

Frequently Asked Questions

What is Convercent?

Convercent is the independent, third-party provider of the web-portal for reporting Compliance concerns through the Autoliv Helpline.

Why do we need a system like Convercent for the Autoliv Helpline?

- We believe that our employees are our most important asset. By creating open channels of communication, we can promote a positive work environment and maximize productivity.
- Publicly traded companies are required by law to have an anonymous reporting vehicle to address accounting and auditing fraud directly to the audit committee.
- An effective reporting system will augment our other efforts to foster a culture of integrity and ethical decision-making.

What is a Compliance Concern?

A *Compliance Concern* is an actual or potential violation of our [Code of Conduct](#), laws and regulations or an Autoliv Standard. It is any unethical, unlawful, dishonest, or harmful action that affects our culture, our business and in the end our ability to save lives.

When to Speak Up and Raise Compliance Concerns?

As employees, we must Speak Up and raise our concerns promptly if:

- you are unsure about the proper course of action and need advice.
- you believe that another employee, someone acting on behalf of the Company, or we, as a Company in general are doing, or may be about to do, something that could be a Compliance Concern.
- you believe that you may have been involved in a Compliance Concern.
- you are aware of allegations made by third parties about an employee's conduct which, if true, could be a Compliance Concern, or
- you believe that you or someone who raised questions or concerns regarding a suspected Compliance Concern in good faith or who has cooperated in a Company investigation is or has been subject to retaliation.

In these situations, Speak Up immediately – prompt disclosure gives the Company the opportunity to address them more effectively.

How to Speak Up and Raise Compliance Concerns?

To raise your concerns, speak to your manager or another manager/leader that you trust.

If, for some reason, that's not an option for you, you can turn to HR, Legal or Compliance.

If you do not feel comfortable raising your Compliance Concern with your line manager or other resources listed above or prefer to remain anonymous (when permissible under local law), the externally hosted

Helpline – *Powered by Convercent* can be used for reporting Compliance Concerns via phone or website. Access the Autoliv Helpline here: [Autoliv Helpline](#).

All concerns reported through the Autoliv Helpline or in any other manner will be forwarded to EVP Legal Affairs and the VP Compliance & Corporate Integrity.

Whichever way you select to raise your concerns, you should ensure to provide as many facts, information, and documents as possible to help ensure appropriate actions can be taken.

Concerns involving imminent threats to life, safety or health shall be notified to the local authorities immediately.

For more information, please visit Autoliv's [Speak Up](#) site.

What happens when I report a concern via the Helpline?

If you use the Autoliv Helpline (web or phone), you will be given a confidential issue number and asked to provide a personal password and security question. The access number and password allow you to check the status of the report on the externally hosted platform, as well as communicate with the Autoliv Investigations team, without disclosing your identity. If you provided an email address, you would also receive email notifications from the system when the status of your report is updated.

Can I change my report or check its status after I submit it?

You'll be able to create a personal password, which you can use to check the status and updates of the report after it's been submitted. You won't be able to change it but you will be able to add additional details using message boards.

What information should you provide?

When filing a report, we encourage you to provide as much relevant information as possible. Detailed information enables us to assess and investigate concerns more thoroughly and to act where necessary. This includes:

- A description of the situation or issue that has caused you concern, as well as the history of the misconduct and examples of events.
- Names of people potentially involved, dates, places and other relevant information.
- Names of people who potentially witnessed the incident/misconduct and/or that are aware of the incident/misconduct (but may not be directly involved).
- Any supporting evidence and documents related to your report. A raised concern can only be followed up if it contains enough information and there is a reasonable possibility of obtaining further information.

Even if you do not have all the facts, we encourage you to speak up as soon as possible and to share the facts that you do have. We do not expect you to have all the answers, and you are not expected to prove that the concern is well founded.

Autoliv Investigation team will investigate the matter to determine whether there is a genuine reason for concern. Never investigate the matter yourself, and do not seek evidence to build a case. We guarantee that no disciplinary measures or other actions will be taken against you if a genuine concern turns out to be mistaken or misguided.

Will my report remain confidential and anonymous?

Only persons with a "need-to-know" basis will be involved in dealing with information related to a reported Compliance Concern and any related investigation. Autoliv will keep matters as confidential as possible, although there may be instances in which disclosures are mandated by law or otherwise. Below are the different levels of anonymity you may be able to select within the Autoliv Helpline:

1. Remain completely anonymous

You will not reveal your name or contact information to Autoliv or to Convercent. Your identity is completely protected on the Compliance Concern report.

2. **Remain anonymous toward organization**

You are comfortable revealing your name and contact information to Convercent, but not to Autoliv. Convercent may contact you confidentially to gather additional information about the report yet will not reveal your identity at any time to Autoliv.

3. **Share my name and information**

You do not care about anonymity. You choose to reveal your name and identity to both Autoliv and to Convercent.

What would happen if I disclose my identity, would there be any repercussions against?

Retaliation, harassment, and reprisals of any kind are not tolerated at Autoliv. In addition, no employee will be adversely affected because they refused to carry out a directive they believe constitutes fraud or a violation of the Code, laws, or regulations. If you know or suspect that retaliation has occurred or is occurring, report the situation to a Compliance representative, to a Legal representative, or to the Autoliv Helpline.

It is my understanding that any report I send from a company computer generates a server log that shows every website that my PC connects with, and won't this log identify me as a report originator?

Convercent does not generate or maintain any internal connection logs with IP addresses, so no information linking your PC to Convercent is available.

Will my report be investigated?

Autoliv takes all reports of misconduct seriously. We will act promptly in our investigation, remedy any problem, and prevent it from happening again. Our Company makes every effort to ensure that investigations are consistent, comprehensive, and as confidential as possible.

If requested, you are expected to cooperate in any investigation of possible wrongdoing. If the investigation reveals that misconduct has occurred, Autoliv will respond as appropriate or necessary, 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. For more information on how Autoliv handles the investigation process, please see [Autoliv's Compliance Investigation Principles](#).

Does management really want me to report?

We certainly do. In fact, we need you to report. You know what is going on in our company — both good and bad. You may have initial knowledge of an activity that may be cause for concern. Your reporting can minimize the potential negative impact on the company and our people. Also, offering positive input may help identify issues that can improve corporate culture and performance.

Where do these reports go? Who can access them?

Any report to the Autoliv Helpline, whether via phone or online, is received by Convercent, a third party provider independent from Autoliv. The information provided is sent to the Compliance & Corporate Integrity Team on a confidential and anonymous (where allowed) basis if you should choose. 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](#)

I am not sure if what I have observed or heard is actual or potential violation of Autoliv's Code of Conduct, laws and regulations or an Autoliv Standard, but it just does not look right to me. What should I do?

File a report. We would rather you report a situation that turns out to be harmless than let possibly unethical behavior go unchecked because you were unsure. You could also use the "Ask a Question" function in the Autoliv Helpline if you are not sure what to do or contact Compliance@autoliv.com.