

## **Autoliv UK Modern Slavery Act & California Transparency in Supply Chains Act Statement 2024**

This Modern Slavery Statement, covering Autoliv's global operations for the 2024 financial year, has been prepared to meet the disclosure requirements of the UK Modern Slavery Act, and the California Transparency in Supply Chains Act.

Autoliv is the worldwide leader in automotive safety systems with sales to all leading car manufacturers. In 2024, we had 65,000 associates in 25 countries. We develop, manufacture and supply passive safety systems for the automotive industry as well as mobility safety solutions.

### **Policies and standards on forced, bonded and involuntary labor**

Local legislation and our own standards define how we work with human and labor rights in all areas where we operate. According to Autoliv's Code of Conduct, we will never tolerate any kind of forced labor, child labor or human trafficking in our business dealings or within our supply chain. We commit to providing fair wages, working hours, benefits and other conditions of employment in line with applicable laws and labor rights principles.

Our values, Code of Conduct, talent development and employment policies support the principles contained in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Fundamental Principles and Labour Standards.

Our Code of Conduct is at the center of our compliance program as an essential tool to protect and empower our business and employees. It is available to all employees in 19 languages as well as externally on Autoliv's website. Each year, all Autoliv employees in a leadership role must complete a Code of Conduct certification. The certification requires the disclosure of known violations of the Code of Conduct and acknowledgement that leaders are aware of and promote the Code of Conduct to their teams.

The Code of Conduct is communicated to employees through various channels throughout the organization and via face-to-face training/engagement sessions including group discussions about relevant ethical dilemmas related to different areas in the Code of Conduct.

Autoliv has a third-party operated helpline where all employees can confidentially report any suspected misconduct or breaches of law or our standards in the language of any country where Autoliv operates. The Autoliv Helpline has been available to all employees since 2011.

We also conduct periodical global working conditions surveys to monitor the status of different labor rights-related topics at Autoliv.

### **Governance**

Ultimate oversight of the company's sustainability activities lies with the Board of Directors. The Board sets the direction for sustainability activities and regularly monitors progress on Autoliv's sustainability strategy and targets through its Nominating and Corporate Governance Committee (NCGC). The Board reviews and approves the Code of Conduct as well as the Annual and Sustainability Report and the Modern Slavery Act Statement.

Implementation responsibility for sustainability lies with the Executive Management Team (EMT). The EMT has appointed a Sustainability Board charged with providing regular direction and oversight. The Sustainability Board consists of the CEO and other EMT members and meets on a quarterly basis. The Sustainability Board reviews and approves Autoliv's sustainability strategy, annual and long-term plans, targets and policies for key topics, and monitors implementation and performance.

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Integration of sustainability into Autoliv's business is led by the Group HR & Sustainability function. The Vice President, Sustainability, who reports to the Executive Vice President, HR & Sustainability, coordinates, develops and monitors Autoliv's sustainability agenda and facilitates the Sustainability Board meetings and other sustainability-related reporting to management.

Everyday sustainability topics are managed, as appropriate, by the HR & Sustainability function, divisions and other corporate functions such as supply chain management, research, development and engineering, and legal and compliance.

### Supply chain management

Through responsible sourcing practices and supplier collaboration, Autoliv aims to create positive social and environmental value across our supply chain. We expect suppliers and third parties to enact the same standards and processes as we do when it comes to proactively managing key sustainability impacts and risks such as GHG emissions, labor rights, and anti-corruption.

The commitments in the Code of Conduct are extended to our supply chain through our Standard of Business Conduct and Ethics for Suppliers (the "Supplier Code"). At a minimum, Autoliv's suppliers are obliged to fully comply with all local laws and regulations applicable to them in the areas where they operate. Furthermore, our Supplier Code sets forth Autoliv's expectations and informs our suppliers of the importance of conducting their activities in line with the principles addressed in the standard. When the requirements in the Supplier Code are stricter than local laws, suppliers must follow the Supplier Code. Employees in the Supply Chain Management organization are provided mandatory training on the contents of the Supplier Code.

#### The Supplier Code states:

##### **Child Labor & Forced and Compulsory Labor**

We have zero tolerance for any form of child or forced labor in any part of our supply chain. No supplier should have employees, contractors, or sub-suppliers younger than the age of 15, and all must be freely employed. Forced and compulsory labor covers any form of modern slavery, including debt bondage, prison labor, personal documents withheld by the employer, and human trafficking.

If a supplier becomes aware of a child or forced labor incident (or material allegations of such) within its own operations or those of a supplier, this information must be reported to Autoliv immediately.

For direct material suppliers, the Supplier Code is included in the Autoliv Supplier Manual (ASM). All direct material suppliers are required to acknowledge their compliance with ASM as part of our general terms and conditions and by signing a separate acknowledgement letter for ASM. In the case of indirect suppliers, a reference to the Supplier Code is included in the general terms and conditions attached to purchasing orders.

Autoliv has dedicated teams responsible for the quality management of our supply base, including mandatory steps such as pre-planned pre-qualification audits of new direct material suppliers carried out by Autoliv supplier quality teams. Sustainability criteria are included as a module in pre-qualification audits and must be met before becoming an Autoliv supplier. These audits ensure that our suppliers adhere to Autoliv's standards as well as to applicable local laws and regulations, and establish a process for working with suppliers that fail to meet our policies and standards. If audited suppliers do not meet our requirements, an internal escalation process is in place to ensure that non-conformities are corrected. At year-end, 100% of direct material suppliers within audit scope had undergone a sustainability audit carried out by Autoliv employees. Our audit practices are aligned with the AIAG guidelines.





### **Conflict minerals & extended minerals**

We have designed our conflict minerals approach in accordance with the related OECD Due Diligence Guidance, specifically as it relates to our position as a downstream purchaser. In order to comply with the US SEC's conflict minerals rules and regulations and to ensure responsible sourcing of components, parts or products containing conflict minerals, we continuously review our supply chain and work with our suppliers to identify and improve the traceability of potential conflict minerals. Our Conflict Minerals Policy provides further clarification regarding conflict minerals, and its principles are incorporated into our Supplier Code of Conduct and Sustainable Sourcing Requirements.

We support industry initiatives, such as the Responsible Minerals Initiative (RMI), and utilize external expert guidance to validate that the metals used in our products do not contribute to conflicts and come from sustainable sources. In cases where we find potential risks and conflicts with smelters identified within our supply chain, we take immediate action to mitigate the potential risks. In some cases, this means to discontinue sourcing from suppliers that are in violation of our requirements to ensure sourcing from designated RMI Active or conformant suppliers.

To ensure our understanding of the potential use of conflict minerals, we have implemented an annual conflict minerals campaign covering our direct material suppliers. The scope of the annual campaign includes all direct material suppliers that have conducted business with us during the current calendar year and have listed tin, tantalum, tungsten or gold ("3TG") in their Bill of Materials. The response rate to the latest completed campaign was 99%.

In addition to conflict minerals, we also have in place an annual reporting campaign related to tracing extended minerals (cobalt and mica) used in components supplied to us. Autoliv does not permit the sourcing of cobalt or mica from high-risk smelters, and suppliers must be able to trace cobalt and mica content in components or raw materials by part number from their facility back to the supplier sourcing from the identified smelters.

We publish an annual report on our conflict minerals campaign on our website.

A handwritten signature in blue ink, appearing to read "Mikael Bratt", with a long horizontal flourish extending to the right.

Mikael Bratt,  
President and CEO, Autoliv, Inc.  
May 7<sup>th</sup>, 2025

*This Statement has been approved by the Autoliv, Inc. Board of Directors at their meeting on May 7<sup>th</sup>, 2025.*