

**Sustainability report  
2025**

**Koenigsegg Automotive AB (publ.)  
Organizational number 556574-8018**

# **THIS IS KOENIGSEGG**

Koenigsegg Automotive AB (publ.) was founded in 1994 and is a Swedish car manufacturer within the hyper car segment, as well as an innovative technology company. A tradition of breaking records runs through our history, which is the result of pushing the boundaries of automotive technology, to set higher standards for ultimate performance.

Koenigsegg designs, develops, manufactures, and sells exclusive hyper cars in small series. The extreme power and aerodynamic design of our cars are all homologated to comply with global regulations regarding safety, emissions, and noise.

We run our business at two production sites in Ängelholm, in south Sweden, in the premises of the former military air fleet. Here we also have access to test tracks, which enables more efficient testing of cars and our innovations. In Ängelholm, the entire process from idea to finished car, as well as repair and service of our customers, takes place. Since the start 30 years ago, we and our global dealer network have delivered around 300 cars to customers around the world.

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## CREATING SUSTAINABLE VALUES

Our ambition is to maintain our position as a world-leading player within our segment. We do this by creating sustainable added value for our shareholders, employees, customers, business partners and society.

Through continuous innovation, technological progress, and active community engagement, we define the boundaries of what is possible. Our employees' experience and expertise remain our most valuable asset and the foundation of our long-term success.

Koenigsegg is a diverse workplace, our employees come from many different places of the world. Together, our organization works dedicated to ensure that every car exceeds the customer's expectations in terms of performance, exclusivity, and individualization. Our design team places great emphasis on harmonizing design with comfort and safety, and our engineers work intensively to develop innovative and sustainable solutions. Our developers develop more environmentally friendly performance technology, and our employees are dedicated to the task of making hyper cars in accordance with our quality and sustainability requirements.

Overall, with synchronized processes, use of all our skills and knowledge, and consideration for the environment, we create technical masterpieces that provide sustainable added value for our stakeholders and that will be appreciated by generations to come. This approach applies to everything we do to deliver on the company's vision, targets, and strategy.

This sustainability report has been prepared for Koenigsegg Automotive AB (publ.), as an appendix to the Annual Report 2025. The Board of Directors is responsible for its content. Koenigsegg Automotive AB (publ.) will hereinafter be referred to as Koenigsegg through the report.

# OUR SUSTAINABILITY MANAGEMENT AND STRATEGY


As part of our corporate strategy, we have adopted an overall strategy for our sustainability work. Our sustainability strategy is designed to promote sustainable development in topics that impact people, the environment, and the economy throughout Koenigsegg's value chain. It is designed so that we can be flexible to the fluctuations in the world around us, and at the same time deliver on our targets, and meet various legal requirements and expectations from our stakeholders.

Since 2023, Koenigsegg Automotive AB (publ.) has been certified according to ISO 9001. This is a valuable tool for creating structure and clear frameworks for how we should work in a rapidly growing Koenigsegg. We are constantly working to establish and improve our policies and governance documents, which systematically guide the operations in our daily work. Our corporate policies are developed by various departments and approved by our CEO. Our corporate policies are communicated and made available to all employees on our intranet.




## Sustainability targets

Koenigsegg has adopted a number of targets in the sustainability areas of environment, human rights, and ethical business. An important guideline in designing our sustainability management is that we should be able to contribute to a positive impact of the UN's global goals for sustainable development (UN SDG's). The results of the stakeholder dialogue and the materiality assessment are also important parts that form the basis of our strategy. Together, this creates the framework for how we will manage, set targets, and follow up on our progress in the long term.



### 1. ENVIRONMENT

| Aspect                   | Risk                                | Governance  | Target & result   | Follow-up   | Related UN SDG  |
|--------------------------|-------------------------------------|---|---|---|---|
| Use of chemical products | Products harmful to the environment | Risk assessments<br>List of chemicals<br>Substitution and phase-out | Target:<br>Continuous reduction over time (compared to 2021)<br><br>Result 2025:<br>- 26% | Internal audit<br>Deviation handling<br>Random control<br>Inventory |  |


## 2. SOCIAL CONDITIONS AND EMPLOYEES

| Aspect            | Risk   | Governance  | Target & result  | Follow-up   | Related UN SDG  |
|-------------------|--|---|--|---|---|
| Safety and health | New staff and an expanding workplace can lead to a higher risk for accidents | Risk assessments<br>Operational health and safety policy<br>Safety procedures | Target:<br>Number of work-related accidents with sick leave, >8 h, zero-vision<br><br>Result 2025:<br>6      | Safety patrols<br>Follow-up on incidents as risk observations, near-miss, and accidents |    |
| Own work force    | Low satisfaction contributes to high employee turnover                       | HR Policy   | Target:<br>Results from PULS-survey within the area "Happiness and Wellbeing" > 7<br><br>Result 2025:<br>7,0 | Employee one-to-one<br>Employee surveys   |   |

## 3. RESPECT FOR HUMAN RIGHTS

| Aspect         | Risk   | Governance   | Target & result  | Follow-up   | UN SDG  |
|----------------|--|--|--|---|---|
| Supplier chain | Using unserious companies that exploit people and do not follow the UN Global Compact Initiative | Onboarding<br>Performant process<br>Supplier Code of Conduct | Target:<br>Use suppliers who comply with international standards for human rights and working conditions, signing of revised Supplier Code of Conduct, 100 %<br><br>Result 2025:<br>115% | External evaluation<br>Supplier performance review<br>Audit |   |

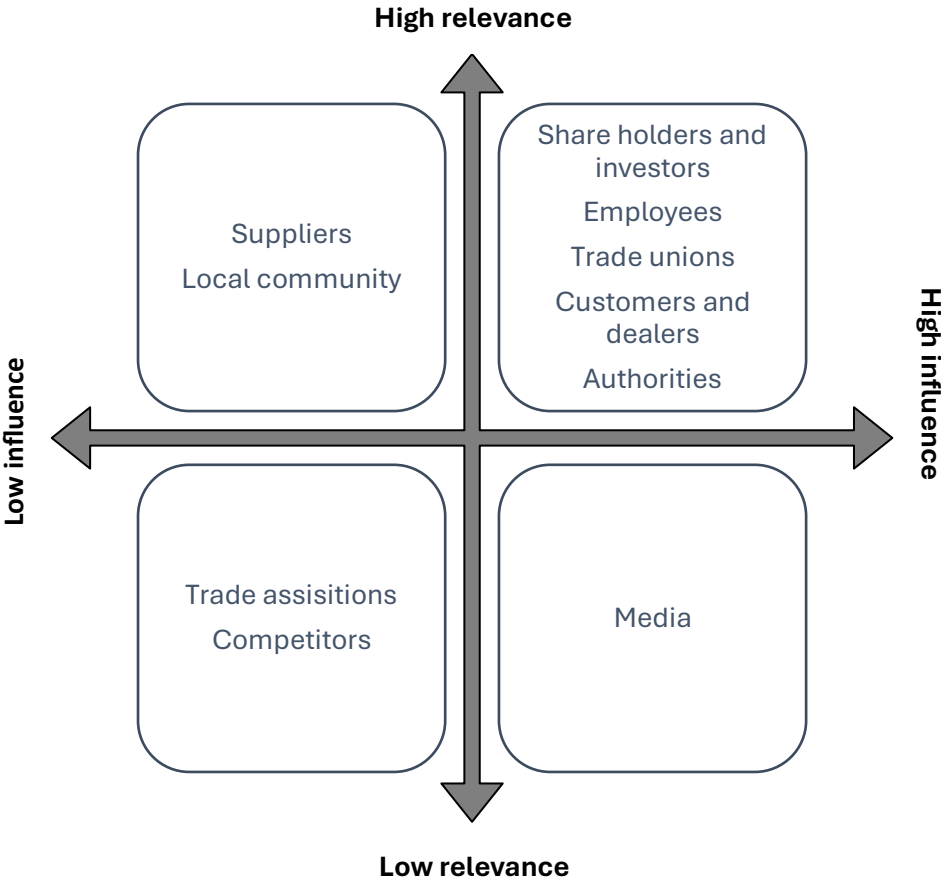
## 4. ANTI-CORRUPTION

| Aspect          | Risk   | Governance  | Target & result  | Follow-up   | UN SDG  |
|-----------------|--|---|--|---|---|
| Anti-corruption | Being a negative role model in the industry, resulting in a weakened brand | Code of Conduct (internal)<br>Process for purchase and sourcing<br>Supplier Code of Conduct (external)<br>Contract management | Target:<br>No incidents of corruption<br><br>Result 2025:<br>0 | Random control<br>Contract follow-up<br>Whistle-blowing reporting |  |

### Stakeholder dialogue and materiality assessment

To ensure that we prioritize our sustainability efforts effectively, we have identified our key stakeholders and conducted a materiality assessment based on their influence and relevance on our strategy and priorities.

This materiality assessment was carried out based on insights gathered through dialogues with our stakeholders. The aspects that have been considered includes the environment impact, social conditions and workforce, respect for human rights and anti-corruption. The result indicates that there is an expectation that we will continue to work systematically on issues that enhance our credibility, help maintaining our market position and be a strong and responsible employer. We also see growing expectations for us to continue developing new and more environmentally friendly technologies that meet high standards of quality and safety.



Based on the materiality assessment, we have continued to evaluate our operations and further developed relevant processes to continue to meet our stakeholders' expectations

and requirements. Below is a summary of the results from the stakeholder dialogues and which topics the different stakeholder groups consider to be material for them and Koenigsegg, to prioritize and how we should work to meet their expectations.

| <b>Stakeholder</b>         | <b>Material topic</b>                            | <b>How to meet expectations</b>                                       |
|----------------------------|--|---|
| Shareholders and Investors | Economic results                                 | Maintain transparent communication                                    |
|                            | Potential of growth                              | Focus on financial performance and risk management                    |
|                            | Risk management                                  |   |
|                            | Corporate governance                             | Explore opportunities for growth                                      |
|                            | Sustainability                                   |   |
| Trade associations         | Collaboration                                    | Participate in industry events  |
|                            | Sharing of knowledge                             | Share knowledge   |
|                            | Industry development                             | Collaborate on joint industry initiatives                             |
|                            | Adherence to best practices                      |   |
| Trade unions               | Fair wages and benefits                          | Open and transparent communication                                    |
|                            | Safe working conditions                          |   |
|                            | Employee representation                          | Respect collective agreements   |
|                            | Collective bargaining                            | Comply with labor regulations   |
|                            | Compliance with labor regulations and agreements | Good employee care  |
| Competitors                | Fair market and competition                      | Monitor the competitive landscape                                     |
|                            | Technological advances                           | Invest in market research   |
|                            | Industry trends                                  | Adapt to industry trends  |
| Customers & Dealers        | Quality and safety                               | Implement quality management systems                                  |
|                            | After-sales service and support                  |   |
|                            | Accessibility                                    | Invest in research and development                                    |
|                            | Competitive price                                | Improve our customer service<br>Develop targeted marketing strategies |
| Local community            | Stable and responsible employer                  | Support local businesses  |
|                            | Community commitment                             | Participate in community programs                                     |
|                            | Environmental responsibility                     | Minimize your company's environmental footprint                       |
|                            | Support for local businesses                     |   |
|                            |  |   |
| Suppliers                  | Long-term partnerships                           | Establish long-term partnerships                                      |
|                            | Fair prices                                      |   |
|                            | Timely payments                                  |   |

|             |  |  |
|-------------|--|--|
|             | Clear communication and collaboration  | Ensure prompt payments<br>Collaborate on process improvements  |
| Employees   | Job security<br>Competitive compensation<br>Safe working conditions<br>Opportunities for development and recognition | Offer competitive salaries and benefits<br>Prioritize a safe workplace<br>Provide training and skill development opportunities                       |
| Media       | Transparency<br>Corporate social responsibility<br>Sharing newsworthy events   | Maintain transparent communication<br>Share valuable news<br>Promote corporate social responsibility initiatives                                     |
| Authorities | Comply with industry standards and legal requirements<br>Environmental responsibility<br>Ethical business practices  | Ensure compliance with industry standards and legal requirements<br>Implement environmental management systems<br>Promote ethical business practices |

# **OUR COMMITMENT TO REDUCE ENVIRONMENTAL IMPACT AND CO2 EMISSIONS**

One of our goals is to reduce our climate footprint in the long term. This ambition has been guiding us in some of our recent investments - in both new production facilities and new car models.

## **Technology and innovation for reduced environmental and climate impact**

Designing for more environmentally friendly technology is a given in our development process. Koenigsegg is actively working to improve the fuel efficiency of our cars, and we are investing in next-generation powertrains to enable hybridization as well as use of environmentally friendly fuel alternatives. Our focus on lightweight construction, advanced aerodynamics, and the use of lightweight materials also contributes to reduced fuel consumption. In this way, our development processes help reduce the use of fossil fuels and thereby lower carbon dioxide emissions. By designing and developing our engines in dynamic processes, we gain an advantage in the transition that the entire automotive industry must undergo to reduce its climate impact.

To ensure that our end product meets global chemical and environmental requirements, Koenigsegg uses the global automotive industry's substance list, GADSL (Global automotive declarable substance list). GADSL provides a definitive list of the chemicals and substances that are restricted in automotive products (parts and vehicles) in different regions around the world and is a tool for controlling and verifying legal compliance and requirements. Each component undergoes a review process to be approved for use in our end product.

## **Energy and greenhouse gases emissions**

The majority of our energy consumption is used to supply our facilities with ventilation, heating, and lighting. During the year, energy-saving measures were initiated, including the replacement of older fluorescent light fixtures with more energy-efficient LED lighting. In addition, we have further reviewed our agreements, which has resulted in cost savings. As Koenigsegg scales up production volumes and prepares its facilities for the manufacturing of hybrid vehicles and their powertrain technology, new machinery and installations are required, contributing to increased energy consumption. We have therefore strengthened our

electrical infrastructure to meet the growing demand.

Fuel oil is used to heat and operate our paint shop. Consumption has steadily decreased in recent years, which has also led to a slight reduction in emissions.

At our main factory in Valhall Park, we have 12 public electric vehicle charging points intended for use by both employees and the general public. The installation has contributed to increased accessibility for charging electric and hybrid vehicles within the local area. By providing more charging opportunities at the workplace, we create conditions that enable our employees to commute in a more environmentally friendly way and contribute to reducing greenhouse gas emissions.

**Table: Energy and heating**

|   | 2025                  | 2024    | 2023    | 2022    |
|---|-----------------------|---------|---------|---------|
| Purchased electricity, MWh  | 3 406,53              | 3 151,7 | 2 620,4 | 1 977,1 |
| District heating, MWh   | Missing* <sup>1</sup> | 1 508   | 1 570   | 1 043   |
| Fuel oil, liter   | 9 404                 | 10 329  | 11 891  | 17 510  |
| MWh   | 91,12                 | 100     | 115     | 170     |
| <b>Notes:</b>   |                       |         |         |         |
| * <sup>1</sup> Figures could not be determined due to lack of data. |                       |         |         |         |

**Greenhouse gas emissions**

Koenigsegg continues to investigate and collect data on greenhouse gas emissions generated throughout our value chain. Data collection began in 2023. The emission data will form a basis for understanding where in our operations and value chain the emissions occur and based on this, we can set a long-term strategy on how to reduce our climate footprint. We also notice that more of our stakeholders are asking how we are working to reduce our emissions, which creates further incentives to work on this. During 2025, we continued to refine and monitor the data related to the emission-generating activities that we consider most relevant to our operations, which include greenhouse gas emissions from the use of energy and fuel, transportation, and business travel.

We report and categorize our greenhouse gas emissions based on the Greenhouse Gas Protocol (GHG Protocol), where:

- Scope 1 includes emissions that the company itself controls, such as energy fuels for its own facilities or fuels in company cars.
- Scope 2 includes emissions that arise from the energy that the company purchases and uses in its own operations, such as electricity and district heating.
- Scope 3 are emissions from indirect sources that the company does not control but still cause through purchased services and product use. Emissions are generated both upstream and downstream, depending on where in the value chain activities take place.

Emissions within our Scope 1 increased in 2025 compared to 2024. Our total fuel consumption of fuels for internal transportation and the execution of product tests increased by 2.5%, while the emissions increased by nearly 12%. The main reason for the increase is due to changed market regulations regarding reduced requirements for the blending of renewable raw materials into fuel. This has led to increased use of fossil raw materials and represents circumstances that Koenigsegg cannot control.

Emissions within Scope 2 cannot be fully reported as we have not succeeded in collecting complete data from external sources. Emissions within this category are expected to have decreased, as we have electricity agreements that include fossil-free energy sources, which contribution to reduce our greenhouse gas emissions. Within Scope 3, emissions increased during the year, as we had more material deliveries and carried out more business travel, primarily long-distance air travel. More activities may be included in the future in order to obtain as complete an overview as possible. We have not yet set any targets on reduction.

**Table: green-house gas emission and the source of emission**

| tone carbon dioxide equivalents<br>(CO <sub>2</sub> e)  |         | <b>2025</b>                | 2024          | 2023                 |
|---|---------|----------------------------|---------------|----------------------|
| <b>Total Scope 1</b>  |         | <b>275,941</b>             | <b>231,96</b> | 33,18                |
| Fossil fuel oil   | Scope 1 | 26,24                      | 28,83         | 33,18                |
| Use of fuels<br>(total use for own transports och production cars, and use in test benches and dynos) | Scope 1 | 249,67                     | 208,92        | -                    |
| <b>Total Scope 2</b>  |         | <b>X*<sup>1</sup></b>      | <b>73,66</b>  | <b>304,9</b>         |
| Electricity   | Scope 2 | 0,33                       | 55,56         | 286,06               |
| District heating  | Scope 2 | Missing                    | 18,10         | 18,84 * <sup>1</sup> |
| Refrigerant   | Scope 2 | 0                          | -             | -                    |
| <b>Total Scope 3</b>  |         | <b>423,08*<sup>2</sup></b> | <b>267,3</b>  | <b>102,90</b>        |

|   |  |                      |        |        |
|---|--|----------------------|--------|--------|
| External goods delivery <sup>*3</sup>     | Scope 3  | 292,26 <sup>*2</sup> | 143,25 | 102,90 |
| Business travels <sup>*4</sup>            | Scope 3  | 188,12               | 122,32 | -      |
| <b>Notes to the figures of reporting:</b> |  |                      |        |        |
| *1  | Total emissions from this scope cannot be compiled due to missing data from an external source.  |                      |        |        |
| *2  | The reporting is not complete and is not comparable with previous years. Data from external sources is missing.  |                      |        |        |
| *3  | The category is not complete and includes only information on emissions arising from transportation related to inbound and outbound deliveries of materials and spare parts. It does not include emissions resulting from the transportation of vehicles to customers. |                      |        |        |
| *4  | The category is not complete and includes only reported emissions from a travel service provider for which emission data is available.   |                      |        |        |

## Chemical use

In recent years, Koenigsegg has worked intensively to reduce our use of chemical products. This has been done, among other things, by phasing out products that are harmful to the environment and health, but also by controlling their use and reducing the number of products used. The improvement work is carried out broadly across our departments, where functions within development, production, work environment and purchasing work together to find better alternatives. This work has yielded good results and the work continues. However, an increase in the number of products was observed during the year. This increase is primarily attributable to more comprehensive inventory efforts rather than the introduction of new products, while the phase-out of products intended to be replaced has not yet been fully completed.

**Table: Use of chemical products**

|   | 2025  | 2024  |  | 2021 |
|---|-------|-------|--|------|
| Total reducing of numbers of chemical products since 2021 | -26 % | -30 % |  | 0    |

## Waste and material recycling

Koenigsegg actively works to reduce waste volumes and increase material recycling, enabling a greater share of waste to be converted into new resources. Our total waste volumes increased naturally as 2025 marked our highest production volume to date, along with an increased inflow of materials and packaging waste. Over time, the trend shows an increase in waste managed through material recycling compared to waste sent for energy recovery or landfill.

**Table: Waste, per waste type and method of treatment**

| Ton                               | 2025          | 2024          |  | 2021         |
|-----------------------------------|---------------|---------------|--|--------------|
| <b>Total none-hazardous waste</b> | <b>134,41</b> | <b>133,76</b> |  | <b>81,30</b> |
| Material recycling, ton           | 49,98         | 46,71         |  | 21,60        |
| Metals                            | 18,25         | 9,52          |  | 4,10         |
| Other material                    | 27,55         | 34,13         |  | 16,54        |
| Tires, rubber                     | 4,18          | 3,06          |  | 0,96         |
| Energy recycling                  | 79,72         | 87,05         |  | 59,70        |
| Land fill                         | 4,71          | 0             |  | 0            |
| Material recycling, rate          | 37%           | 35%           |  | 27%          |
| Energy recycling, rate            | 59%           | 65%           |  | 73%          |
| Landfill, rate                    | 4%            | 0%            |  | 0%           |
| <b>Total hazardous waste</b>      | <b>26,95</b>  | <b>31,9</b>   |  | <b>9,92</b>  |

## Environmental Compliance

Koenigsegg is operating a notifiable environmentally hazardous activity at one of our two production sites. During the year, the need for access to low-speed test tracks increased. As a result, a notification regarding a change in environmentally hazardous activities was submitted to enable the use of existing areas for this purpose. The new test tracks are now located in close proximity to our production facility.

Environmental incidents were reported during the year. None of these incidents resulted in any releases that posed a risk of harm or damage to the environment.

**Table: Reporting of environmental incidents**

|  | 2025 | 2024 | 2023 |
|--|------|------|------|
| Number of reported environmental incidents           | 2    | 6    | 5    |
| Serious incident with harm to environment and report | 0    | 0    | 0    |

## A SUSTAINABLE WORKPLACE

At Koenigsegg, we care about our employees. We want to create a workplace that is developing, safe and secure, and where our employees thrive and grow together with us as a company. We employ talents from both the local labor market and internationally. The global interest in our brand enables us to attract and recruit top expertise from around the world, making Koenigsegg a highly diverse workplace.

Our policies and procedures serves as important frameworks that guide how we should work and act to achieve our goals and create an attractive work environment. We regularly follow up on our HR and occupational health and safety efforts to ensure continuous positive development.

A key objective is to maintain and enhance a long-term inclusive and sustainable workplace, where equality, diversity, and employee influence are high on the agenda. We are committed to providing a healthy work environment, both physically and psychosocially, and we do not tolerate any form of bullying, abuse, or harassment. All Koenigsegg employees are covered by a collective bargaining agreement.

**Table: Koenigsegg in numbers**

|   | 2025      | 2024      | 2023      |
|---|-----------|-----------|-----------|
| Number of employees                                 | 757       | 711       | 575       |
| Women / Men   | 169 / 588 | 154 / 557 | 118 / 457 |
| Top management level                                |           |           |           |
| Executive Management Team, EMT                      | 5         | 8         | 8         |
| Women / Men   | 1 / 4     | 2 / 6     | 3 / 5     |
| Group Management Team, GMT                          | 16        | -         | -         |
| Women / Men   | 4 / 12    | -         | -         |
| Leadership position                                 | 77        | 44        | 48        |
| Women / Men   | 9 / 68    | 8 / 36    | 10 / 38   |
| Number of nationalities                             | 43        | 45        | 45        |
| Ration of employees covered by collective agreement | 100%      | 100 %     | 100%      |
| Employee turnover                                   |           |           |           |

|               |       |       |       |
|---------------|-------|-------|-------|
| White collars | 15,7% | 20,5% | 22,0% |
| Blue collars  | 14,0% | 20,6% | 24,2% |

Koenigsegg has developed a strategy that reflects our commitment to our role as a local employer, with the ambition of becoming a world-class workplace by 2030. Through this initiative, we aim to establish a long-term framework that will define guidelines and targets for how this ambition can be achieved.

Our employees are one of the most important drivers behind the company's success and development. It is therefore a natural priority for us to recognize and celebrate our employees for their valuable contributions and long-term commitment. Through our Loyalty Program, we honor those who have been and continue to be part of our journey. Each year, we celebrate employees who have demonstrated loyalty and dedication over time. This provides an opportunity for Koenigsegg to express our gratitude and appreciation for our employees' commitment, their work, and their role in driving the company forward.

In 2025, we recognized several outstanding employees based on their length of service.

**Table: Number of recognized employees based on years of employment**

|             | 5 years | 10 years | 15 years | 20 years |
|-------------|---------|----------|----------|----------|
| <b>2025</b> | 43      | 7        | 1        | 0        |
| 2024        | 39      | 1        | 0        | 3        |

## Employee and social dialogues

In our daily work, managers and employees work closely together and all departments hold regular team meetings, either daily or weekly. All our employees are also offered the opportunity for individual performance and development dialogues with their manager. These meetings provide a forum for employees to discuss their personal work situation and development opportunities.

Twice a year, we conduct employee surveys via anonymous questionnaires. These surveys are based on the Swedish Work Environment Authority's regulations on "Organizational and Social Work Environment" and are designed to measure and identify how employees

perceive their organizational and social work environment. The surveys are conducted using an external system to ensure full anonymity.

Based on the results, we map out the company's strengths and areas for improvement. The results are reviewed at both the company-wide and departmental levels. Managers then collaborate with their teams to address the findings. For areas with the lowest scores and highest priority, action plans are developed to propose improvements and implement necessary measures.

As our organization grows and our workforce expands, we recognize that clear communication, training, and well-defined responsibilities are key factors in creating a workplace where people thrive and develop. These areas of improvement will be included in our long-term framework.

## **Health and wellbeing**

We continue to invest in initiatives that promote health and wellbeing. Our facilities are designed to meet high standards for work performance, enabling the production of high-quality products. At the same time, the workplace should be inspiring, offer quality recreational time during the day, and serve as a social hub that fosters community and connection. We provide space for health-promoting activities such as wellness massages, table games, and outdoor activities, as well as organized events like football training, golf tournaments, and bowling. We are convinced that these efforts contribute to employee wellbeing and good health, while also helping to prevent workplace injuries, reduce work-related sick leave, and lower staff turnover. In 2025, total sick leave amounted to 2,58%, including all employees and both short- and long-term absences.

## **Preventive work environment management**

Ensuring that Koenigsegg is a safe and secure workplace free from injury and ill health is a priority. All employees at Koenigsegg, including temporary and contracted personnel, are covered by our systematic occupational health and safety management. We conduct regular workplace inspections and risk assessments with the involvement of responsible managers and safety representatives.

We work systematically to maintain a preventive work environment approach, where risk assessments and incident investigations form an important basis for identifying and responding at an early stage to the various risks present in our operations. This enables us to

eliminate risks before incidents occur. Since 2022, Koenigsegg has aimed to increase the reporting of risk observations, i.e. incidents where a work-related risk is identified that could potentially result in an accident causing injury or fatality. The most common category of occupational accidents involves injuries or discomfort related to hands. Our production relies on manual tasks where hands are the primary working tool, which is why such incidents are the most frequent. We work systematically to prevent hand-related injuries by identifying appropriate tools, facilitating assembly tasks, and promoting job rotation between workstations.

**Table: Reporting of work-related incidents in numbers**

|  | <b>2025</b> | 2024 |  | 2021 |
|--|-------------|------|--|------|
| Number of reported work-related incidents        | 382         | 356  |  | 182  |
| As accidents                                     | 82          | 55   |  | 47   |
| Number of accidents that led to sick leave, >8 h | 6           | 1    |  | 2    |
| Number of accidents with fatale outcome          | 0           | 0    |  | 0    |

## OUR ROLE IN SOCIETY

At Koenigsegg, we strive to be a strong and credible actor that creates positive values. Our ethical guidelines, regional engagement, participation in international events and collaborations with industry partners and associations form the foundation of this commitment. During the year, Koenigsegg signed the Ängelholm municipality's "Hållbarhetsavtal, (Sustainability agreement)", demonstrating our support for and contribution to the municipality's long-term sustainability efforts and development.

### Skills Development and Educational Partnerships

We value partnerships with schools and educational institutions in our local area and see this as an important part of our corporate responsibility. Through collaboration with local schools, we aim to create opportunities for students to grow and gain insight into working life. At the same time, we connect with potential future talent and strengthen our ties to the local community, contributing to a positive future.

### Charity and social engagement

Koenigsegg uses our strong brand to actively participate in and contribute to various community initiatives, both locally and internationally. Through our engagement, we strive to make a positive difference and support initiatives that strengthen society at various levels.

A selection of our activities and commitments:

- Min Stora dag;  
Min Stora dag (My Big Day) is a Swedish nationwide charity whose mission is to fulfil wishes and bring joy to children with serious illnesses and diagnoses. Koenigsegg collaborates annually with Min Stora dag and similar international organizations to contribute with a joyful experience. A common wish is to visit our factory or ride in a Koenigsegg car.
- Traffic Calendar;  
The Traffic Calendar is Sweden's largest educational material on traffic safety for children. As a car manufacturing company, we find it is especially important to support traffic safety initiatives. Our contribution is financial and helps to produce educational material aimed for children in our local community, reaching all primary school students in Ängelholm municipality.

- Pantamera; All deposit returns from beverage containers and bottles at Koenigsegg are donated to a local organization supporting individuals with physical and mental disabilities. The organization uses the funds to promote meaningful leisure activities and a sense of community.
- Musikhjälpen; Musikhjälpen is an annual fundraising event by Sveriges Radio and Radiohjälp. Each year, a specific theme is highlighted to raise awareness and support vulnerable groups, fighting for the right to a dignified life. Koenigsegg participates annually by, among other things, auctioning a VIP factory tour. A new initiative in 2024 was the launch of our own fundraising campaign.
- Dag Bölenius Memorial Fund; is a memorial fund that was established by the owner of Koenigsegg Automotive AB in memory of a passionate and influential colleague, who had been with Koenigsegg since the start. All donations to the fund go directly to the Swedish Cancer Society to support their vital work in advancing cancer research and ultimately defeating the disease.

## A RESPONSIBLE SUPPLY CHAIN

Koenigsegg works actively and with a long-term perspective to establish responsible supply chains in which human rights are respected and protected, while also taking responsibility for the environment and the economy. We place high demands on our suppliers to ensure reliable delivery, safety, and compliance with environmental standards. This is achieved through regular dialogue and audits. The majority of our suppliers are located in Sweden and Europe, with approximately 30 percent based in importing countries such as the United States, the United Kingdom, and Asia.

Changes in legislation, global uncertainties, and increasing expectations regarding ethical supply chains require Koenigsegg to strengthen its procurement processes to ensure compliance with various requirements, including those related to sustainability. As part of this effort, we revised our Supplier Code of Conduct in 2024 to clarify our expectations and requirements for suppliers regarding environmental responsibility, human rights, and ethical conduct. This document serves as a key tool in our procurement process and forms part of our supplier approval procedures.

During the year, a strategy defining which suppliers should be prioritized was adopted, based on criteria linked to procurement spending. Suppliers were contacted on an ongoing basis to sign the Supplier Code of Conduct. The outcome exceeded our expectations, resulting in an expansion in the number of prioritized suppliers beyond the original plan. Consequently, more Supplier Codes of Conduct were signed than initially targeted. We will continue this work and include additional suppliers.

We have also strengthened our follow-up and audit processes by incorporating additional sustainability-related topics, such as occupational health and safety and environmental performance. We will continue to further develop our procurement processes to ensure that our requirements are clearly communicated and followed up within our supplier relationships.

# **BUSINESS ETHICS & WHISTLEBLOWER REPORTING**

It is of the utmost importance that representatives of Koenigsegg act ethically, responsibly, and respectfully in all our relationships and interactions.

One of the tools used to ensure that we act appropriately and comply with laws and internal ethical guidelines is our whistleblowing service. This service is operated and managed by an independent third party that reviews, investigates, and communicates reported incidents to Koenigsegg. The whistleblowing service is accessible via our website. As reporting is handled confidentially and anonymously, the service can be used without fear of retaliation.

The whistleblowing process enables Koenigsegg employees, consultants, suppliers, and other stakeholders to report violations or suspected misconduct relating to legal compliance, Koenigsegg's Code of Conduct, or other internal policies and regulations.

Protecting the company, our employees, suppliers, as well as the environment and society from serious misconduct in which Koenigsegg may be involved through improper or unethical behavior is of great importance.

Anyone may report violations relating to, for example:

- Bribery and corruption
- Fraud and conflicts of interest
- Theft
- Serious misconduct related to occupational health and safety
- Violations of human rights

During 2025, Koenigsegg received six reported incidents, of which three were classified as whistleblowing cases. All incidents were investigated and closed. In two cases, internal corrective actions were implemented to achieve improvements. None of the cases related to suspected corruption.