
PROJECT JARVIS
Transforming the external workforce
SCANIA
TAKE CHARGE
100% ELECTRIC
SCANIA
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Scania is a world-leading provider of transport solutions

Founded
1891

100+
countries

1,500+
service points

58,000
employees

PREMIUM TAILORED SOLUTIONS FOR SUSTAINABLE TRANSPORT



Goods Transport



People Transport



Power Solutions



Services



100,000
Vehicles delivered annually

INNOVATION

- Global R&D footprint
- SEK 11,7 billion annual R&D investment
- 700,000 Connected vehicles

2025 FIGURES

Project Jarvis - Extending Scania's excellence to the external workforce



PRODUCT EXCELLENCE

Scania combines premium transport solutions with recognised leadership in innovation and sustainability:

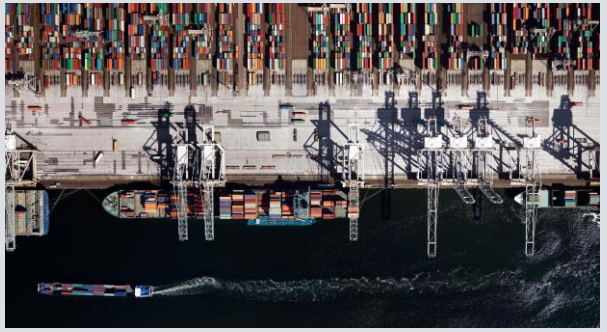
- Global service and delivery network
- Innovation leader in electrification, digitalisation and autonomous transport
- Driving the shift towards sustainable transport



PEOPLE EXCELLENCE

Scania has a strong tradition of building internal capability for the future:

- Continuous learning and reskilling
- Strong education and academia partnerships
- Long-term talent and career development

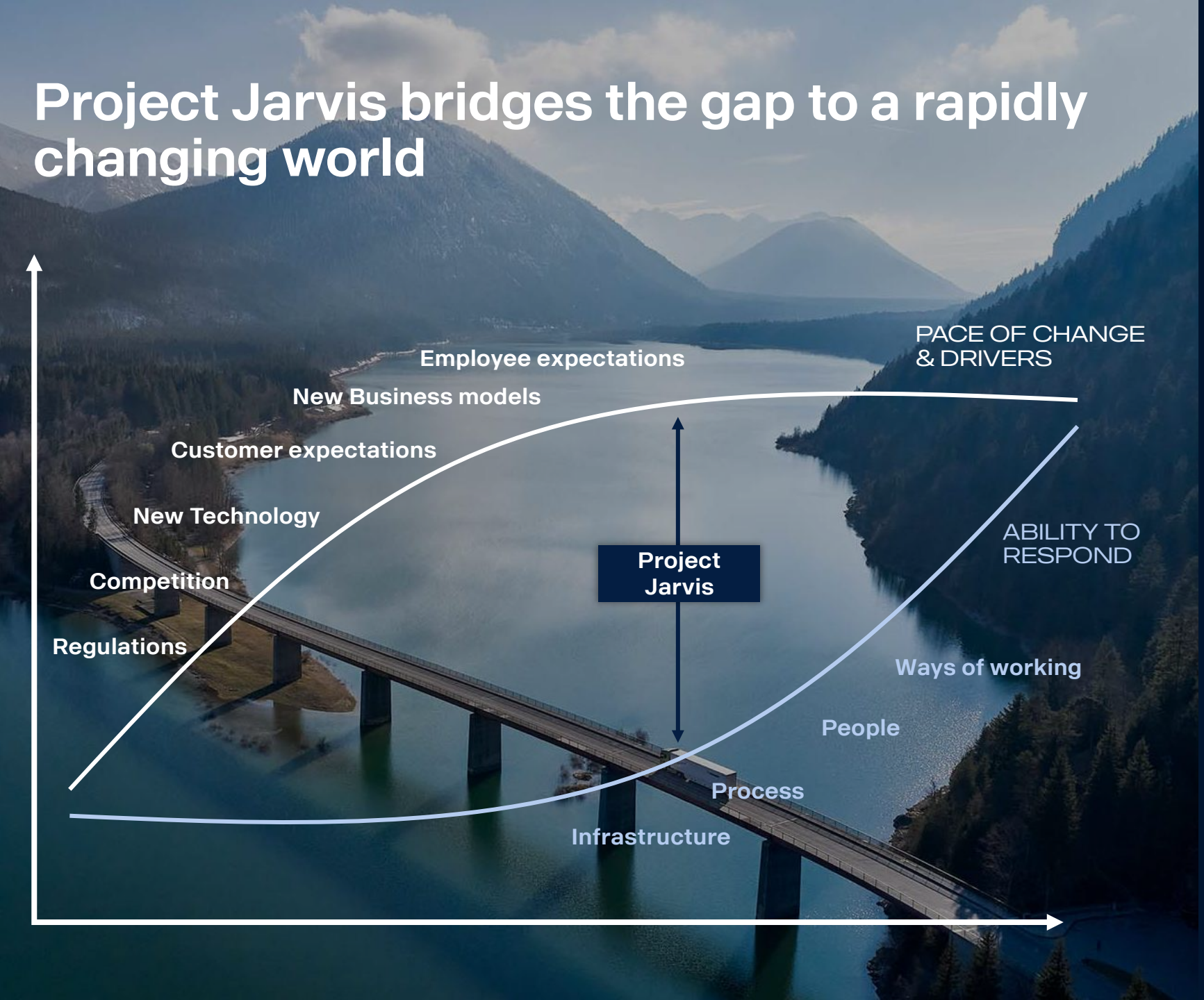


EXTERNAL WORKFORCE

External talent is an increasing strategic importance, where Scania has to extend its same level of standard:

- Manual & fragmented processes
- Limited workforce, spend and transparency
- Governance, compliance & legal risks

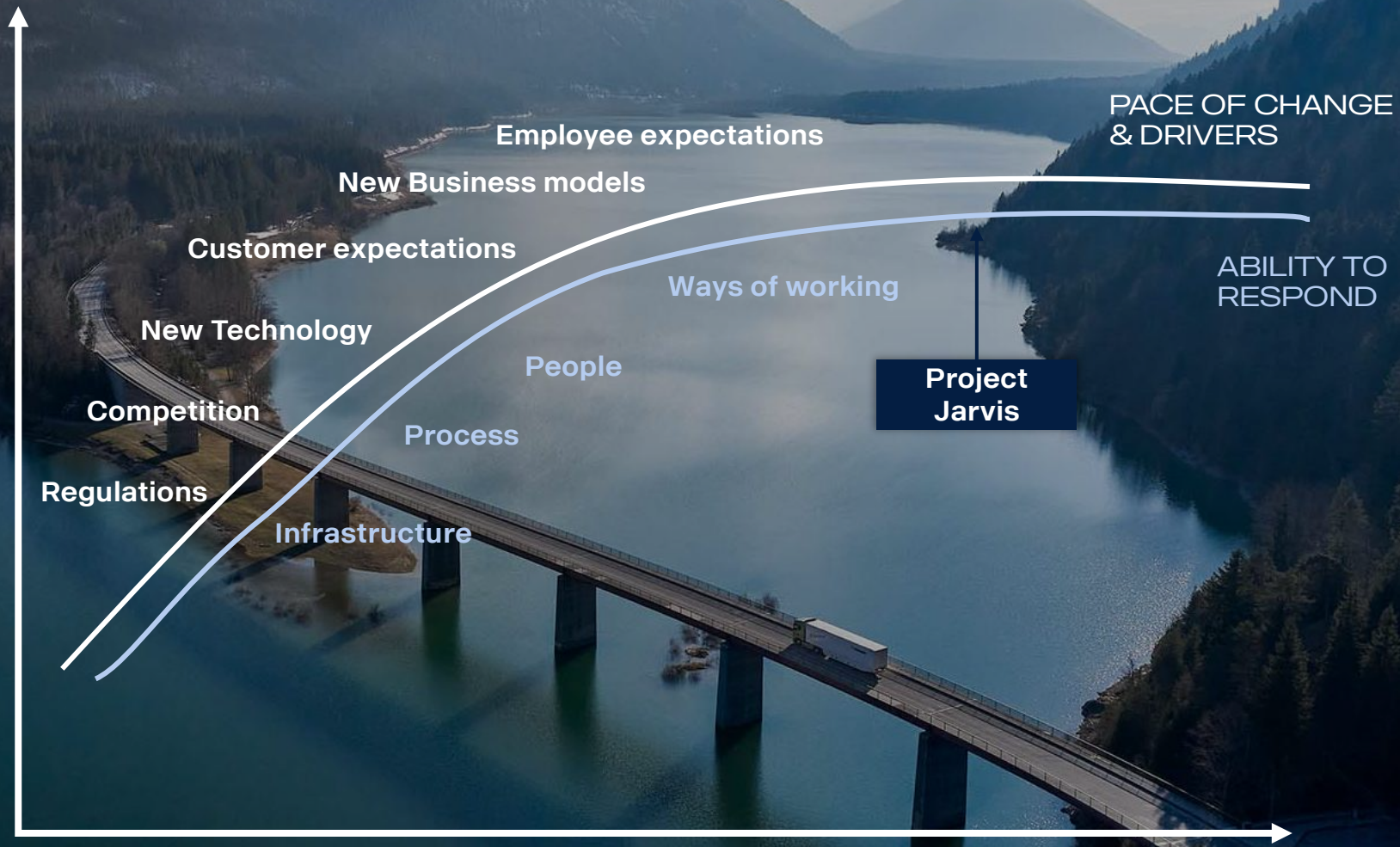
Project Jarvis bridges the gap to a rapidly changing world



The External workforce landscape is accelerating with increasing demands and expectations disrupting the status quo.

Project Jarvis is building the operating capability to keep pace with a faster-changing external workforce environment.

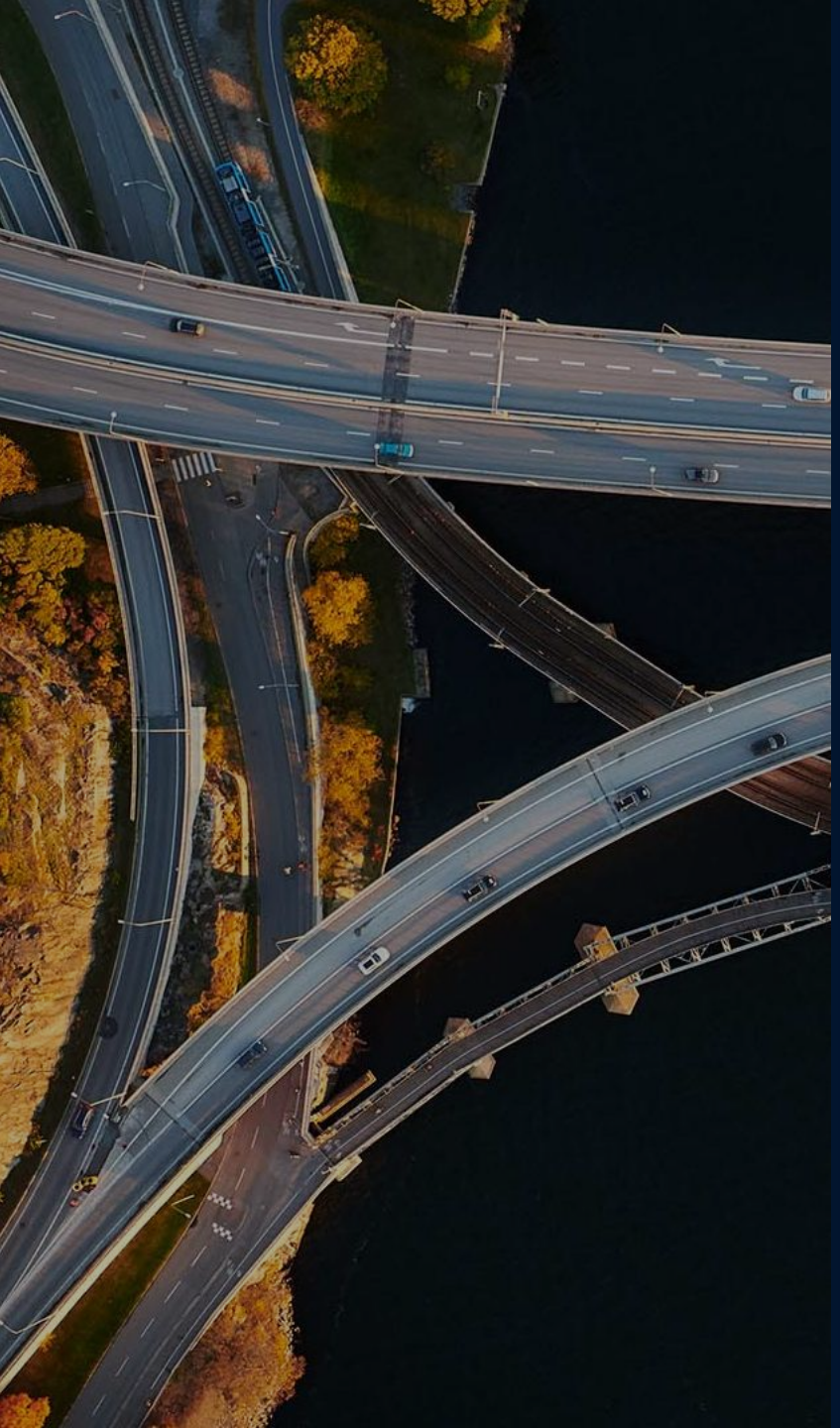
Project Jarvis bridges the gap to a rapidly changing world



The External workforce landscape is accelerating with increasing demands and expectations disrupting the status quo.

Project Jarvis is building the operating capability to keep pace with a faster-changing external workforce environment.

With new centralized external workforce infrastructure and unified processes and ways of working, Project Jarvis enable Scania to accelerate the response.



Project Jarvis - Building the Foundation for Workforce Excellence

VISION

A future where Scania seamlessly access, govern and optimize external talent and services with complete transparency, agility and confidence.

MISSION

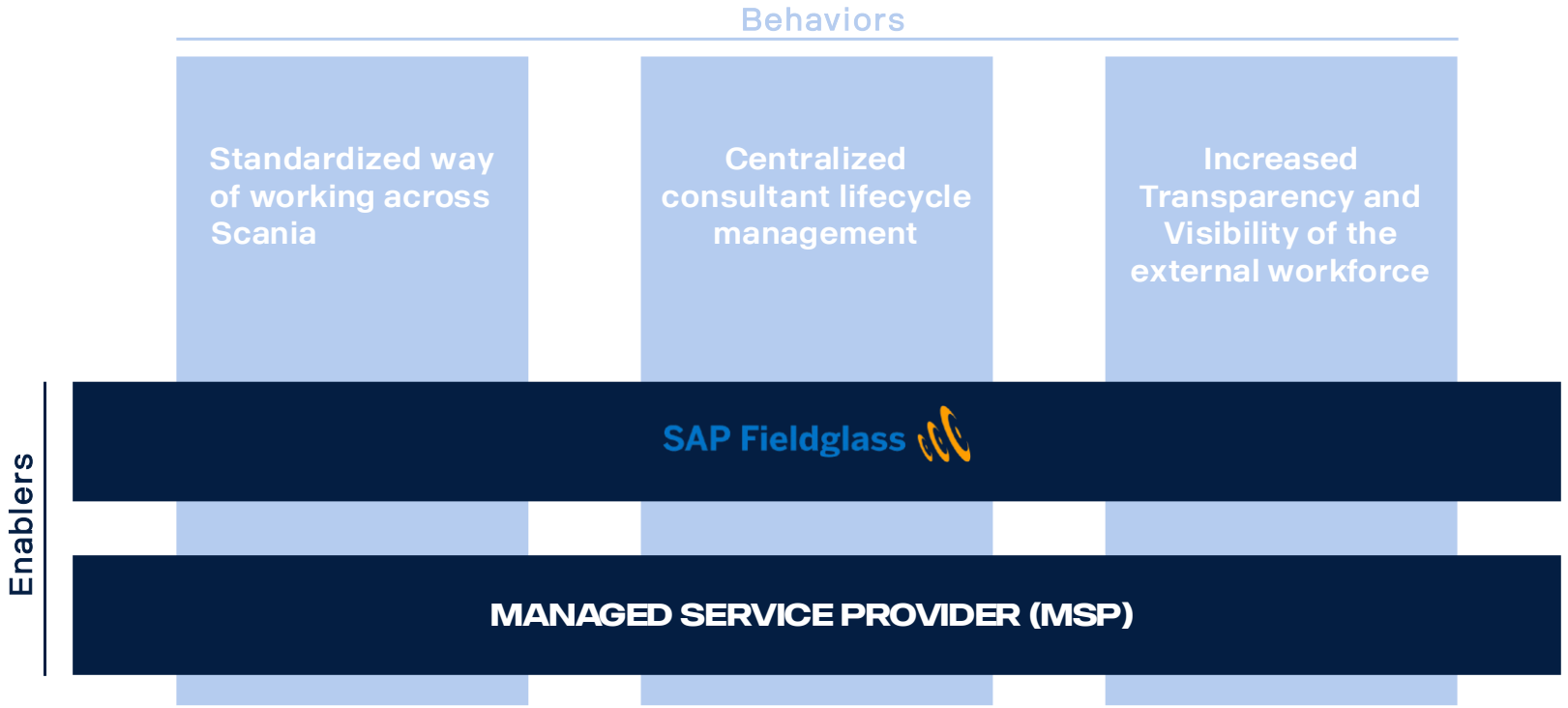
Project Jarvis transforms external workforce management by establishing a unified, data-driven operating model that enhances visibility, strengthens governance, enables strategic decision-making and unlocks greater business value.

More than a system implementation

Project Jarvis is a transformation journey changing how external workforce* is procured.

New behaviors are at the core of the transformation. The introduction of SAP Fieldglass and a MSP Team provide the structure, technology and operational support needed to embed them in every day work.

New behaviors are enabled by technology and operational support



*White-collar only



Project Jarvis way

BUILD THE FOUNDATION

Launch and stabilize the core operating model

- Establish solution blueprint
- Roll out SAP Fieldglass in Sweden
- MSP Team and supporting processes mobilized

EXPAND ADOPTION & VALUE

Extend coverage across spend and use cases

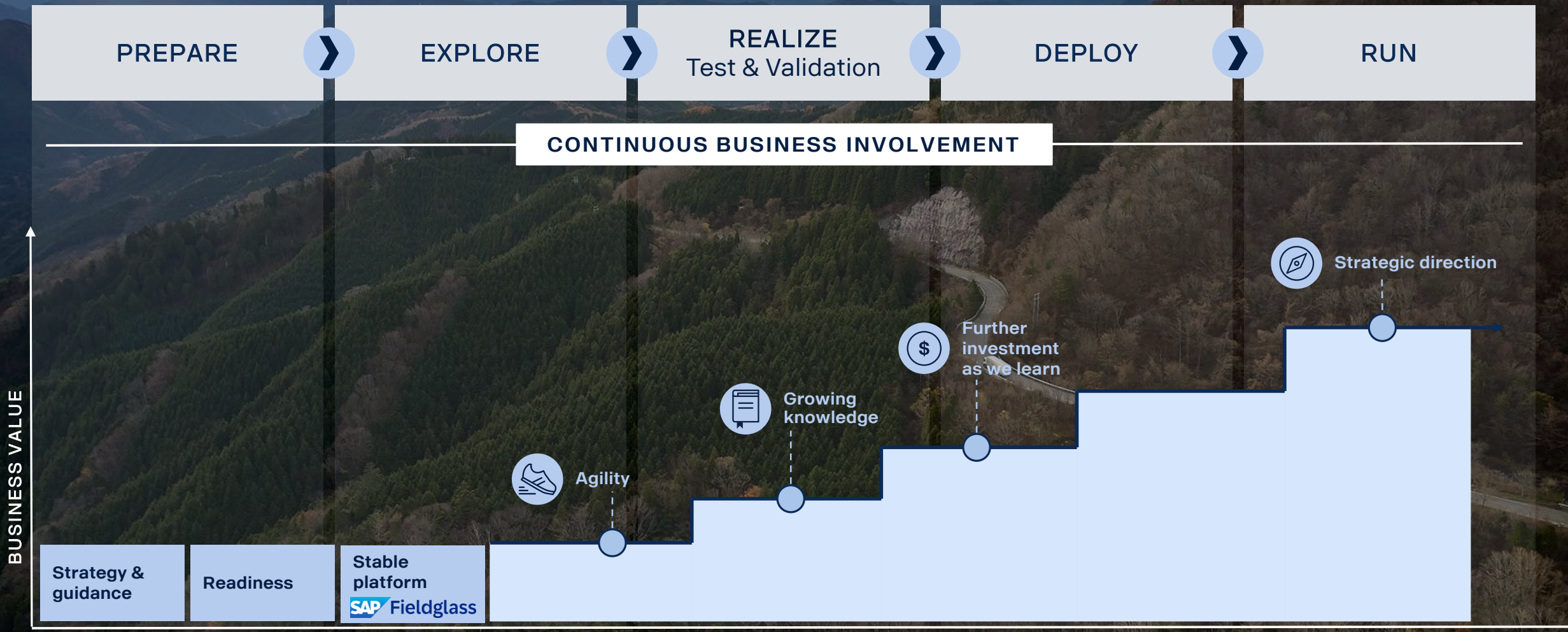
- Increase adoption and coverage
- Engage larger supplier base
- Embed standardized processes and new ways of working

SCALE & INTEGRATE

Create a connected enterprise capability

- Roll out to additional countries
- Integrate with relevant enterprise platforms
- Transition toward sustainable business-as-usual governance

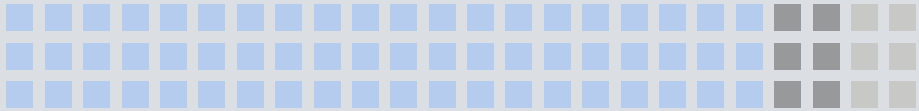
Project approach based on SAP Activate and Implema Way



SAP Fieldglass: One system - two different starting points

CONTINGENT WORKFORCE



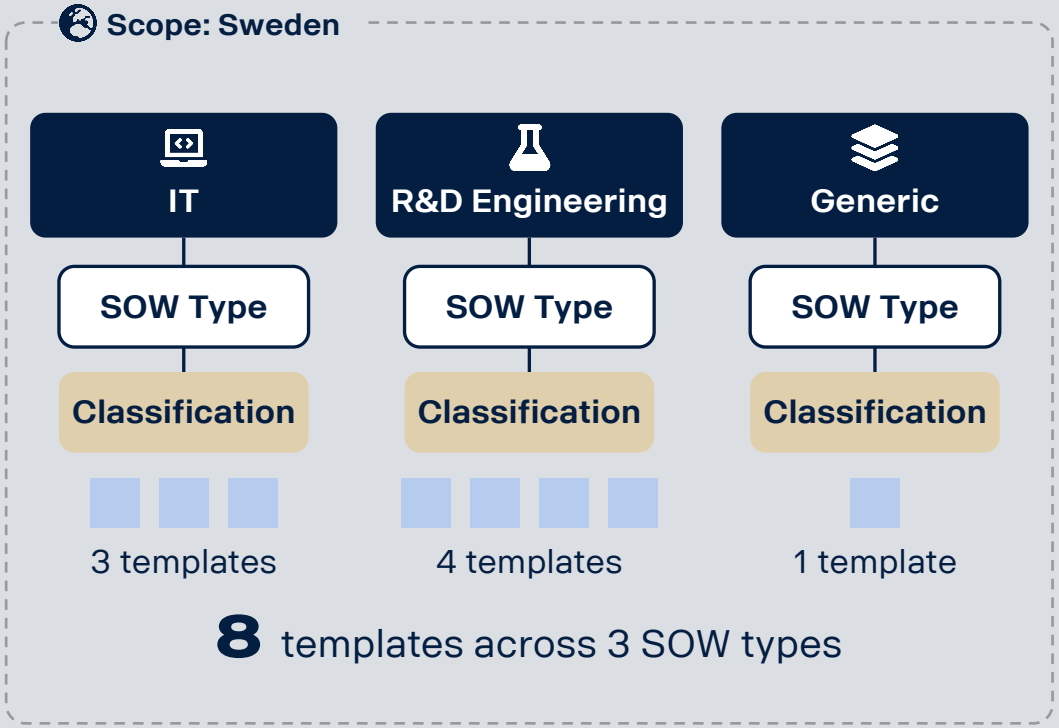


180+

Job Posting Templates, based on the Swedish FTE job catalogue

Driven by: **Country requirements**

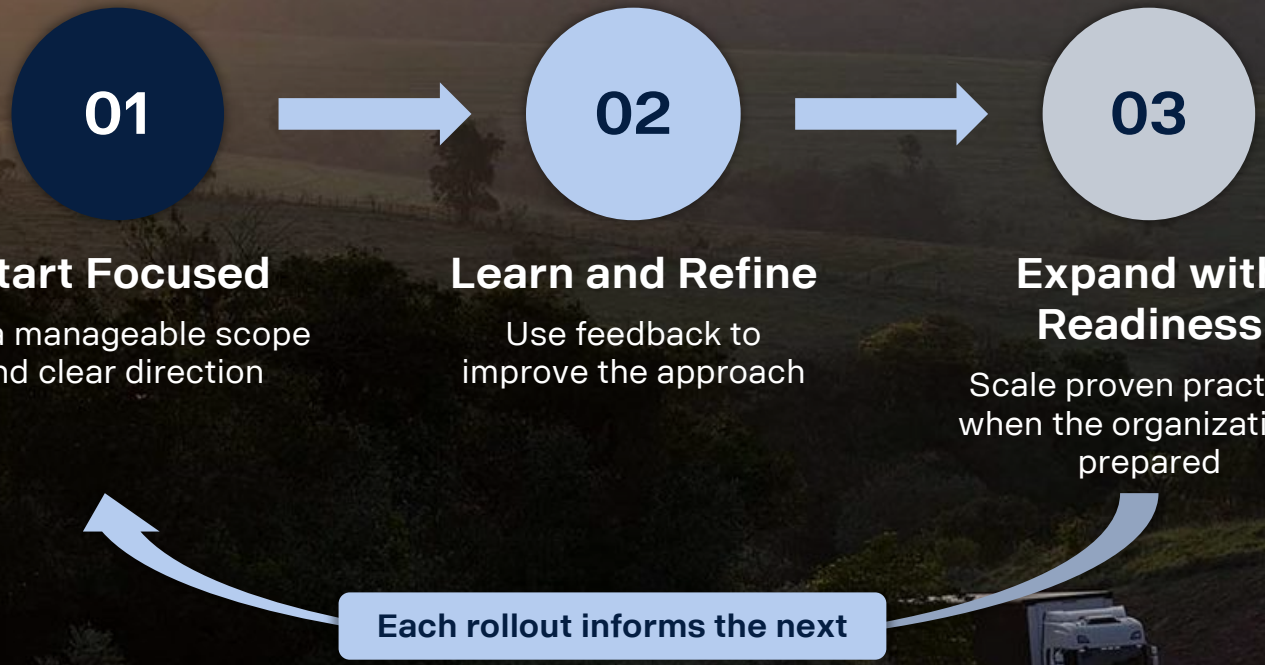
STATEMENT OF WORK (SOW)



8 templates across 3 SOW types

Driven by: **Category requirements**

Phased delivery turned experience into rollout readiness



KEY TAKEAWAY Phasing reduced risk and enabled a repeatable mechanism for learning and scaling

WHAT MADE THE LEARNING LOOP WORK

1. **Transformation before technology**
   Change behaviours, governance and ways of working
2. **Partnership from the outset**
   Engage business, suppliers and partners early
3. **Adoption needs structure**
   Use a consistent activation and change approach
4. **Foundation determines scalability**
   Strengthen process, data and governance before expansion

The Journey Continues...




SCANIA