	<b>10.0%</b>

<sup>1</sup> Employee turnover calculation is based on the average number of employees within the respective reporting period (31 December 2023 until 31 December 2024).

### Non-employee headcount

Total non-employees <sup>1</sup>	Number of non-employees in the own workforce (head count)	
	2024	2023
	<b>3,106</b>	<b>3,745</b>

<sup>1</sup> Non-employees include individuals occupied in Scania without being in an employment relationship, e.g. temporary staff, consultants and self-employed (individual contractors supplying labour to Scania).



**SUSTAINABILITY TABLES – SOCIAL TOPICS**

**Headcount by age group**

	2024	2023
	Total	Total
Under 30 years old	12,760	12,096
30–50 years old	30,029	29,204
Over 50 years old	12,951	13,118
<b>Total</b>	<b>55,739</b>	<b>54,418</b>

**Collective bargaining coverage**

	2024			
	Collective bargaining coverage		Social Dialogue	
Coverage rate	Employees – EEA (for countries with >50 empl. representing >10% total empl.) <sup>1</sup>	Employees – Non-EEA (estimate for regions with >50 empl. Representing >10% total empl)	Employees – Scania Group	Total Employees (both EEA and Non-EEA countries)
Covered in %	88%	52%	76%	100%
Not covered in %	12%	48%	24%	0%

<sup>1</sup> The percentage in the EEA region is calculated based on the total number of employees in that region, which was 37,519 as of 31 December 2024.

**Percentage of employees below adequate wage**

Country	2024	
	Percentage of employees that earn below the applicable adequate wage benchmark <sup>1</sup>	
	Employees – EEA (%)	Employees – Non-EEA (%) <sup>2</sup>
Morocco	–	0.01%

<sup>1</sup> 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. The table above indicates that in some countries there are employees who are below the reference value. The analysis showed that 1 employee in Brazil and 6 employees in Morocco earn less than the benchmark.

<sup>2</sup> 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.

**Health and safety metrics for employees and non-employees**

	2024 <sup>3</sup>			2023 <sup>2</sup>
	Employees	Non-employees <sup>1</sup>	Other workers <sup>1</sup>	Employees
Percentage of employees covered by health and safety management system	100%	100%	–	100%
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0	1
Number of recordable work-related accidents	688	64	–	758
Rate of recordable work-related accidents (%)	7.42	0	–	8.85
Total number of days lost from work-related accidents and work-related ill health	11,097	–	–	0

<sup>1</sup> In 2024 Scania presents health and safety metrics inspired on ESRS recommendations.

<sup>2</sup> The same breakdown as 2024 is not available for 2023 figures.



**SUSTAINABILITY TABLES – ENVIRONMENTAL TOPICS**

**Energy consumption and mix**

Energy consumption and mix		2024	2023	2022	2021	2015
Fuel consumption from coal and coal products	(MWh)	0	–	–	–	0
Fuel consumption from crude oil and petroleum products	(MWh)	279,940	298,698	290,707	297,531	375,857
Fuel consumption from natural gas	(MWh)	116,974	104,772	113,614	138,918	125,604
Fuel consumption from other fossil sources	(MWh)	0	–	–	–	–
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	(MWh)	134,804	149,712	144,565	174,098	608,488
<b>Total fossil energy consumption</b>	<b>(MWh)</b>	<b>531,717</b>	<b>553,182</b>	<b>548,885</b>	<b>610,546</b>	<b>1,109,949</b>
<b>Share of fossil sources in total energy consumption</b>	<b>%</b>	<b>45%</b>	<b>46%</b>	<b>46%</b>	<b>51%</b>	<b>96%</b>
Consumption from nuclear sources	(MWh)	1,127	–	–	–	–
<b>Share of consumption from nuclear sources in total energy consumption</b>	<b>%</b>	<b>0.1%</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc)	(MWh)	47,438	50,205	50,824	41,379	6,275
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	(MWh)	593,674	594,808	579,028	552,919	36,371
Consumption of self-generated non-fuel renewable energy	(MWh)	5,721	4,782	4,045	3,868	0
<b>Total renewable energy consumption</b>	<b>(MWh)</b>	<b>646,832</b>	<b>649,795</b>	<b>633,898</b>	<b>598,165</b>	<b>42,646</b>
<b>Share of renewable sources in the total energy consumption</b>	<b>%</b>	<b>55%</b>	<b>54%</b>	<b>54%</b>	<b>49%</b>	<b>4%</b>
Non-renewable energy production	(MWh)	0	–	–	–	–
Renewable energy production	(MWh)	7,645	6,616	6,272	4,824	0
<b>Total energy consumption from activities in high climate impact sectors</b>	<b>(MWh)</b>	<b>1,179,676</b>	<b>1,202,977</b>	<b>1,182,783</b>	<b>1,208,712</b>	<b>1,152,595</b>
Number of vehicles produced	units	101,648	102,283	88,142	92,718	79,346
<b>Total energy per vehicle produced</b>	<b>MWh/produced units</b>	<b>11.6</b>	<b>11.8</b>	<b>13.4</b>	<b>13.0</b>	<b>14.5</b>
Total energy consumption (according to Scania targets – page 40) <sup>1</sup>	(MWh)	600,550	639,874	614,928	585,385	556,323
Total energy per vehicle (according to Scania targets – page 40) <sup>1</sup>	(MWh)	5.9	6.3	7.0	6.3	7.0

<sup>1</sup> Table presents energy consumption for full operations (Total energy consumption) and Total energy consumption according to Scania target, which covers industrial operations and logistic centre globally.

**Energy intensity per net revenue**

Energy intensity per net revenue		2024	2023	2022	2021	2015
Total energy consumption from activities in high climate impact sector per net revenue from activities in high climate impacts sectors	(MWh/SEK m.)	5.46	5.89	7.43	8.27	11.79

**Revenue reconciliation for energy intensity**

The reconciliation of net revenue from activities in high climate impact sectors to the relevant financial statements		2024	2023	2022	2021	2015
Net revenue from activities in high climate impact sectors used to calculate energy intensity	(SEK m.)	216,129	204,126	159,181	146,146	97,792
Net revenue (other)	(SEK m.)	0	0	0	0	0
<b>Total net revenue (in financial statements) – Note 4</b>	<b>(SEK m.)</b>	<b>216,129</b>	<b>204,126</b>	<b>159,181</b>	<b>146,146</b>	<b>97,792</b>



**SUSTAINABILITY TABLES – ENVIRONMENTAL TOPICS**

**GHG emissions disaggregated by scope 1, 2 and 3**

GHG emissions disaggregated by scope 1, 2 and 3	2024	Retrospective				2015
		2023	2022	2021	2020	
<b>Scope 1 GHG emissions</b>						
Gross scope 1 GHG emissions <sup>5</sup>	(1000 tCO <sub>2</sub> e)	99.2	103.3	100.1	105.0	125.0
Percentage of scope 1 GHG emissions from regulated emission trading schemes	%	0	0	0	0	0
<b>Scope 2 GHG emissions</b>						
Gross location-based scope 2 GHG emissions	(1000 tCO <sub>2</sub> e)	56.1	58.2	–	–	84.9
Gross market-based scope 2 GHG emissions <sup>5</sup>	(1000 tCO <sub>2</sub> e)	10.9	13.2	15.1	20.4	82.1
<b>Significant scope 3 GHG emissions</b>						
<b>Total gross indirect (scope 3) GHG emissions</b>	<b>(1000 tCO<sub>2</sub>e)</b>	<b>140,320</b>	<b>144,794</b>	<b>135,075</b>	<b>143,802</b>	<b>117,456</b>
Purchased goods and services (category 3.1) <sup>2</sup>	(1000 tCO <sub>2</sub> e)	2,303	2,283	2,184	2,211	1,926
Capital goods (category 3.2)	(1000 tCO <sub>2</sub> e)	354	280	251	261	–
Fuel and energy-related activities (not included in scope 1 and scope 2) – (category 3.3)	(1000 tCO <sub>2</sub> e)	45	42	45	48	–
Upstream transportation and distribution (category 3.4) <sup>6</sup>	(1000 tCO <sub>2</sub> e)	326	275	287	266	191
Waste generated in operations (category 3.5)	(1000 tCO <sub>2</sub> e)	221	266	251	253	–
Business travel (category 3.6) <sup>1</sup>	(1000 tCO <sub>2</sub> e)	65	33	18	4	–
Employee commuting (category 3.7) <sup>1</sup>	(1000 tCO <sub>2</sub> e)	28	49	54	69	–
Processing of sold products (category 3.10)	(1000 tCO <sub>2</sub> e)	38	–	–	–	–
Use of sold products (category 3.11) <sup>2,7</sup>	(1000 tCO <sub>2</sub> e)	136,517	141,182	131,613	140,305	114,974
End-of-life treatment of sold products (category 3.12)	(1000 tCO <sub>2</sub> e)	324	320	284	300	252
Franchises (category 3.14)	(1000 tCO <sub>2</sub> e)	98	63	88	84	113
Investments (category 3.15)	(1000 tCO <sub>2</sub> e)	0	–	–	–	–

GHG emissions disaggregated by scope 1, 2 and 3	2024	Retrospective				2015
		2023	2022	2021	2020	
<b>Total GHG emissions (scope 1, 2 and 3)</b>						
Total GHG emissions (location-based)	(1000 tCO <sub>2</sub> e)	140,475	144,955	–	–	117,665
Total GHG emissions (market-based)	(1000 tCO <sub>2</sub> e)	140,430	144,910	135,190	143,927	117,663
Number of vehicles produced	units	101,648	102,283	88,142	92,718	79,346
Total emissions (scope 1 and 2   market-based by vehicle)	(1000 tCO <sub>2</sub> e/units produced)	1.1	1.1	1.3	1.4	2.6
Total CO <sub>2</sub> e from Operations – Scope 1 and 2 (according to Scania science-based target) <sup>3</sup>	(1000 tCO <sub>2</sub> e)	110.0	116.5	115.2	125.3	207.1
Total CO <sub>2</sub> e from land transport (according to Scania target) <sup>4</sup>	(1000 tCO <sub>2</sub> e)	155.7	175.7	154.7	170.5	–
<b>Biogenic emissions</b>						
Biogenic emissions of CO <sub>2</sub> separately from the scope 1 GHG emissions	(1000 tCO <sub>2</sub> e)	13,151	–	–	–	–
Biogenic emissions of CO <sub>2</sub> separately from the scope 2 GHG emissions	(1000 tCO <sub>2</sub> e)	10,771	–	–	–	–
Biogenic emissions of CO <sub>2</sub> separately from scope 3 GHG emissions	(1000 tCO <sub>2</sub> e)	9,100	–	–	–	–

1 Categories 3.6 and 3.7 had a change of calculation methods in 2024, to reflect better practices in the market. However data is not available to restate previous years.  
 2 Categories 3.1 and 3.11 were restated between 2023 to 2015 to reflect the adoption of more refined methods.  
 3 Table presents, information on CO<sub>2</sub>e from operations, according to information measured in Scania target, which scope covers Scania's global operations.  
 4 Table presents information on CO<sub>2</sub>e from land transport, according to information measured in Scania target, includes road, short sea and train transport of production material to our factories, our packaging network, transport of vehicles to the first address according to INCOTERM (International Commercial Terms) and transport of spare parts to our workshops.  
 5 Category 3.8 is included in scope 1 and 2 calculations (in accordance with GHG protocols).  
 6 Category 3.9 is included in the calculation of category 3.4 (in accordance with GHG protocols).  
 7 Category 3.13 is included in category 3.11.

**GHG intensity per net revenue**

GHG intensity per net revenue	2024	2023	2022	2021	2015	
Total GHG emissions (location-based) per net revenue	(tCO <sub>2</sub> e/SEK m.)	650.0	710.1	–	–	1,203.2
Total GHG emissions (market-based) per net revenue	(tCO <sub>2</sub> e/SEK m.)	649.8	709.9	849.3	984.8	1,203.2



**SUSTAINABILITY TABLES – ENVIRONMENTAL TOPICS**

**Revenue reconciliation for GHG intensity**

The reconciliation of net revenue used to calculate GHG intensity to the relevant financial statements		2024	2023	2022	2021	2015
Net revenue used to calculate GHG intensity (SEK m.)		216,129	204,126	159,181	146,146	97,792
Net revenue (other) (SEK m.)		0	0	0	0	0
<b>Total net revenue (in financial statements) – Note 4 (SEK m.)</b>		<b>216,129</b>	<b>204,126</b>	<b>159,181</b>	<b>146,146</b>	<b>97,792</b>

**Water usage**

Water consumption		2024 <sup>1</sup>
Water usage (1000 m <sup>3</sup> )		1,076
Water recycled and reused (1000 m <sup>3</sup> )		51
Number of vehicles produced	units	101,648
Water usage per vehicle (1000 m <sup>3</sup> / units produced)		10.58
Water usage (according to Scania target) <sup>1</sup>	units	512
Water usage per vehicle (according to Scania target) <sup>1</sup>	(1000 m <sup>3</sup> / units produced)	5.04

<sup>1</sup> For 2024 Scania presents data covering Scania full operations, including Industrial sites, R&D and commercial network. The same breakdown is not available for historical data. To see data from previous years, please see our 2023 Annual Report. Additionally, the table provide information on water usage, according to information measured in Scania target, which scope covers industrial operations and logistic centres globally.

**Pollution**

Pollution to air <sup>1</sup>		2024
Hydrochlorofluorocarbons (HCFCs)	tonnes	0.02
Non-methane volatile organic compounds (NMVOC)	tonnes	208.5
Benzene	tonnes	5.5

<sup>1</sup> Pollution disclosure refers to emissions of pollutants from production facilities for which the applicable threshold value specified in Annex II of Regulation (EC) No 166/2006 is exceeded. (ESRS E2.4.29). At Scania operations few productions sites reach the limit of a reduced list of substances.

**Waste generated**

Waste generated		2024 <sup>1</sup>
<b>Total Waste generated<sup>2</sup></b>	<b>1000 tonnes</b>	<b>186,251</b>
<b>Hazardous waste diverted from disposal</b>	<b>1000 tonnes</b>	<b>25,716</b>
Hazardous waste diverted from disposal due to preparation for reuse	1000 tonnes	3,126
Hazardous waste diverted from disposal due to recycling	1000 tonnes	11,886
Hazardous waste diverted from disposal due to other recovery operations	1000 tonnes	10,704
<b>Non-hazardous waste diverted from disposal</b>	<b>1000 tonnes</b>	<b>120,105</b>
Non-hazardous waste diverted from disposal due to preparation for reuse	1000 tonnes	2,145
Non-hazardous waste diverted from disposal due to recycling	1000 tonnes	103,636
Non-hazardous waste diverted from disposal due to other recovery operations	1000 tonnes	14,324
<b>Hazardous waste directed to disposal</b>	<b>1000 tonnes</b>	<b>15,540</b>
Hazardous waste directed to disposal by incineration	1000 tonnes	529
Hazardous waste directed to disposal by landfilling	1000 tonnes	15,011
Hazardous waste directed to disposal by other disposal operations	1000 tonnes	0
<b>Non-hazardous waste directed to disposal</b>	<b>1000 tonnes</b>	<b>24,890</b>
Non-hazardous waste directed to disposal by incineration	1000 tonnes	955
Non-hazardous waste directed to disposal by landfilling	1000 tonnes	23,935
Non-hazardous waste directed to disposal by other disposal operations	1000 tonnes	0
Non-recycled waste	1000 tonnes	65,457
Percentage of non-recycled waste	%	35%
<b>Total amount of hazardous waste</b>	<b>1000 tonnes</b>	<b>41,256</b>
Total amount of radioactive waste	1000 tonnes	0
Number of vehicles produced	units	101,648
Waste per vehicle	(1000 tonnes/units produced)	1.83
Total waste material not recycled (according to Scania target) <sup>3</sup>	Kg/Vehicle	426

<sup>1</sup> For 2024 Scania presents data divided in accordance with waste category suggested by ESRS. The same breakdown is not available for historical data. To see data from previous years, please see our 2023 Annual Report.

<sup>2</sup> The waste data covers Scania full operations, including Industrial sites, R&D and commercial network.

<sup>3</sup> Additionally the table presents, information on waste not recycled, according to information measured in Scania target, which covers Industrial Operations.