

# Autoliv's Compliance Investigation Principles

Version: 1.0

Release date: 18-Nov-2021

Pages: 2

Internal investigations are an important component of Autoliv's Compliance Program and business operations. They establish facts surrounding reports of a potential Compliance Concern and are sometimes also used to gain a better understanding of the Company's business conduct.

All credible reports of Compliance Concerns will be subject to an investigation adhering to the following ***Investigation Principles***:

1. Our investigations are conducted in accordance with all applicable laws.
2. All persons involved in an investigation are treated with respect and fairness.
3. The extent of an investigation is determined in large part by the seriousness of the issue and the nature and quality of information provided about a potential violation.
4. Issues are investigated objectively and impartially, and no presumption is made at the outset of an investigation whether a violation has occurred or whether a person has committed the alleged violation. To this end, investigations are not assigned to persons who have an interest in the outcome of the matter.
5. While investigating a potential Compliance Concern, all sides of the issue are reviewed, including, where possible and appropriate, speaking with people whose conduct is at issue. All relevant facts are considered whether potentially incriminating or exonerating.
6. Investigations are handled as discretely and confidentially as possible under the circumstances and everyone involved in or assisting the investigation is expected to do the same.
7. Full cooperation is expected from our employees and from any others involved, including suppliers, vendors, contractors, and their respective employees. Attempts to obstruct an investigation are not tolerated.
8. Investigations are to be completed in a timely, cost-effective manner while limiting any disruption to on-going business activities.
9. Retaliation against a person who, in good faith, reports a known or suspected Compliance Concern or who participates in any part of an investigation is not tolerated.
10. Actions that should result from the investigation are decided by the appropriate management, based on all of the collected facts. Fact-finding and management decision-making based on the investigation results are distinct parts of the process.
11. If the investigation reveals that misconduct has occurred, appropriate or necessary response will be applied, consistent with the law. Depending on the circumstances, this may include training or disciplinary action, including termination of employment. Additionally, Autoliv may report the misconduct or the results of the investigation to proper authorities.
12. Investigation findings are used to identify root causes, system vulnerabilities, and accountability lapses, including among supervisors, managers, and senior executives.
13. All steps taken during the investigation and the results are documented.