

Leading with Integrity

# Our Code of Conduct

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# Our Code

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## Dear Colleagues,

Our Code of Conduct, Leading with Integrity, offers clear, practical guidance to help us act with integrity, consistency, and respect in all aspects of our business. Together with our Key Behaviors, the Code defines how we work, collaborate, and build trust—both within Autoliv and with our partners around the world. Our ways of working and following these standards are part of what is building us as One Team.

The Code was developed with input from across Autoliv and reflects our collective commitment to doing what's right. It doesn't aim to cover every situation, but it does offer a strong foundation for decision-making and team discussions. It empowers each of us to **Speak Up**—to ask questions, share ideas, and raise concerns—so we can continuously improve and support one another.

Importantly, the Code also fosters a culture of inclusion. When we feel safe, respected, and heard—across teams,

functions, and geographies—we perform at our best. By embracing diverse perspectives, we strengthen our ability to innovate, solve challenges, and grow together.

Let's make the Code part of our everyday mindset. Use it as a guide when planning, making decisions, or navigating difficult situations. It's more than a document—in a changing and complex world, our **Code is a constant**. It ties us together as One Autoliv acting with **consistency, transparency and clarity, driving success in everything we do, helping us Save More Lives**.

**This is our Code of Conduct. Know it. Live it. Lead with it.**

**Mikael Bratt**  
President & CEO



## The Role of Our Code

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At Autoliv, we see our Code as a fundamental guide for how to do business.

- ➔ It sets the standards for all who have a role in our business, including all employees, leaders, and our Board of Directors
- ➔ It empowers us to speak up when we suspect something is wrong, and when we have ideas for improvement
- ➔ It gives a structure to help guide our decision-making
- ➔ It shows us where to go for help when we have questions or doubts

**If local laws are stricter than our Code, we must follow them.  
When our Code is stricter, we follow the Code.**



**This is  
our Code.  
Know it.  
Live it.  
Lead with it.**

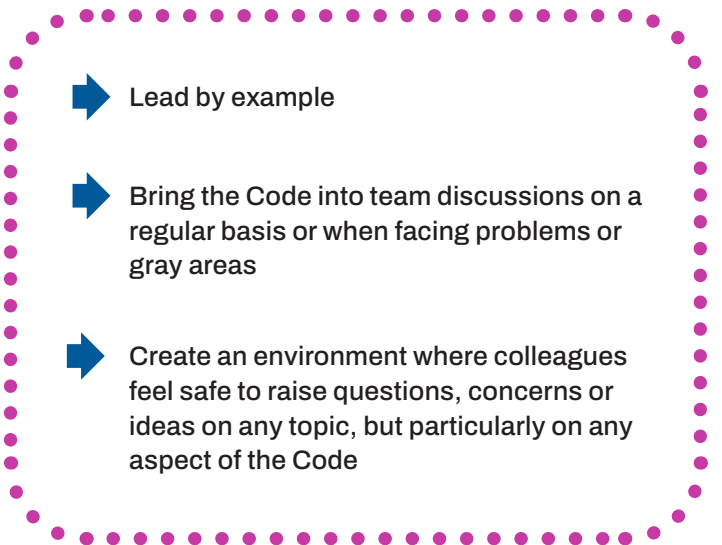
# Your Role and Leadership Expectations

## Your Role:

- ➔ **Take the time:** our Code is an essential guide to our way of working at Autoliv. Please take the necessary time to read it carefully and feel free to ask any questions that might arise. The Code will not have an immediate answer for every possible situation you may face, but it should be your first reference when you or your team face a difficult decision or gray area. If you need guidance—ask.
- ➔ **Work together:** our Code works best when we use it to stimulate and guide discussions about how to approach a problem or make a difficult decision. In key areas, it provides clear instructions on things we must never do. In other situations, it directs you to the departments and experts who can help. Most importantly, it ensures you are never left isolated and asked to make a difficult decision on your own.
- ➔ **Understand the consequences:** when we say our Code is important, we mean it. Therefore, we should all expect there to be consequences if we fail to follow the guidance and directions it provides. Breaches of the Code are serious and could result in disciplinary action.

## Leadership Expectations:

In addition to following all the commitments in the Code, leaders at Autoliv are expected to:

- 
- ➔ Lead by example
  - ➔ Bring the Code into team discussions on a regular basis or when facing problems or gray areas
  - ➔ Create an environment where colleagues feel safe to raise questions, concerns or ideas on any topic, but particularly on any aspect of the Code





## How we Speak Up @Autoliv

At Autoliv, a safe working environment is about much more than just our physical safety and health. It is also about our mental wellbeing and feeling safe to speak up.

At Autoliv, we have a broad definition of speaking up. It covers all discussions with the intention of supporting positive change or improvement. Therefore, speaking up covers raising a concern, but also asking a question, sharing knowledge, encouraging inclusion, or proposing a new way of doing things. These are all examples of speaking up.





... and we  
will listen

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If you **do not** feel comfortable speaking up in person, the Autoliv Helpline is available 24/7 for you to report a compliance concern confidentially.

If you raise a concern or speak up about potential wrongdoing in good faith, you will not face any negative consequences for your future at Autoliv.

[AS317 – Speaking Up Standard](#)  
[Legal, HR and Compliance contacts](#)



**Speak Up:**  
[autoliv.com/speak\\_up](https://autoliv.com/speak_up)



**Helpline:**  
[helpline.autoliv.com](https://helpline.autoliv.com)

Any report to the Autoliv Helpline, whether by phone or online, is received by a third-party provider. The information provided is sent to the Compliance & Corporate Integrity team on a confidential and, should you prefer, anonymous basis (where allowed). You have our guarantee that your comments will be heard by the Compliance Investigation team and that your concern will be reviewed and properly investigated if needed. All credible reports of compliance concerns will be subject to an investigation adhering to [Autoliv's Compliance Investigation Principles](#)



# Our Code and Key Behaviors

At Autoliv, we want to leverage the ability of all of our colleagues by bringing them together in high-performing teams, groups and functions. Our Key Behaviors help us to act from a common starting point, improving communication and maintaining integrity at the heart of everything we do.

## You can find more details about our Key Behaviors here:

[Key Behaviors LifeNet page](#)

## Enabling our Code



### Take ownership

It starts with me

- We raise our hands when we detect a problem
- We treat each other fairly and with respect
- We show consistency between words and actions
- We play fair and by the rules



### Add value

I make sure value is delivered to my customers

- We care for the end result
- We consider the whole chain End-To-End



### Collaborate

I demonstrate collaboration by seeking and giving support

- We ask who can help and who can I help
- We share good and bad
- We seek and give feedback regularly



### Make it easy

I keep it focused and simple

- We clarify expectations
- We share purpose and context
- We think ahead to prevent issues



### Be curious

I explore better ways to do things

- We ask questions to understand others
- We eliminate the real root cause through robust problem solving
- We seek best practice and innovative ways to improve



## Our Integrity Check

Conflicts, dilemmas and difficult decisions are common challenges in every business. What matters is whether we acknowledge them and pause to make the best choice we can, or simply hope that they will disappear if we ignore them (...which they never do!).

If you are facing a conflict, dilemma or difficult decision, pause and work through our Integrity Check. The questions help you navigate and test your options, ideally together with your manager or other colleagues. While there are no guarantees you will make a perfect decision, it will help you to avoid rushed judgements or making decisions that you might regret later.

As you go through the questions, keep an open mind as to what pressures or biases could be impacting your judgement or that of those around you. No one can be completely unbiased, but we can all make better decisions by being aware of what affects our way of thinking and acting.



If you answer any of the questions with a “no” or “I’m not sure”, pause and seek additional guidance.

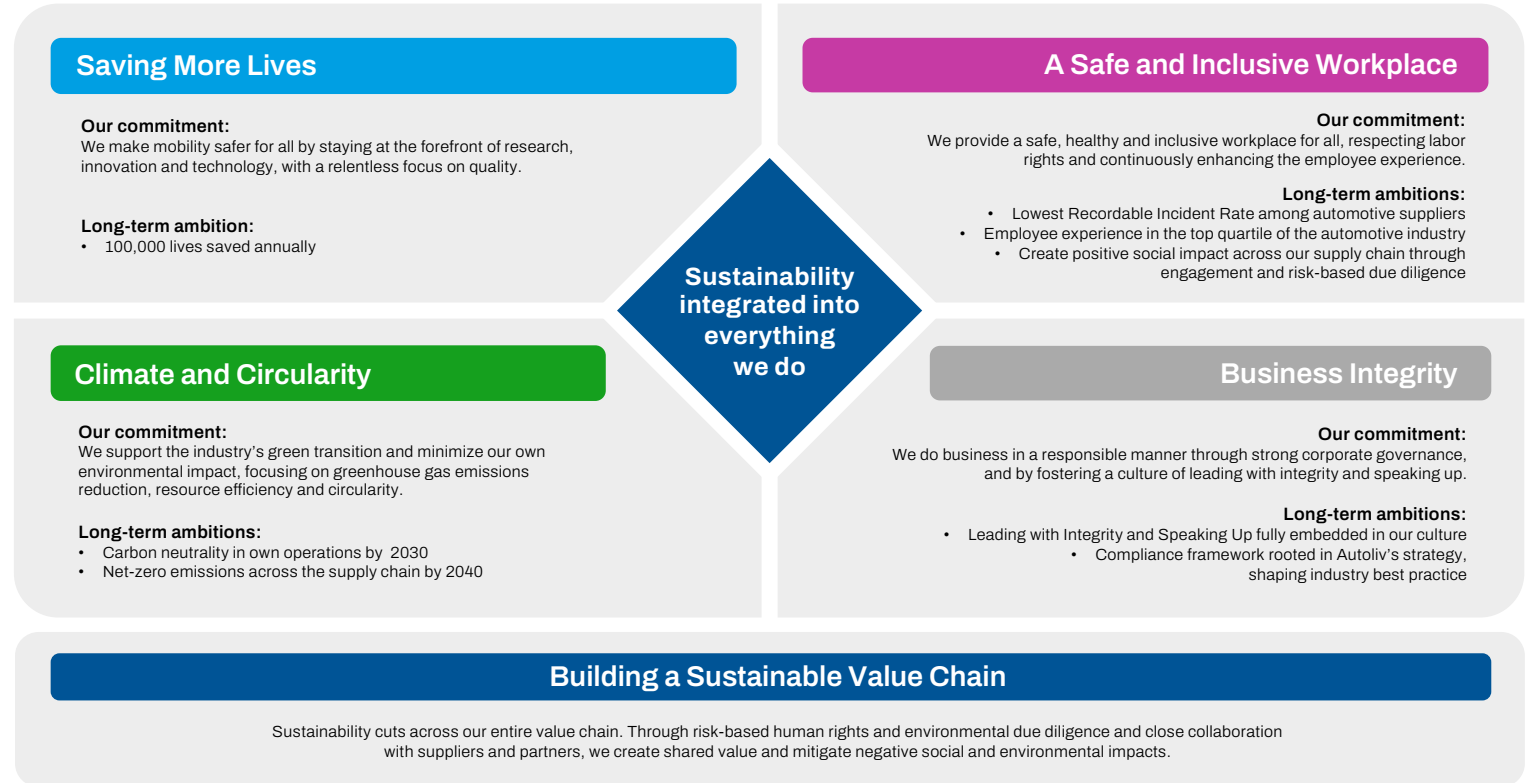
# Our Sustainability Framework

Guided by our vision of Saving More Lives, our mission is to provide world-class, life-saving solutions for mobility and society.

## Our Code / Respect for People / Quality / Environment / Fair & Legal Business / Protecting our Company

Sustainability is integrated in everything we do and a fundamental driver for market differentiation and stakeholder value creation, helping to ensure that our business will continue to thrive and contribute to sustainable development in the long term. To do this, we need to systematically consider the impacts of our business—economic, social, and

environmental—in our decision-making and operations. Our Sustainability Framework focuses on the key areas where we can make a positive contribution but also have risks and impacts to manage. As an integral part of the Framework, our Code underpins how we run our business in a sustainable way and fulfil our obligations as a signatory of the [UN Global Compact](#)



Read more about how we integrate our Sustainability Framework, along with our targets and performance: [Our website](#) | [Sustainability Report](#)



# Respect for People

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# Human Rights

## Why?

We must conduct our business operations in ways that respect the human rights of everyone.



### Our Commitments:

- We are uncompromising and always remain vigilant to ensure that our business dealings (including our supply chain) do not support any form of human rights violations.
- We never tolerate any form of child labor, forced labor, human trafficking or other practice of modern slavery in our operations or our supply chain.
- We seek to provide fair wages, reasonable working hours, benefits and other conditions of employment in line with international labor standards, applicable laws and labor rights principles.
- We support the right to work in a safe and secure environment with equal opportunity and free from any form of discrimination, harassment, abuse or retaliation.
- We respect the right to freedom of association and collective bargaining and encourage open and transparent dialogue with all colleagues and, where applicable, representatives of organized labor groups.
- We carry out appropriate human rights due diligence of our own operations, business partners and suppliers.

### Your Role:

- Ensure that all colleagues and everyone we work with are doing so freely and according to agreed conditions.
- Ensure that your behavior respects the rights and dignity of all colleagues and everyone we work with, and never engage in or tolerate abuse of any kind.
- Support our human rights due diligence processes in our own operations, as well as in the assessment of new and existing business partners and suppliers.

- Speak Up immediately if you suspect anyone's human rights are being violated in connection with our business, regardless of whether the suspected violation relates to our operations or takes place during other business activities, such as business trips or work-related social events.



### Always Remember:

Human rights violations continue to occur in almost every country in the world. We must therefore remain cautious and not assume these issues never have an opportunity to arise in Autoliv's business dealings.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance. Remember, you are protected from retaliation, and every concern raised will be carefully investigated, with appropriate remedy where needed.

- [Autoliv Human Rights Policy Statement](#)
- [Autoliv Forced Labor Statements](#)



# Safety at Work

## Why?

Autoliv's vision of Saving More Lives applies as much to our workplaces as to our products. Autoliv is committed to providing safe working conditions for our employees and contractors. We start with the principle that work-related injuries and illnesses are preventable and seek to operate our business to avoid causing injury or ill health to employees, contractors, and other interested parties.



### Our Commitments:

- We comply with applicable occupational health and safety legislation.
- We continually improve our occupational health and safety management system and the maturity of our Autoliv health and safety culture.
- We identify workplace hazards and assess the associated risks. By applying the hierarchy of health and safety control measures, we aim to eliminate hazards where possible and manage any significant risks to prevent injury or ill health. Risk assessments will be reviewed whenever circumstances change.
- We promote continuous improvement in health and safety performance, set clear targets and objectives, and provide an appropriate framework for reviewing objectives and occupational health and safety performance against them.
- We provide instruction, training, and supervision to enable employees and others on our premises to avoid hazards and make a positive contribution to their own and others' health and safety at work.
- We consult with and involve employees and other interested parties in continually improving occupational health and safety at Autoliv.
- Accountability for occupational health and safety rests with Autoliv's leadership. Managers have a primary responsibility for ensuring compliance with Autoliv's occupational health and safety standards.

### Your Role:

- Every employee, at each level of the organization, is responsible for their own and others' health and safety,
  - by following and respecting our standards,
  - by identifying, and helping to eliminate unsafe conditions and behaviors.
- Participate in all required safety training and speak with your manager if you need additional guidance.

- Only undertake tasks you have been trained for and where you have sufficient capability and competence.
- Ensure you follow the safety rules for the task and use the correct protective equipment as provided.
- Do not misuse or interfere with anything provided in the interest of health, safety or welfare.
- Proactively Speak Up with any ideas to help further improve health and safety.



### Always Remember:

You have a responsibility for the safety of yourself and for that of others, just as they have a responsibility for your safety.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [Autoliv H&S Policy Statement](#)
- [AS271 Occupational Health and Safety Management System](#) (Autoliv internal access only)
- [Health & Safety Standards page](#) (Autoliv internal access only)
- [MSDS/SDS Readily Available](#) (Autoliv internal access only)
- [Autoliv Learning Centre](#) (Autoliv internal access only)



# Respectful and Inclusive Workplace

## Why?

The strength of our ways of working is one of our most valuable assets and it impacts everything we do. The respect we show each other every day is central to this.



### Our Commitments:

- Our workplace culture is based on dignity and respect, safety, and security. We are committed to maintaining a workplace free from harassment, abuse, and any form of physical or mental intimidation.
- We recognize that respect and inclusion are essential to culture where everyone can bring their authentic selves to work, perform, and feel valued and respected.
- Leaders must role model respectful behavior and promote psychological safety and inclusion in their teams and functions.
- We promote and reward colleagues based on merit, following objective and transparent criteria.
- We provide fair access to training opportunities for all colleagues.
- We have zero tolerance for any form of discrimination or harassment, and we treat such cases with the utmost seriousness.
- We acknowledge that respect and inclusion in the workplace cannot be taken for granted. Both require continual effort, discussion, and reflection.

### Your Role:

- Contribute to a positive, respectful, and inclusive work environment by treating colleagues with courtesy and respect.
- Add value by taking the time to build good professional relationships and listen to different opinions with an open mind.
- Communicate clearly and kindly, considering how your words or actions may impact others.
- Manage stress and be mindful of its effect on your behavior—stress is never an excuse for disrespect.

- Speak Up if you observe or experience any form of harassment or discrimination.
- Be curious about what supports inclusion, recognize barriers, and proactively suggest improvements whenever you identify opportunities for a more inclusive environment.



### Always Remember:

Speak Up if you observe bullying, discrimination, harassment or inappropriate behavior. Don't be a silent witness.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS315 – Respectful and Inclusive Workplace](#)  
(Autoliv internal access only)



# Data Privacy

## Why?

In today's data-driven world, privacy goes beyond compliance—it is essential to earning trust, maintaining brand reputation, and sustaining long-term growth. We recognize privacy as a fundamental human right and manage personal data responsibly, with integrity and transparency toward all individuals whose data we hold.



### Our Commitments:

- We respect privacy as a fundamental human right, treating personal data with care, fairness, and integrity in everything we do.
- We are transparent and accountable about how personal data is collected, used, and shared.
- We protect personal data by applying appropriate security measures and limiting use to legitimate business purposes.
- We manage privacy in line with generally applicable privacy principles, laws, regulations, and best practices, irrespective of our geographic location.

### Your Role:

- Handle personal data responsibly and always treat any information that can identify someone—directly or indirectly—with care and confidentiality.
- Adhere to Autoliv's Data Privacy Policy and related standards whenever your work involves personal data.
- Engage early with the Data Privacy team to assess risks and implement recommended controls if your projects involve personal data.
- Speak up if you notice or suspect any privacy incident or data breach involving personal information.



### Always Remember:

We actively work to protect everyone's privacy and stay compliant. Each of us plays a key role—handle personal data with care and help strengthen our shared commitment to privacy.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS263 – Data Privacy Policy](#) (Autoliv internal access only)
- [Data Privacy LifeNet page](#) (Autoliv internal access only)



# Quality



# Quality of Our Products & Services

## Why?

Autoliv's primary goal is to Save Lives. Our products never get a second chance. This is why we can never compromise on quality. That is why we have established Q5—Quality the Autoliv Way.



### Our Commitments:

- By following our Key Behaviors, we lead by example and contribute to our Q5 journey towards zero defects and delivering the best value for all customers.
- Our Q5 journey towards zero defects covers our delivered products and elimination of errors in all non-manufacturing areas.
- Our goal is for all functions at Autoliv to think, plan and execute based on a zero defect mindset, whether working on products or services.
- We comply with government and industry standards that apply to our products or services.
- We listen with an open mind to all ideas for improvement and to any concerns regarding quality.

### Your Role:

- It starts with you. Lead by example and contribute to our journey towards zero defects.
- Familiarize yourself and stay up to date with all Autoliv standards and quality controls relevant to your work.
- Ask your manager if you need additional training or guidance.
- Speak up if you have any concerns regarding quality or ideas for improvement.
- Take ownership. Recognize that delivering on our quality commitments requires constant attention.

### Q5 – Quality the Autoliv way



### Always Remember:

Never assume someone else will deal with a quality concern. If you have a question or concern, pause and ask for advice.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [Autoliv Quality Policy Library](#) (Autoliv internal access only)
- [Quality LifeNet page](#) (Autoliv internal access only)
- [Q5 - Quality the Autoliv Way](#) (Autoliv internal access only)



# Environment

ACS Autoliv China, Shanghai



# Limiting our Environmental Impact

## Why?

We have a duty to ourselves, our families, society and future generations to constantly strive to minimize our environmental impact.



### Our Commitments:

- We take our environmental standards seriously both internally and externally with our suppliers.
- We set ambitious climate targets, aligned with sound science and international agreements, and take a broad range of actions to achieve them.
- We recognize there will always be opportunities for continuous improvement in all key aspects of our environmental impact, including climate, natural resources, energy, waste, water, and pollution prevention.
- We apply key principles of circularity and sustainable design to reduce life-cycle environmental impacts throughout our supply chain and own operations.
- At all levels of the organization, we foster a mindset that seeks to understand and minimize environmental impact in all that we do.
- We measure and report on our environmental impact annually.

### Your Role:

- Know and follow the environmental standards that apply to your work.
- Help to ensure that any business partners you work with are aligned with our environmental commitments (please refer to the separate chapter on Suppliers & Business Partners).
- Minimize the use of materials, energy and water in your business activities at and on behalf of Autoliv.
- Implement safe and sustainable designs and apply the principle of reduce, re-use and recycle, as much as possible.
- Take ownership and Speak Up when you see opportunities to further limit our environmental impact.



### Always Remember:

Collaborate with your colleagues and take steps—both large and small—to create new habits that minimize our environmental impact.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [ALV Environmental Policy](#)
- [AS030 – Environmental Management System Standard](#) (Autoliv internal access only)
- [ALV Sustainable Sourcing Requirements DM suppliers](#) (Autoliv internal access only)
- [Sustainability LifeNet page](#) (Autoliv internal access only)
- [Climate and Circularity](#)



# Fair and Legal Business

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# Fair Competition

## Why?

We thrive best in markets that are fair and open. Around the world, competition laws are being strengthened and more rigorously enforced. Breaching these rules could have serious consequences for our company and employees.



### Our Commitments:

- We believe in fair and open markets and comply with all competition and antitrust laws applying to our business.
- We communicate truthfully and accurately about products and services and gather market intelligence only from legitimate sources.
- We set our pricing independently, based on our costs, market conditions and competitiveness.
- We never seek to coordinate with competitors, suppliers, customers or distributors in ways that could unfairly limit competition in the market. This includes price arrangements, market or customer allocations, or restricting supply.

### Your Role:

- Never share commercially sensitive information with competitors, including pricing, strategies, bids, contractual terms, wage data and discount strategies.
- Avoid any discussions with competitors that could be interpreted as anti-competitive, whether in business settings or informal social interactions.
- Seek legal pre-approval before entering into any arrangements that may raise competition concerns, such as joint bids, benchmarking, exclusive dealings, or sustainability collaborations.
- Always seek advice from the Legal team if you have any questions or concerns regarding fair competition or before entering into any of the following: product bundling, exclusive arrangements, refusal to supply or agreements with a competitor.



### Always Remember:

Illegal anti-competitive agreements can be written or verbal, or be implied by remaining silent when others agree on a course of action. Even a well-intentioned collaboration can cross the line. If in doubt, pause and consult Legal.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS312 – Fair Competition Policy](#) (Autoliv internal access only)
- [Antitrust and Fair Competition LifeNet page](#) (Autoliv internal access only)



# Anti- Corruption

## Why?

Bribery and corruption damage society and weaken trust. It is also irresponsible, wrong, and makes no business sense!



## Our Commitments:

- We recognize corruption as the abuse of entrusted power for private gain.
- We recognize bribery as offering, promising, giving, accepting, or soliciting an advantage or anything else of value as an inducement for action.
- We proactively work to prevent any corrupt business practices.
- We have zero tolerance for any form of bribery or corruption in our business dealings and expect the same standards from our business partners.
- We perform risk-based integrity due diligence on third parties to support our zero-tolerance position.
- We do not tolerate suppliers, customers or other business partners offering bribes related to our business and will take action if such activities are discovered.
- We recognize that gifts, hospitality, sponsorships and donations can carry bribery risks and we follow our standards and guidance to manage these risks.
- We never allow commercial pressure to compromise our integrity.

## Your Role:

- Never offer, promise, give, or accept anything of value to improperly influence a business decision or government action—this is considered bribery everywhere in the world.
- Follow our Anti-Corruption Policy and the guidance on gifts, hospitality, sponsorships and donations provided by Autoliv.
- Ask your manager, Legal or the Compliance team if you have any questions.
- Take extra care when interacting with public officials. If in doubt, pause and seek advice from Legal or Compliance.

- Remember: local customs or “it’s just how business is done” are never an excuse for corrupt practices.
- Report any suspected bribery or corruption immediately to the Compliance team or through the Autoliv Helpline.



## Always Remember:

Corruption weakens society and trust in businesses and their leaders. We must always stay focused on our zero-tolerance commitment.



## Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS313 – Anti-Corruption Standard](#) (Autoliv internal access only)
- [Anti-Corruption LifeNet page](#) (Autoliv internal access only)



# International Trade

## Why?

Our products, services and data are used around the world. To continue as a global business, we must comply with international export, import, taxation and sanction laws.



### Our Commitments:

- We aim to comply with all trade laws that apply to our business around the world, including export controls, import and customs laws, international tax laws and trade sanctions.
- We recognize that these laws can apply equally to information (including software, codes and technical information) and to physical and financial assets, and we seek to develop our controls, policy and internal training accordingly.
- We know this is an area of law that is constantly changing and endeavor to keep our controls and systems up to date.

### Your Role:

- Familiarize yourself with the trade laws that impact your work at Autoliv. If you have any questions, discuss them with your manager or a member of the Legal or Compliance team.
- Recognize that trade laws can be technical and detailed. Do not hesitate to pause and seek expert guidance if required.
- Be aware that trade laws regulating what may be transferred across borders can cover information and digital assets as well as physical products. This may include emails and telephone or video calls, so if in doubt, contact a member of the Legal or Compliance team for guidance
- Know where and who we are doing business with and ensure in advance that we can legitimately trade with them without breaching any trade laws, in particular export controls and trade sanctions obligations.



### Always Remember:

International trade laws change regularly. Ensure you stay up to date with the latest requirements for your business activities. If in doubt, pause and seek expert guidance.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS304 – Export Controls Policy](#) (Autoliv internal access only)
- [Legal LifeNet page](#) (Autoliv internal access only)



# Conflicts of Interest

## Why?

Allowing personal interests or relationships to interfere with your decision-making at Autoliv creates risks for our business and your own reputation.



### Our Commitments:

- We rely on all employees to make fair decisions based on objective criteria and in Autoliv's best interests.
- We aim to avoid conflicts of interest in our business dealings. Where they cannot be avoided, we manage them proactively and transparently.
- We work to manage any conflicts that arise through disclosure and avoidance or by taking measures to remediate the situation, such as removing the individual in question from related decisions, where appropriate.

### Your Role:

- All Autoliv employees must disclose any actual, potential or apparent conflict between their work and private interests. These may include:
  - Hiring or supervising friends or family members
  - Having a financial interest in a competitor, customer or supplier
  - External employment or board positions that may affect your performance or objectivity
- Avoid conflicts with your role at Autoliv. If a conflict arises, disclose it immediately to your manager, HR or Compliance Officer.
- Follow any actions put in place to manage a disclosed conflict.
- Avoid any appearance of bias, favoritism or undue influence.



### Always Remember:

Conflicts can be managed when disclosed in advance. When hidden, they put good decisions and personal reputations at risk. Transparency protects you and Autoliv. Think ahead, disclose early, and seek support.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS316 – Conflicts of Interest Standard](#) (Autoliv internal access only)
- [Conflicts of Interest LifeNet page](#) (Autoliv internal access only)



# Insider Trading

## Why?

Using inside or confidential information about Autoliv or one of our business partners to buy or sell shares is unethical and a criminal offence.



### Our Commitments:

- We recognize inside information as information that could have a significant impact on a company's share price if publicly disclosed. Examples include details about the company's financial performance, new products, acquisitions or legal proceedings.
- We have an Insider Trading Policy in place to provide guidance and safeguards for when and when not to deal in Autoliv shares or shares of our close business partners.

### Your Role:

- Never buy or sell shares on the basis of inside information.
- Check our Insider Trading Policy before dealing in Autoliv shares and check with a member of the Legal team if you have any doubts.
- Be mindful of the four routine periods when employees are not permitted to trade in Autoliv shares as set out in the Insider Trading Policy.
- If you are unsure whether information constitutes inside or confidential information, pause and check with your manager or a member of the Legal team.
- Do not offer trading tips to friends or family based on inside information.



### Always Remember:

If you are unsure what might be considered inside information, consult our policy or check with the Legal team.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS314 – Insider Trading Policy](#) (Autoliv internal access only)
- [Legal LifeNet page](#) (Autoliv internal access only)



# Suppliers & Business Partners

## Why?

Autoliv's reputation and products are closely tied to the behaviors of our business partners, including all our suppliers.



### Our Commitments:

- We select our suppliers and business partners in a fair manner, build trusted relationships and expect the same values and standards of behavior that we apply to ourselves.
- We undertake appropriate checks on new suppliers and business partners to ensure their background, reputation and capabilities meet our expectations.
- We review and monitor our key suppliers and business partners throughout the duration of our relationship to ensure that we stand by our commitments to them and that they fulfill their obligations to us.
- We communicate our expectations to our suppliers and business partners transparently at the beginning of and throughout our relationship.

### Your Role:

- Be familiar with our Supplier Code of Conduct, and follow our Supply Chain Management Processes.
- Exercise due care in doing business with suppliers and business partners.
- Speak up if you believe a supplier or business partner is failing to act with integrity or to meet Autoliv's expectations.
- Always disclose any personal link you have with a supplier or business partner to avoid potentially conflicting interests.



### Always Remember:

We want to be proud of the suppliers and business partners we work with and for them to be proud of working with Autoliv.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [Supplier Code of Conduct](#)
- [ALV Sustainable Sourcing Requirements DM suppliers](#)  
(Autoliv internal access only)
- [AS 318 - Third Party Due Diligence Policy](#)  
(Autoliv internal access only)
- [Global Supply Chain Management LifeNet page](#)  
(Autoliv internal access only)
- [Autoliv Sourcing and Purchasing Processes](#)  
(Autoliv internal access only)



# Protecting our Company

# Information and Cybersecurity

## Why?

Our data, information, manufacturing and IT systems are at the heart of our business and are increasingly at risk from external threats.



### Our Commitments:

- We will continue to invest in our world-class technology systems.
- We know that the success or failure of even the best technology systems depends on the actions of the people using them. We will therefore continue to provide training and implement smart procedures to enable our technology to thrive.
- We only allow our IT systems to be used for legitimate purposes and never for storing or sharing illegal or offensive content.

### Your Role:

- Ensure you are aware of the information security measures that apply to your work at Autoliv (including all password and software procedures).
- Take ownership. If you require additional security training on any of our IT systems, organize this with your manager.
- Be aware that many highly organized groups seek to exploit physical and digital vulnerabilities at companies like Autoliv in order to sabotage systems, steal money and valuable information or demand a ransom for removing malicious software.
- Do not let these groups exploit you or your colleagues. Remain vigilant and always think before you click.
- If you have any concerns or become aware of any IT breach or failure, speak up immediately by reporting an IT security incident. These reports will be treated confidentially and may be submitted anonymously, where permitted by local law.



### Always Remember:

Think before you click!



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS264 – Information and Cyber Security Policy](#) (Autoliv internal access only)
- [AS265 – Data Classification Policy](#) (Autoliv internal access only)  
[ITS-0016 - Information & Cybersecurity Incident Management](#) (Autoliv internal access only)
- [Security Incident Report Portal](#) (Autoliv internal access only)



## Communication

### Why?

Clear, fair and accurate communication strengthens our reputation and helps to attract the best colleagues, customers and partners.



### Our Commitments:

- We strive to always communicate in a clear, fair and accurate manner in everything we do, from formal public reporting to how we formulate messages and speak with each other.
- We carefully control who is permitted to make public announcements on behalf of Autoliv to avoid any risk of confusion and to maintain high standards in our public statements.
- We expect our leaders and managers to consistently role model good internal communication by communicating regularly and in a clear, fair and inclusive manner.
- We respect the confidential information of those we work with, and we handle it with integrity and caution.
- We never make false or misleading claims about ourselves, our competitors or our customers.
- We comply with all relevant rules and regulations regarding our communications.

### Your Role:

- Always seek to be an ambassador for Autoliv in how you communicate.
- Be clear, fair and inclusive in your communication.
- Communicate respectfully regardless of who you are communicating with.
- Refer any media requests to Corporate Communication.
- Only represent yourself as an Autoliv spokesperson if you have formal permission to do so.
- Remember that all forms of digital communication, including social media posts, can be rapidly shared and are often impossible to delete.

- Do not share confidential, secret or commercially sensitive information with anyone outside Autoliv, unless we have a written agreement in place with that person or organization.
- Do not quote or refer to our customers or business partners without their permission.



### Always Remember:

Never disclose confidential or sensitive Autoliv information in any social media post or chat group.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS250 – Autoliv Branding](#) (Autoliv internal access only)
- [AS251 – Communications Policy & Guidelines](#) (Autoliv internal access only)
- [AS265 – Data Classification Policy](#) (Autoliv internal access only)



# Intellectual Property

## Why?

Autoliv's innovative capability and competitive edge depend on safeguarding our intellectual assets—patents, technologies, designs, and copyrighted materials. Intellectual property (IP) misuse or loss could lead to serious legal, financial, and reputational risks. Protecting these assets is a strategic priority and a shared responsibility across the organization.



### Our Commitments:

- We maintain robust internal systems, policies, and legal expertise to identify, secure, and enforce our IP rights globally, thereby protecting what we create.
- Just as we expect others to honor our IP, we are committed to respecting the IP of our partners, suppliers, and competitors.
- We proactively monitor for potential IP risks and take timely action to prevent misuse or infringement.
- We identify, protect, and appropriately manage inventions, technical solutions, and other innovations developed within Autoliv.
- We avoid any premature public disclosure (written, verbal, digital, or otherwise) of technical information that could jeopardize patent rights or the confidentiality of our solutions.
- We respect the IP rights of third parties and use external technologies, data, and software only within permitted license terms and contractual obligations.
- We prevent unauthorized access, copying, distribution, or modification of Autoliv's IP by internal or external parties.

### Your Role:

- Notify the Legal team promptly about any new inventions, product developments, or collaborative projects. Early involvement helps ensure timely patent filings and IP protection.
- Only share confidential information, trade secrets, or proprietary know-how with authorized individuals who have a legitimate need to know and are bound by appropriate confidentiality agreements.
- Always remain vigilant. If you suspect that Autoliv's IP is being misused or that someone is infringing on our rights, report it immediately to Legal or your manager.
- Think twice before sharing information, whether internally or externally. If you're unsure whether information is sensitive or protected, pause and seek guidance.

- Continue to contribute to our culture of innovation while also acting responsibly and ensuring that your ideas are properly documented and protected.
- When in doubt, Speak Up. Protecting our ideas starts with you.

Please also refer to the separate chapter on *Protection of Company Assets*.

### Your Role in Safeguarding IP

- Disclose inventions promptly according to AS103 – Patent Standard.
- Do not share technical information externally without required review and approval.
- Never upload Autoliv technical data to non-approved external tools or storage.
- Use third-party information only as permitted by contracts, licenses, and NDAs.
- Report misuse of Autoliv brands or trademarks, including counterfeit documents or digital assets.
- Escalate IP risks immediately—such as suspected theft, counterfeits, or unauthorized disclosures.



### Always Remember:

Treat our intellectual property with the same care and diligence you would apply to any valuable asset. Your attention to detail and proactive mindset help preserve our leading position in safety and innovation.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS103 – Patent Standard](#) (Autoliv internal access only)
- [Legal LifeNet Page](#) (Autoliv internal access only)



# Protection of Company Assets

## Why?

Our company assets enable us to operate safely, innovate, and grow as a business. These assets include commercially sensitive information, technologies, physical property, financial resources, intellectual property and our Autoliv brand. Each of us has a responsibility to protect these assets and use them with care, efficiency, and integrity.



### Our Commitments:

- Misuse of Autoliv assets—physical, digital, financial, or intellectual—is not tolerated. Assets must be used solely for Autoliv’s benefit.
- We protect Autoliv’s financial assets and proactively work to prevent fraud and wrongdoing.
- Limited personal use of company technology (computers, smartphones, laptops) is permitted if it does not compromise work quality, system security, or availability, and does not cause harm or offense.
- We safeguard the Autoliv brand and work actively to limit counterfeit goods in the marketplace.

### Your Role:

- Use all Autoliv assets responsibly and only for legitimate business purposes. This includes IT systems, which must never be used for illegal activity or inappropriate material.
- Follow all procedures related to confidential information, data privacy and digital security to protect Autoliv and yourself.
- Safeguard Autoliv resources from theft, damage, or improper disposal.
- Avoid shortcuts, technical workarounds, or other improper methods when using company assets.
- Maintain confidentiality regarding Autoliv’s products and information, and that of our partners.

Please also refer to the separate chapter on *Intellectual Property*.  
Immediately Speak Up if you become aware of counterfeit products.



### Always Remember:

By protecting and enhancing our assets, especially our intellectual property, we strengthen Autoliv’s foundation for long-term success. Every employee plays an essential role in safeguarding the innovations and information that enable our leadership in safety technology.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [ITS-0118 IS/IT Acceptable Use](#) (Autoliv internal access only)
- [AS265 – Data Classification Policy](#) (Autoliv internal access only)
- [AS323 – Physical Security Policy & Standard](#) (Autoliv internal access only)
- [AS103 – Patent Standard](#) (Autoliv internal access only)



# Responsible AI

## Why?

We acknowledge that artificial intelligence (AI) can bring incredible benefits to our customers, employees, and society. At the same time, we understand that AI can impact people and communities in unique ways. That is why we commit to using AI responsibly and transparently, guided by our Responsible AI Policy and value-based principles, so every AI-based decision reflects integrity and trust.



### Our Commitments:

- We are committed to applying our value-based principles for responsible AI in our decision-making related to the development and use of AI.
- We always consider potential effects on individuals and society before implementing AI technologies.
- We commit to respecting legally protected rights.
- We are clear and open about how our AI systems operate, what data they use, and the outcome they generate.
- We safeguard data and prevent misuse, applying robust security and bias mitigation measures to protect individuals and communities.
- We align our AI practices with global standards, laws, and best practices, regardless of where we operate.

### Your Role:

- Use AI responsibly, ensuring outputs are fair, explainable, and aligned with Autoliv's Responsible AI Policy.
- Do not rely solely on AI; review and confirm outputs, especially when they affect people, safety, quality or compliance.
- Engage early with the Data Management and AI team to assess risks and implement required controls for AI projects.
- Speak up if you notice or suspect any misuse, bias, or other legal or ethical concerns related to AI systems and their use within Autoliv.

The following areas are considered in our value-based principles for responsible AI:

- Sustainability, shared value creation and impact mitigation
- Human-centric values and responsible use of AI
- Transparency and Explainability
- Quality, Robustness, Security and Safety
- Responsibility and Accountability
- Privacy, Confidentiality and Intellectual Property Rights



### Always Remember:

AI is a powerful technology that offers many benefits, but it also comes with risks. Anyone working with AI should keep in mind that innovation isn't just about what's possible, but also what's meaningful. We can accelerate value and performance through AI while staying accountable for managing the risks responsibly and staying true to our values.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS333 – Responsible AI Policy](#) (Autoliv internal access only)
- [Data Management and AI](#) (Autoliv internal access only)
- [Autoliv Data Protection - AI](#) (Autoliv internal access only)



# Accurate Records

## Why?

Accurate and well-maintained business records are essential for our ability to run Autoliv efficiently and to maintain external trust in our business.



## Our Commitments:

- We are committed to maintaining accurate records across all areas of our business, from product inspections, timely recording and safety reporting to financial accounting and environmental reports.
- We have the necessary systems and procedures in place to help gather and store records in an efficient, accurate and secure manner.
- We ensure records are retained according to our designated retention times and are properly disposed of at the end of the lifecycle.
- We follow all applicable regulations including those relating to tax, duties, and anti-money laundering.
- We accurately record and present all financial transactions in line with applicable accounting principles.
- We report on a timely basis in accordance with our internal reporting policies and applicable professional and legal standards.

## Your Role:

- Never record false or misleading information.
- Ensure that any mistakes are notified and corrected as quickly as possible.
- If you notice or suspect any instances of fraud involving any of our business records (including all financial reporting), report it immediately to a member of the Legal or Compliance team.
- Make it easy. Accurately submit all records on time and in line with local policy.
- Never delete or destroy any business records without clear authority to do so and always follow the correct procedures.
- Comply with our AS303 standard by ensuring all information is retained and deleted or destroyed according to our retention schedule.



## Always Remember:

Accurate information starts with you. From messages sent via informal channels to expense reports and audit information, the integrity of how we record and present information is an essential part of how we build trust in Autoliv.



## Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS303 – Records and Information Governance Standard](#)  
(Autoliv internal access only)
- [Autoliv's Global Records and Information Governance Site](#)  
(Autoliv internal access only)



# Fraud Prevention

## Why?

Fraud isn't just about asset misappropriation or scams—it's any act of falsification, manipulation, or misrepresentation that damages trust, integrity, or safety. In our company, even small breaches of trust can have major consequences. Preventing fraud protects our reputation, our customers, and the people who rely on our products and solutions.



### Our Commitments:

- Prevent fraud in all forms—financial, operational, or trust-related.
- Maintain clear processes and controls to detect and prevent fraudulent behavior.
- Ensure open reporting channels are in place so concerns can be raised and addressed.
- Engage in continuous training and monitoring to keep everyone informed and vigilant.
- Uphold integrity as non-negotiable: every decision should be based on correct facts and accurate records, reflecting transparency and trust.

### Your Role:

- Be truthful in all reporting, documentation, and communication.
- Follow company policies and never bypass controls or procedures.
- Speak Up if you see something suspicious or out of the ordinary.
- If you're unsure whether something is okay, ask—clarify rather than risk crossing the line.

### What Counts as Fraud?

Fraud is any intentional act to deceive or mislead for personal or organizational gain. Examples include:

- Falsifying financial records such as invoices or expense reports.
- Manipulating test results or certifications.
- Misrepresenting qualifications or compliance status.
- Misleading stakeholders by exaggerating or falsely claiming certain benefits or covering up harmful aspects, such as “green/whitewashing”.
- Misappropriation of assets or funds.

If an act involves modifying or hiding the truth, it's considered fraud.



### Always Remember:

Integrity is non-negotiable. Every action should reflect transparency and trust. If in doubt, ask—protecting our reputation and the safety of those who depend on us starts with you.



### Where to go for help:

Never hesitate to Speak Up and ask for help or seek guidance.

- [AS334 – Fraud Prevention Policy](#) (Autoliv internal access only)



# Leading with Integrity



**Waivers:** Generally, no one is exempt from any provision of our Code, regardless of position. However, in certain limited circumstances, the CEO together with the Compliance and Corporate Integrity function may waive the applicability of a provision of our Code for employees. Any waiver of our Code for executive officers or directors may be authorized only by our Board of Directors or, to the extent permitted by the rules of the New York Stock Exchange, a committee of the Board of Directors and will be disclosed to stockholders as required by applicable laws, rules, and regulations.

**Autoliv**

