

# Sustainability Report 2025

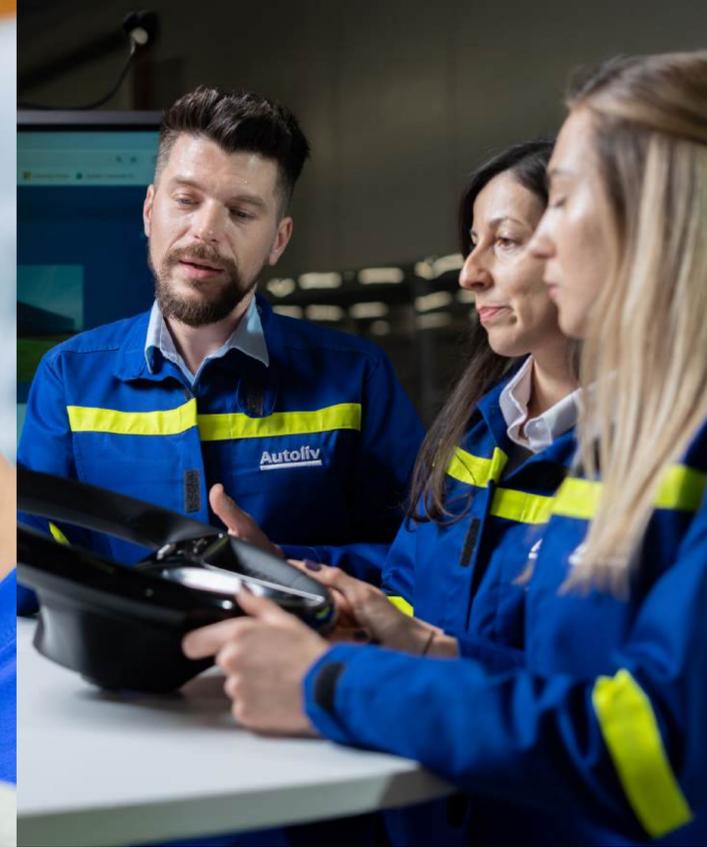
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Saving More Lives

Autoliv

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# Sustainability Report 2025

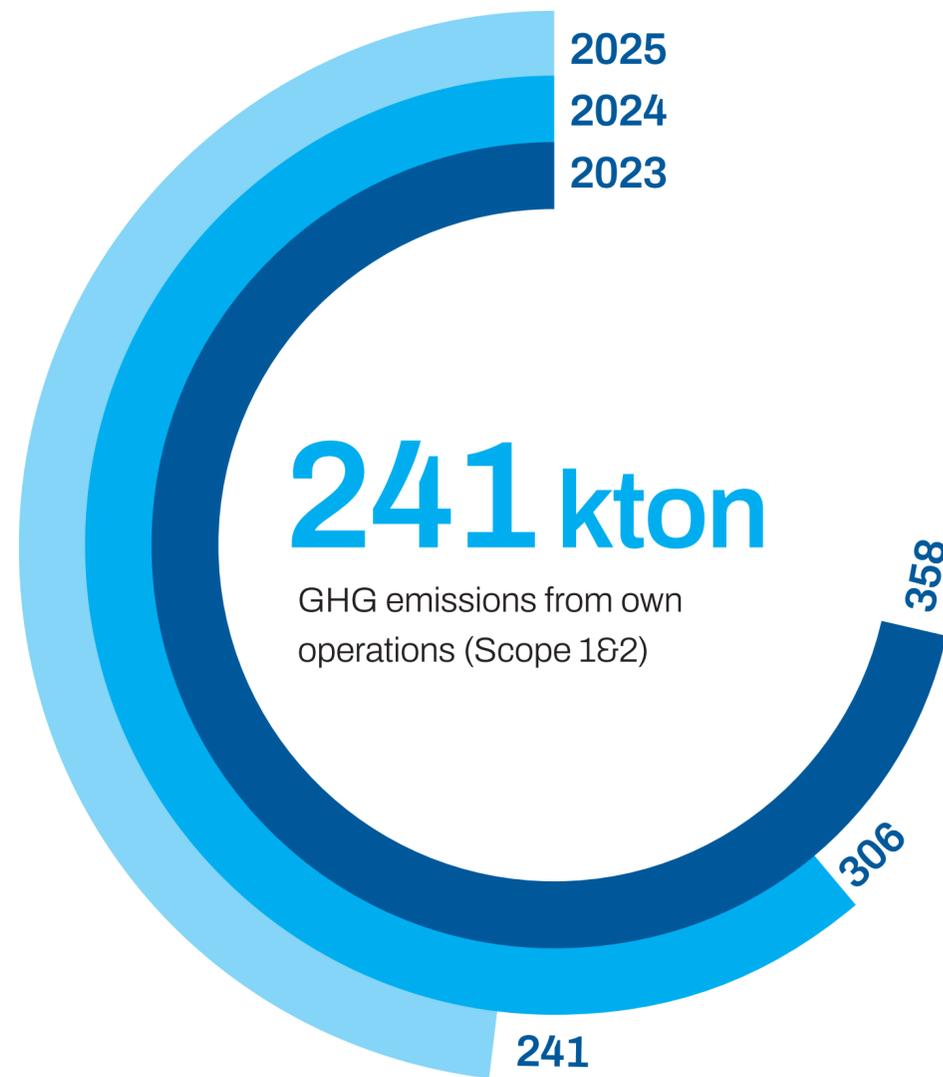
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# Sustainability Highlights

Sustainability is integrated into everything we do and an important driver for market differentiation and stakeholder value creation. In 2025, we made meaningful progress on a number of our key metrics and targets related to our sustainability focus areas. Further information on performance is available in the Sustainability Appendix.



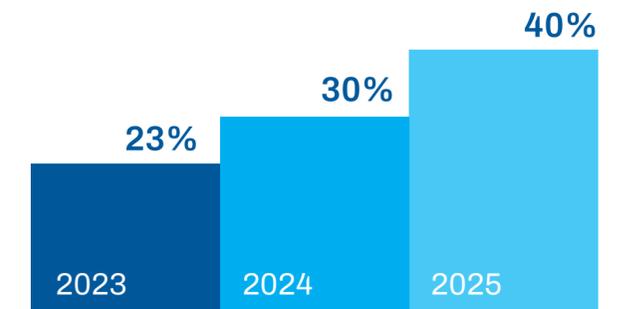
Our products saved approximately:

**40,000**  
lives

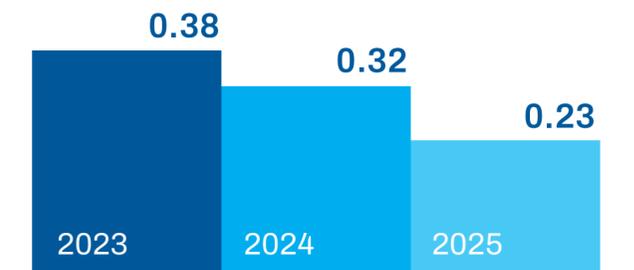
Our products reduced around:

**600,000**  
injuries

**40%**  
Share of renewable electricity



**0.23**  
Recordable Incident Rate  
(Incidents per 200,000 hours worked)





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*“At Autoliv, sustainability shapes our decisions and actions every day and is integrated into everything we do.”*

# Shaping a Safer, Sustainable Future Together

At Autoliv, sustainability is fundamental to our vision of Saving More Lives. It shapes our decisions and actions every day and is integrated into everything we do. Our sustainability framework is based on four focus areas with broad ambitions and near-term targets aligned with the UN Sustainable Development Goals and guided by the principles of the UN Global Compact.

**Highlighting our core business of Saving More Lives**, a strong focus for the year was on the SAFER Human Body Model (HBM), which offers more precise injury predictions and is increasingly being adopted by consumer safety rating programs. We also continued to engage with leading researchers and policymakers to enhance safety outcomes for motorcyclists, bicyclists, and other vulnerable road users. In addition, we contributed to the development of a new road safety framework for value chains, which is an initiative from the World Health Organization (WHO) and International Transport Forum (ITF). We also collaborate with the UN Safe and Affordable Helmet program and launched this initiative as a first step in Thailand by distributing 3,600 helmets to our employees.

**Within climate and circularity**, we continued the work towards our long-term ambitions: carbon neutrality in own operations by 2030 and net-zero emissions across the supply chain by 2040. In own operations, our focus remained on decreasing scope 1&2 emissions through overall energy efficiency and increased use of renewable electricity. Scope 1&2 emissions decreased significantly by 21% compared to 2024. Renewable electricity usage increased to 40% and we signed two 12-year virtual Power Purchase Agreements in Europe. We continued our efforts to increase the amount of low-carbon materials in Autoliv products, including recycled materials,

and collaborated with suppliers through capacity building programs on greenhouse gas emissions tracking and target setting. We continued our collaboration with strategic partners including Arvedi, SSAB, and thyssenKrupp to develop and source low-emission steel, to support our way to net-zero emissions.

Autoliv is committed to providing **a safe, healthy and inclusive workplace** for all. We continued to focus our efforts in integrating health and safety into our daily business and operations, with an emphasis on proactive accident prevention and high-risk activities. We also continued to deliver on our inclusion efforts by providing equal access and equal opportunity for our employees.

Within **business integrity**, we continued to strengthen our corporate governance and compliance framework, emphasizing our policies and practices through several e-learning programs.

Our efforts towards **building a sustainable value** chain continued through risk-based human rights and environmental due diligence. We worked closely with suppliers and partners through the year to mitigate negative social and environmental impacts and published Autoliv’s first human rights policy.

While we are encouraged by the progress made, we remain focused on the work ahead. Guided by our vision of Saving More Lives, I am confident that we will keep pushing boundaries to create lasting positive impact.

**Mikael Bratt**  
President & CEO  
Autoliv Inc.

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# Sustainability Integrated into Everything We Do

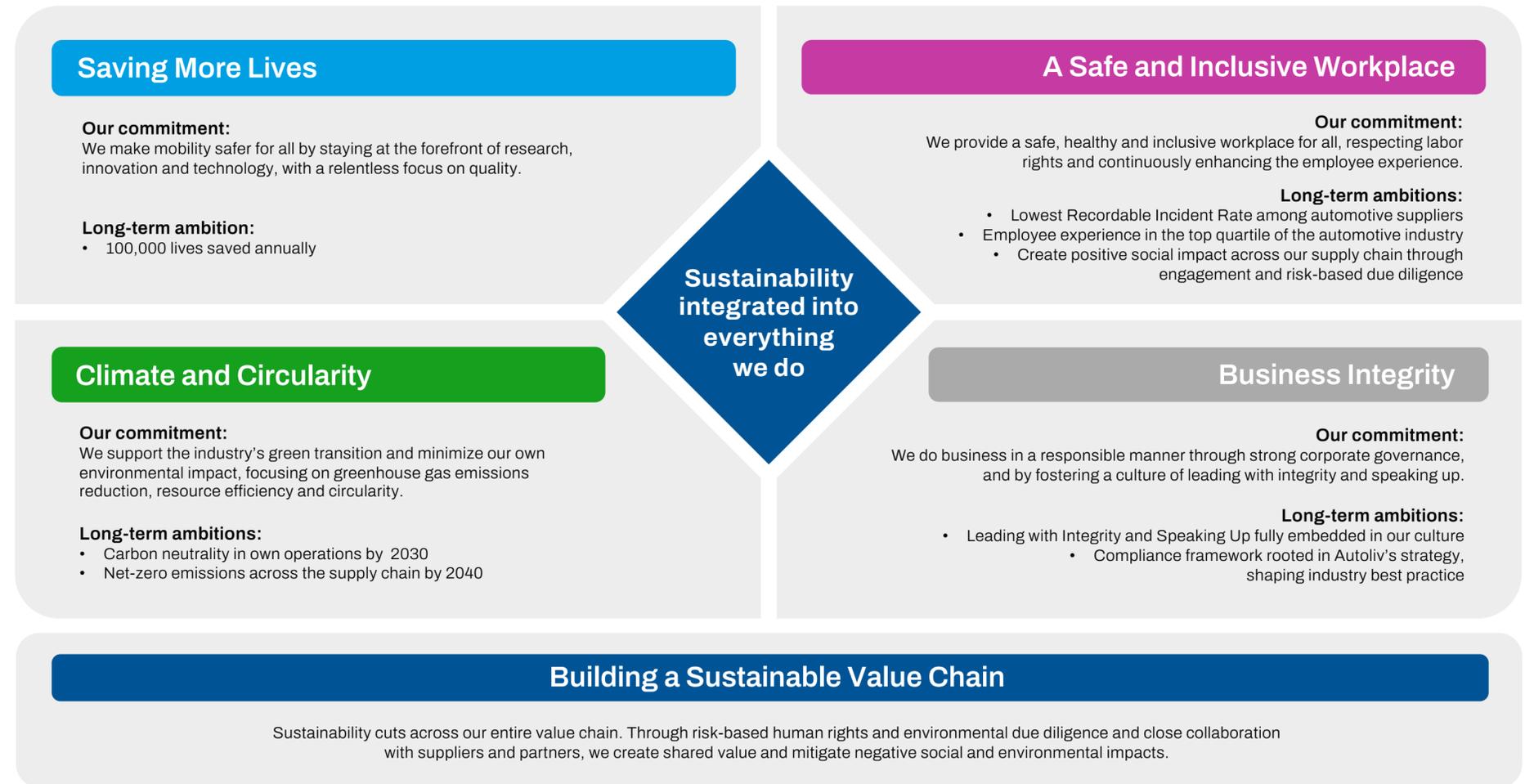
Global megatrends such as climate change, circular economy and urbanization are shaping the automotive industry and future transport systems. These megatrends influence policy and regulations, technological developments, our key stakeholders' priorities and create both opportunities and risks for Autoliv. Our sustainability framework addresses some of these global megatrends in order to create long-term stakeholder value by focusing on the most material sustainability topics supported by long-term ambitions and specific targets.

Guided by our vision of Saving More Lives, our mission is to provide world-class, life-saving solutions for mobility and society. Sustainability is integrated into 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. We engage with our customers to ensure that we are part of driving the transition to low-carbon and circular mobility, thus realizing new business potential for us and our customers.

Our sustainability framework is based on four focus areas with broad ambitions and more specific near-term targets defined for each area. These areas represent the strongest links to our business risks and opportunities and the greatest impact on key stakeholder groups, society and the environment.

In 2025, our sustainability framework was updated as part of Autoliv's business strategy for 2026-2028. The framework revision took

Our sustainability approach creates long-term stakeholder value by focusing on some of the most material global megatrends and sustainability topics, supported by long-term ambitions and concrete targets.



into account growing customer and investor expectations and requirements as well as emerging legislation and other stakeholder expectations in areas such as due diligence. Key changes in-

clude revised and added ambitions and targets. Supply chain and value chain-related risk and impact management as well as targets are now integrated into all focus areas. In this report, we

will close the previous strategy cycle by reporting against targets that were valid for 2025, and the updated targets will be included from the next reporting cycle.

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Autoliv is a signatory of the UN Global Compact since 2019. Our policies, such as the Code of Conduct, environmental policy and human rights policy, are aligned with several international and automotive industry frameworks including:

- The United Nations Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles & Rights at Work
- The OECD Guidelines for Multinational Enterprises
- Drive Sustainability Global Automotive Sustainability Guiding Principles

Our work contributes to a number of UN Sustainable Development Goals

We contribute to the realization of several UN Sustainable Development Goals (SDGs). Our core business contributes to reducing the number of road fatalities (SDG 3) and making transportation systems safer for everyone, including vulnerable road users (SDG 11). We support research and

knowledge sharing that benefit developing countries (SDG 17). Over time, our climate and circularity agenda aims to not only reduce our own negative environmental impact (SDG 9, SDG 13) but also help drive green innovation (SDG 12) among direct material suppliers, vehicle manufacturers and energy providers (SDG 7). By proactively managing health and safety risks and labor rights (SDG 8), promoting equality and inclusion (SDG 5) and holding all employees to the highest ethical business standards (SDG 16), we lay the foundation for a high-performing organization where every employee has the means to speak up and drive improvement.

**Sustainability due diligence framework**

Autoliv has established a sustainability due diligence framework aimed at ensuring a comprehensive approach to identifying, assessing, managing and communicating on human rights and environmental risks and impacts in our own operations and value chain. It is aligned with UN guidance, the OECD Guidelines and the EU Corporate Sustainability Due Diligence Directive (CSDDD).

The framework is implemented at all levels of relevant processes at Autoliv. The focus during 2025 was on further developing human rights due diligence in both own operations and in the supply chain.

**Sustainable sourcing**

Through sustainable 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.

We expect our suppliers to comply with the laws and regulations in the areas where they operate and to follow Autoliv's policies and procedures, including our Standards of Business Conduct and Ethics for Suppliers (Supplier Code of Conduct). In situations where an Autoliv requirement may differ from local

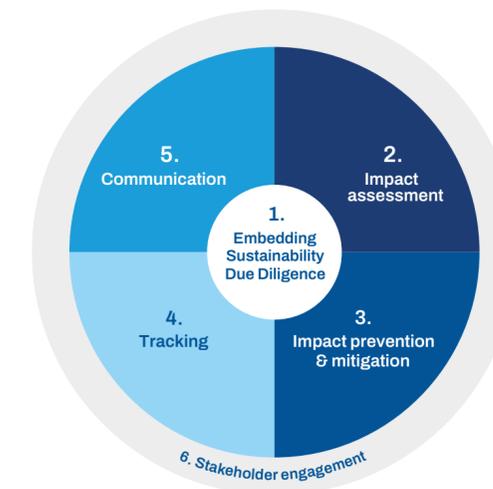
laws or regulations, we expect our suppliers to follow the most stringent requirements.

The Supplier Code conveys our expectation that suppliers will uphold our social, ethical and environmental standards in conducting their businesses in areas including human rights and working conditions, environmental protection, and business conduct and ethics. 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 the ASM as part of our general terms and conditions and by signing an acknowledgement letter for the 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's Sustainable Sourcing Requirements contain further detailed requirements and expectations related to the four focus areas of the Supplier Code of Conduct and this document is communicated to our direct material supplier base with an annual review and release. We have also developed a similar requirements document for our Indirect suppliers, where the must-have requirements are currently mainly related to logistics and packaging suppliers.

We focus on integrating sustainability into relevant supply chain management processes, including risk management. Suppliers are monitored on risk factors such as natural disasters, financial status, reputation, risks, and responsible sourcing practices. Autoliv's supply chain organization is updated regularly with information related to our suppliers, allowing us to take immediate action when necessary. Our approach is to work with suppliers, to the greatest extent possible, to resolve issues before determining to potentially phase out the supplier.

We perform due diligence on high-risk third-party relationships and apply risk-based controls to support our third parties in applying our anti-corruption commitments. Read more about the work we do in supply chain in the chapters Saving More Lives, A Safe and Inclusive Workplace and Climate and Circularity.



**Sustainability Due Diligence Framework**

Sustainability Due Diligence: Process to identify, prioritize and manage potential and actual adverse human rights and environmental impacts in Autoliv's own operations and value chain.

1. **Embed Sustainability Due Diligence** into Autoliv governance, policies, processes and management systems.
2. **Identify, assess & prioritize** adverse human rights and environmental impacts (actual and potential).
3. **Prevent, mitigate and bring to an end** adverse impacts (including remedy when needed).
4. **Track** implementation effectiveness and outcome.
5. **Communicate** how human rights and environmental impacts are managed and addressed.
6. **Engage stakeholders** in the due diligence process and provide a complaint mechanism.

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### Human rights

Human rights are an integral part of Autoliv's sustainability agenda and cut across all focus areas. Guided by our vision of Saving More Lives, we are committed to respecting human rights in our operations and throughout our value chain. Our human rights commitments are outlined in our human rights policy as well as Autoliv Code of Conduct, Supplier Code of Conduct and topic-specific policies covering areas such as health & safety, respect in the workplace and conflict minerals. Our commitments are aligned with the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

Implementation of our commitments is ensured through various tools such as management attention and reporting, management systems, internal standards, audits, risk assessments, and training.

Our key human rights risks, identified through ongoing risk assessments as well as the double materiality assessment, largely align with those identified for the automotive industry as a whole.

Our key human rights-related topics and commitments include:

- Our products save lives, and we need to ensure the quality and safety of our products as they never get a second chance
- Our ambitions align with the Paris Agreement, recognizing links between environmental impacts and human rights. Our risk management processes continuously monitor and mitigate human rights impacts throughout the value chain.
- Providing decent and safe working conditions, prohibiting child, forced, and bonded labor and promoting a safe workplace free from any form of discrimination or harassment.



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# Sustainability Materiality Assessment

The starting point for our sustainability approach and reporting is understanding our most material topics. Our materiality assessment process aims to identify the key sustainability topics in our own operations and our value chain. The process is aligned with the double materiality assessment (DMA) guidance in the EU Corporate Sustainability Reporting Directive (CSRD), taking into account both impact materiality (how Autoliv impacts people and the environment) and financial materiality (how various sustainability topics impact Autoliv). The DMA process is aligned with the Enterprise Risk Management process, with assessments carried out regularly throughout the year. Assessment activities include:

- Market research as well as direct dialogue to understand our customers' sustainability priorities, challenges and opportunities for collaboration
- Periodical cross-functional workshops with internal topic experts and representatives from key functions to ensure a thorough understanding of our material topics
- Review of industry-related reports, etc. regarding impacts, risks and opportunities
- Review of investor-driven sustainability/ESG assessments as well as meetings with key shareholders
- Review of employee engagement survey results and reports filed through the Autoliv Helpline and other Speak Up channels

An integrated approach to assessing the impacts, risks and opportunities of our business allows us to focus on managing the most material topics.

For many topics, we also carry out topic-specific assessments to gain a deeper understanding of both impact and financial materiality. For example, for climate change, we have carried out a value chain greenhouse gas footprint assessment, identifying emission sources and reduction levers, and key transition and physical risks and opportunities that could impact our business.

In addition to the most material topics, there are a number of topics considered less material but nevertheless important to manage and report on to ensure we meet stakeholder requirements and specific ESG rating requests. These topics are included in the "Other" section of this report.

The sustainability impacts and performance of our supply chain cut across most of the material topics, in particular lifesaving innovations, product safety, climate change, circularity, health and safety, inclusion, labor rights and business integrity.

## In 2025, key material topics identified included:

### Environment

- Climate change
- Circularity

### Social

- Life-saving products and innovations
- Product safety
- Health and safety
- Inclusion
- Labor rights

### Governance

- Anti-corruption
- Antitrust
- Corporate culture

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# Shaping the Industry Agenda

Autoliv is engaged in several global and regional associations and organizations, as well as academic and public-private partnerships, in order to contribute actively to driving progress in our sustainability focus areas. Autoliv is an active member of committees that shape the organizations' positions and communication on key topics such as furthering traffic and vehicle safety standards in regulations and ratings, equity in crash safety, and how the automotive supplier industry can actively drive low-carbon mobility.

Moreover, Autoliv actively contributes to the resilience of the automotive supplier sector, to encourage enhancements in national and international traffic and vehicle safety standards, research funding and capacity, advocating for greater priority to road traffic safety in global policy and national legislation as well as for how the industry can support the transition towards low-carbon mobility.

## Examples of key initiatives and memberships:

- During the year, we formed a strategic agreement with China Automotive Technology and Research Center Co (CATARC), bringing together Autoliv's global leadership in automotive safety and CATARC's comprehensive technical service capabilities to establish an integrated domestic and international service system to identify and enhance safety standards for all vehicles produced in China.
- Since 2022, Autoliv has been a member of the UN Road Safety Fund (UNRSF) Advisory Board. The UNRSF's aim is to promote road safety in developing countries in order to meet Sustainable Development Goal 3.6 of halving road traffic fatalities by 2030. Autoliv advises the UNRSF on its direction and operational work. Through this partnership, Autoliv has been able to work more actively at the global policy level and communicate its recommendations, and to directly support the

UN-funded initiatives carried out in low- and middle-income countries, both financially and through sharing our expertise. In 2024, we extended our collaboration with the UNRSF by making a targeted contribution to the UN project call aimed at enhancing motorcycle rider safety. In 2025, several motorcycle safety projects were selected and funded by the UNRSF, showing potential for significant progress in motorcycle safety in the ASEAN region, Latin America as well as other low/middle income regions.

- During the year, Autoliv participated in the fourth UN Ministerial Conference on Road Safety in Marrakesh, Morocco where we shared our knowledge on key topics such as the updated report on Road Safety in India, motorcycle and bike safety, occupant protection, and safety in commercial vehicles.
- In the U.S., the Automotive Safety Council (ASC) focuses on promoting global

deployment of automotive safety technology. The ASC is active in providing industry guidance on road traffic safety-related legislation. Additionally, we are also members of the Alliance for Automotive Innovation (Auto Innovators) in the US, and we have a research collaboration with NHTSA (National Highway Traffic Safety Administration).

- In Europe, Autoliv is actively engaged in a number of working groups of the European Association of Automotive Suppliers (CLEPA). Much of the work relates to shaping future safety regulations as well as industry's role in the EU sustainability agenda through collaboration with other automotive suppliers on topics such as circularity, the EU Taxonomy, corporate sustainability due diligence and reporting. We are also a member of Drive+, which is a CSR Europe initiative providing a platform for automotive Tier-1 suppliers to collaborate with OEMs on sustainability challenges.

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# Sustainability Governance

Autoliv’s sustainability work is managed within a well-defined governance structure, with clearly established ownership and responsibilities at all levels in the organization.



The underlying principle of our governance model is integrating sustainability-related responsibilities into the ordinary course of business and company processes. This means that the ultimate responsibility for executing sustainability activities and targets lies with the line organization and is monitored through management reporting. According to our Key Behaviors, we expect every employee to take ownership of sustainability topics by proactively contributing improvement ideas and by following company policies and standards.

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 Autoliv Code of Conduct as well as the Sustainability Report and Forced Labor Statement (covering the UK Modern Slavery Act and the California Supply Chain Act).

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 at a minimum on a quarterly basis. The Sustainability Board reviews and approves Autoliv’s sustainability strategy and key targets, plans and initiatives and new corporate policies, and monitors implementation and performance. The Sustainability Board also ensures that key strategic decisions and corporate policies are brought to the EMT for approval.

Integration of sustainability into Autoliv’s business is led by the 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, other corporate functions such as supply chain management, research, development & engineering, legal & compliance, and the divisions. Divisions and corporate functions have dedicated sustainability resources such as climate coordinators, health & safety coordinators, eco-design/life-cycle assessment experts and supply chain sustainability specialists.

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**Risk management**

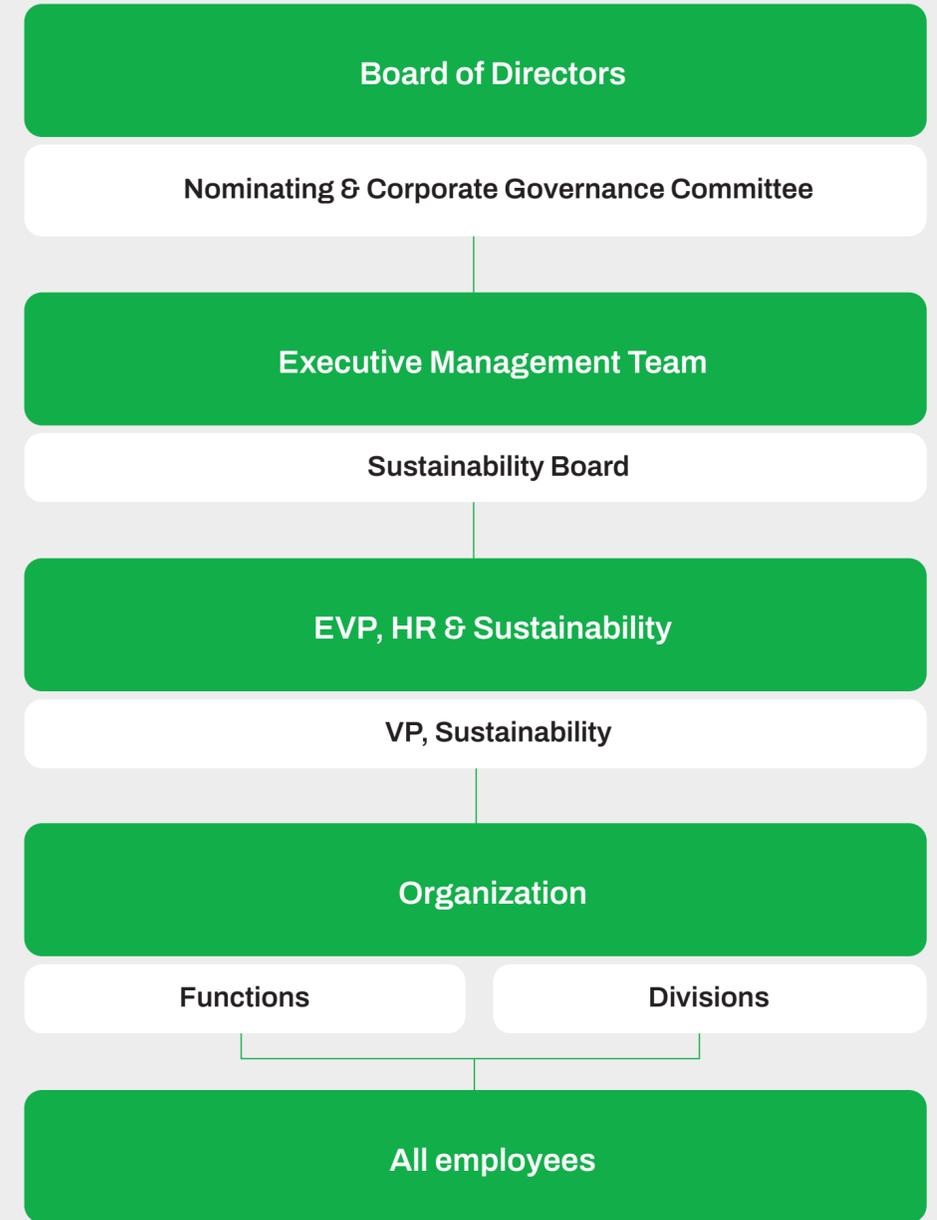
Autoliv has a global risk management organization and utilizes several different tools, such as an Enterprise Risk Management (ERM) framework which includes regular divisional, functional and corporate risk mapping activities, monitoring of risk trends, implementation of risk mitigation plans and follow-up of the effectiveness of risk mitigation measures. Risk reporting is carried out on a regular basis to the Board of Directors and its Audit and Risk Committee. With regard to sustainability-related risks, the ERM framework takes into consideration the double materiality perspective. This means assessing both how Autoliv’s operations impact people and the environment, and how various sustainability topics impact Autoliv’s business. Sustainability risks, such as product safety, climate change, natural resources scarcity, environmental compliance,

health & safety and other labor rights, business integrity and supply chain sustainability, are included in the ERM framework.

We continuously assess how sustainability relates to business risks, such as legal proceedings, regulatory changes, contingent liabilities, supply chain disruptions and operational disruptions. Furthermore, there are relevant corporate standards such as site risk management, loss prevention, emergency procedures, business contingency planning and physical security. A more detailed description of Autoliv’s material operational, strategic and financial risks, including sustainability-related risks, can be found in the “Risk Factors” and “Risks and Risk Management” sections of the 10-K filed with the SEC. More information on climate-related risks is available in the TCFD Disclosure.



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# Saving More Lives

## Road Safety – a Global Challenge

Long-term ambition:

# 100,000

Lives saved per year

When the UN Sustainable Development Goals (SDGs) were launched, road safety was made a global priority for good reason: according to the World Health Organization (WHO) global status report on road safety 2023, around 1.2 million people die in traffic incidents every year. Road traffic injuries are the leading cause of death among young people between the ages of 5 and 29. As well as being a public health problem, road traffic injuries carry a huge cost for society: according to some estimates, the global macroeconomic cost of road traffic injuries is estimated to amount to 1-3% of global GDP. Many families are driven into poverty by the loss of a breadwinner or by the expenses of prolonged medical care.

We make mobility safer for everyone by staying at the forefront of research, innovation and technology, with a relentless focus on quality.

In August 2020, the UN General Assembly adopted the resolution “Improving global road safety”, proclaiming the Second Decade of Action for Road Safety 2021-2030. The target, represented as SDG 3.6, is to reduce road traffic deaths and injuries by at least 50% by 2030. According to the resolution, vehicle safety is a key component, and member states are encouraged to adopt vehicle safety regulations that make seatbelts, airbags and active safety systems standard equipment. In addition to safer vehicles, infrastructure improvements, road user behavior and protective equipment are also keys to achieving the target.

### Our ambition and approach

Saving More Lives is our core business and our most important contribution to sustainable development and the realization of SDG 3.6. According to our estimations, our products in use already save approximately 40,000 lives and reduce around 600,000 injuries every year. Our long-term ambition is for our products to save 100,000 lives per year. Achieving this ambition is based on:

- Retaining our strong market position and continuing to grow in our core business, including increasing content per vehicle, while maintaining the highest level of quality as our products never get a second chance

### Safe System Approach

The countries most successful in curbing road traffic injuries apply a Safe System Approach – a combination of five critical factors underpinned by collaboration between key stakeholders:

- **Safe vehicles**
- **Safe speeds**
- **Safe roads**
- **Safe road user behavior**
- **Post-crash care**

## The Global Burden of Road Traffic Deaths

Source: WHO global status report on road safety 2023.



There were an estimated 1.19 million road traffic deaths in 2021; this corresponds to a rate of 15 road traffic deaths per 100,000 population.



As of 2019, road traffic injury remains the leading cause of death for children and young people aged 5-29 years and is the 12<sup>th</sup> leading cause of death when all ages are considered.



Motorcyclists and other powered two- and three-wheeler riders represent 30% of global road traffic deaths. Four-wheeled vehicle occupants make up 25% of fatalities.



Pedestrians account for 21% of fatalities and cyclists account for 5% of fatalities.



92% of deaths occur in low- and middle-income countries.

x3

The risk of death is three times higher in low-income countries than high-income countries despite these countries having less than 1% of all motor vehicles.

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- Successfully expanding our business into new mobility segments aimed at motorcyclists, cyclists and pedestrians
- Proactively broadening the scope of research and development to cover seating position as well as a wider range of occupant protection parameters regarding height, weight, age and sex
- Increased multi-stakeholder efforts, in particular education to increase seatbelt use since seatbelts are the most effective way of reducing fatalities and serious injuries

**Research and development collaborations**

We proactively engage with national and international authorities as well as academia to further our impact. Below are some examples of our collaborations during 2025:

- Power two-wheeler riders account for 30% of global traffic fatalities, making it important to continue to research and develop technologies for improved motorcyclist safety. We have continued our collaboration with the UN Road Safety Fund (UNRSF), that supports the UN Sustainable Development Goal 3.6. In this collaboration, we aim to significantly improve safety for motorcyclists by developing and implementing effective safety solutions for motorcycles and their riders.
- As the number of serious and fatally injured passenger car occupants is decreasing, we also directed our attention to moderate injuries. These injuries are rarely fatal; however, they may lead to long-term disability and cause great economic loss to the individuals, their families, and the nation as a whole. We are collaborating with universities and insurance institutes in several projects to identify the primary injury mechanisms, both inside and outside the vehicle.
- We continued our efforts to make the roads safer for vulnerable road users encountering Heavy Goods Vehicles (HGVs), focusing on cyclists and pedestrians, supporting SDGs 1, 3 and 11. We analyzed crash data from several in-depth databases. Based on the results from

these analyses, potential countermeasures, such as overrun protection, and energy absorbing fronts, have been defined and a safety benefit assessment of these countermeasures has been performed. The results from these projects provide detailed and actionable insights for manufacturers and agencies.

- In a collaboration with the University of Virginia we investigated frontal crashes in Germany and the U.S., focusing on belted front row occupants. Several topics were addressed, such as injury frequency, injury risk and body region distribution for different crash severity categories; crash severity and crash configurations; and differences in car occupant sizes. These investigations will help us to continue to improve our restraint systems to further reduce injuries.

Further information about our engagement in industry associations and other organizations is available in the chapter Sustainability Materiality Assessment.

**Collaboration with universities**

To ensure real-life benefits and to develop evidence-based test methods for product development, Autoliv collaborates with universities globally.

Current motorcycle helmet standards and ratings overlook the importance of facial impacts, even though they account for over 50% of the head injuries. We are collaborating with Imperial College London to develop a new test method based on evidence from real-world collisions and computer simulations reconstructing those injury-causing events. Another approach to reduce the burden of brain injury and associated long-term consequences is to develop advanced brain injury prediction models. Traditionally, injury predictors often aggregate mechanistically disparate brain injury types into a single category called “brain injury”. This oversimplified approach is not optimum for safety systems or helmets design. Therefore, we are working with the KTH Royal

Institute of Technology in Sweden to develop new injury-mechanism specific injury predictors and risk functions, as well as applying machine learning to make real-time injury prediction possible in the future. We will gradually disseminate our knowledge from these collaborations to the road safety community to make motorcycle helmets even safer.

In 2025, Autoliv continued to work on a four-year European research project under the Horizon Europe framework called IMPROVA. IMPROVA (Injury Mitigation to Promote Vision-Zero Achievement) focuses on the conditions and mechanisms leading to injuries of all road user types, particularly those with physical and psychological long-term consequences (LTC). In 2025, the consortium concentrated on the data available, generating the evidence to support subsequent Human Body Model upgrades and virtual testing procedures that remain to be developed and demonstrated later in the project (at which point, Autoliv's involvement is expected to increase). Communication with regulatory authorities, NCAPs, industrial partners, rescue teams and end-users will provide better awareness of the topic and enable implementation of appropriate countermeasures.

Autoliv is the sole industrial sponsor of a Royal Academy of Engineering Research Chair fellowship at Imperial College London, to advance on trauma biomechanics and injury prevention. This five-year program aims to improve passive safety through better human injury prediction, enhanced evaluation of safety systems, and equality in protection. The research focuses on linking extremity injuries to long-term outcomes in the form of the first-ever disability risk curves, refining fracture prediction in Human Body Models, characterizing adipose tissue behavior, and studying human interaction with safety components like seatbelts. The collaboration will deliver improved tools that can be included in future NCAP protocols, driving more stringent requirements and creating demand for more advanced and profitable products.

**Strengthening road safety in the value chain**

Since the 2020 UN Global Ministerial Conference on Road Safety, policymakers and experts have increasingly emphasized that the private sector should take a larger role in managing injuries and fatalities in traffic as a result of their operations. This also became a prioritized recommendation at the UN General Assembly and the recent fourth UN Global Ministerial Conference in Marrakech in 2025.

An estimate from the Academic Expert Group for Road Safety in 2025 indicates that 400,000 global road fatalities are directly linked to private sector value chains. To help organizations adopt best practices in road safety and contribute to the global goal of a 50% reduction in road fatalities, the World Health Organization (WHO) and the International Transport Forum (ITF) are developing a new road safety framework. Autoliv is contributing to developing this framework and was among the first to pilot it during 2025. In this pilot, we reviewed our policies, procurement processes, and employee road safety practices. We started implementing measures to strengthen our performance against the framework. The WHO and ITF expect this voluntary reporting framework to be used by companies and investors to cascade requirements on their suppliers and portfolio companies, respectively.

Within this work, we also support our employees commuting by powered two-wheelers, in low and middle income countries where stringent helmet testing standards are lacking. This effort is carried out in collaboration with the UN's Safe and Affordable Helmet program, which aims to increase access to high-quality helmets priced below USD 20. Autoliv launched this initiative in Thailand in June 2025 by distributing 3,600 helmets to employees. The event was a pilot for expanding the program globally and provides a platform for motorcycle safety advocacy in these countries.

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**Autoliv Safety Foundation**

Autoliv Safety Foundation was founded in 2024, with the purpose of supporting scientific research and development in the field of road safety and related areas to promote a better and safer world. The foundation also aims to aid in the event of humanitarian disasters in the proximity of locations where Autoliv conducts operations. In 2025, the Autoliv Safety Foundation partnered with YOURS – Youth for Road Safety –

and local partners to support the Youth on Track program in the State of Mexico, focusing on motorcycle and road safety among young people. Through a combination of training, community-based actions, and public awareness activities, the initiative empowered 21 youth ambassadors to carry out 15 local activations, reaching more than 3,000 people and engaging local organizations and public authorities.



Youth on Track program, Mexico

## Virtual testing and Human Body Models (HBMs)

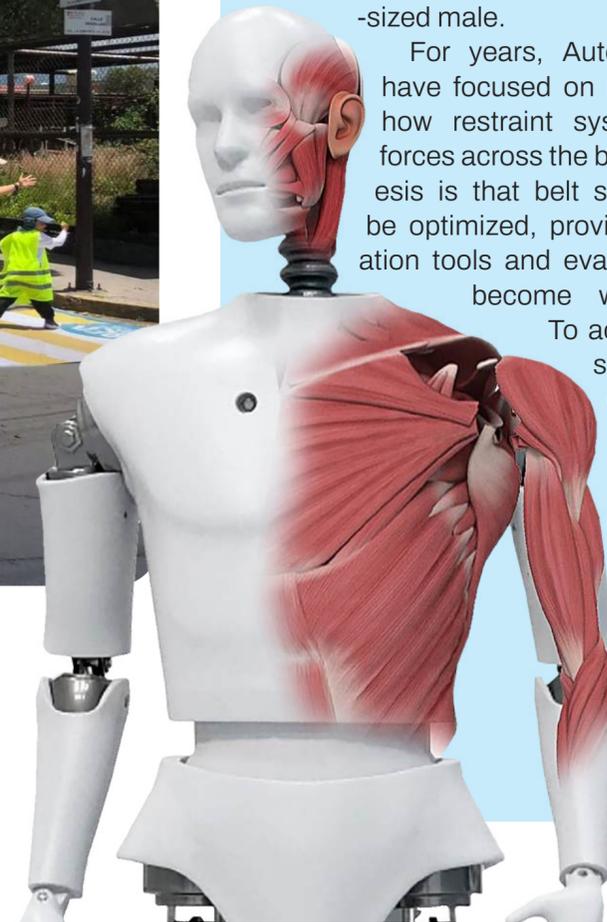
Autoliv is leading the way in advancing equity in vehicle safety. Traditional crash-test dummies, used for estimating injury risk, are limited to three sizes – small, mid-size, and large – based on 1970s U.S. population data. Historically, the mid-size male dummy has dominated regulatory and rating tests. However, occupants deviating from the standardized dummy sizes – both male and female – face a higher risk of injury and fatality compared to an average -sized male.

For years, Autoliv researchers have focused on seatbelt fits and how restraint systems distribute forces across the body. Our hypothesis is that belt systems can still be optimized, provided next-generation tools and evaluation methods become widely adopted.

To achieve the same safety for all occupants, Autoliv is actively developing tools and methods that represent today’s diverse population in a broad range of crash scenarios.

Human Body Models (HBMs) offer more precise injury predictions than traditional crash test dummies, and human responses across diverse body types and crash scenarios can be simulated. These models are increasingly being adopted by consumer safety rating programs. First out during 2025 was Euro NCAP, which introduced the use of HBMs in their protocol, targeting more inclusive safety assessments. However, to gain trust in vehicle safety ratings based on virtual simulation tools, such as HBMs, evidence must show that the model is appropriately human-like across various impact scenarios. In 2025, Autoliv worked on the SAFER HBM, which has been certified for use in Euro NCAP. This state-of-the-art HBM can impact the future of next-generation safety.

In addition, during the year, Autoliv took steps to explore various AI and machine learning techniques. By leveraging advanced algorithms and large-scale crash data, we aim to perform risk predictions at a large scale. These methodological innovations will help design restraint systems that deliver optimal protection for all occupants, while remaining efficient.



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## Product Safety and Quality

The automotive landscape is changing, with increased product complexity and faster development cycles, which raises quality expectations, as is also seen in the regulatory environment.

Our life-saving products never get a second chance when used in real life. Accordingly, we are committed to delivering the highest quality in our products and services, in alignment with our vision of Saving More Lives. Our quality culture is personified by our daily efforts throughout the organization to strive for improvements and never be satisfied – targeting zero critical quality issues and zero recalls.

As a part of our product development process, our products are thoroughly tested from a safety performance and durability point of view to ensure government and customer specification compliance.

We are guided by the Q5 program, to maintain a strong focus on quality and create value for our customers.

Q5 addresses quality in five dimensions: employees, processes, suppliers, products and customers. A core part of our program is employee involvement and the 'It Starts With Me' concept, which includes cross-functional workshops to eliminate potential defects and an ongoing drive to empower teams with a proactive mindset.

The integration of the Q5 program into all aspects of our operations is supported by a dedicated quality organization, with defined ways of working under each dimension.

We monitor our quality culture through a regular employee survey that helps each site identify areas for improvement. Autoliv's quality management system is regularly audited by both internal and external parties. According to Autoliv's policy, facilities that ship parts directly to OEMs need to have a third-party registration of IATF 16949, the quality management standard for automotive component suppliers.



## Our Continuous Proactive Quality Work

### Product and Process Development

Autoliv's Product Development System (APDS) ensures that all new products pass five mandatory checkpoints: 1) project planning, 2) concept definition, 3) product and process development, 4) product and process validation, and 5) product launch. In this way, we proactively prevent problems and ensure we deliver only the best designs to the market.

### Supplier Management

By involving and training our suppliers early in projects, we ensure robust component designs and processes. This prevents non-conforming parts from being produced by our in-house and external suppliers and from reaching our manufacturing lines. We actively phase out any supplier that does not adhere to our quality principles.

### Production

Through the Autoliv Production System (APS), we all work according to a philosophy of continuous improvement. Our associates are also trained to react to anomalies and to understand the critical connection between themselves and our life saving products. To prevent us from delivering non-conforming products, we verify quality by using mistake-proofing methods such as Poka-Yoke, in-line inspections, cameras and sensors.

### After delivery

As we maintain an advanced product traceability system, we are able to trace and limit batches of potentially defective parts in an effective way. We also maintain an effective change-management system as any change to a product or process can potentially create problems. Through lessons learned, we can take advantage of experiences to make a difference in future projects and help them to succeed.



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# Climate and Circularity

Long-term ambitions:

**Carbon neutrality**  
in own operations by 2030

**Net-zero emissions**  
across our supply chain by 2040

Targets:

Carbon neutrality in own operations  
**by 2030**

**2025 Outcome: 241** kton CO<sub>2</sub>e

Year-over-year improvement in energy  
intensity: **Continuous**

**2025 Outcome: 6%** improvement

Year-over-year improvement in waste  
intensity: **Continuous**

**2025 Outcome: 12%** improvement

## Ambition and approach

We are committed to operating our business in an environmentally sustainable manner, taking into account our environmental impact throughout the lifecycle of sourcing, design, production and end of life. Our environmental policy lays out our commitments in areas such as GHG emissions reduction, renewable electricity, circularity and resource efficiency. With particular emphasis on climate and circularity, we actively engage with customers, suppliers and other stakeholders to take on the environmental sustainability challenge across the value chain.

Launched in 2021, our climate strategy is based on two long-term ambitions:

- Carbon neutrality in own operations by 2030
- Net-zero emissions across our supply chain by 2040

These targets, aligned with the Paris Agreement ambition of limiting global warming to 1.5°C, help ensure our competitiveness now and in the future. In addition to these ambitions, we have adopted separate Science Based Targets for 2030 covering our own operations (Scope 1 & 2) as well as our supply chain (Scope 3 upstream). Further information about the targets and our environmental performance is available in the Sustainability Appendix.

## Our GHG footprint

To fully understand our GHG footprint as well as key climate-related risks and opportunities, we have carried out a value chain GHG footprint

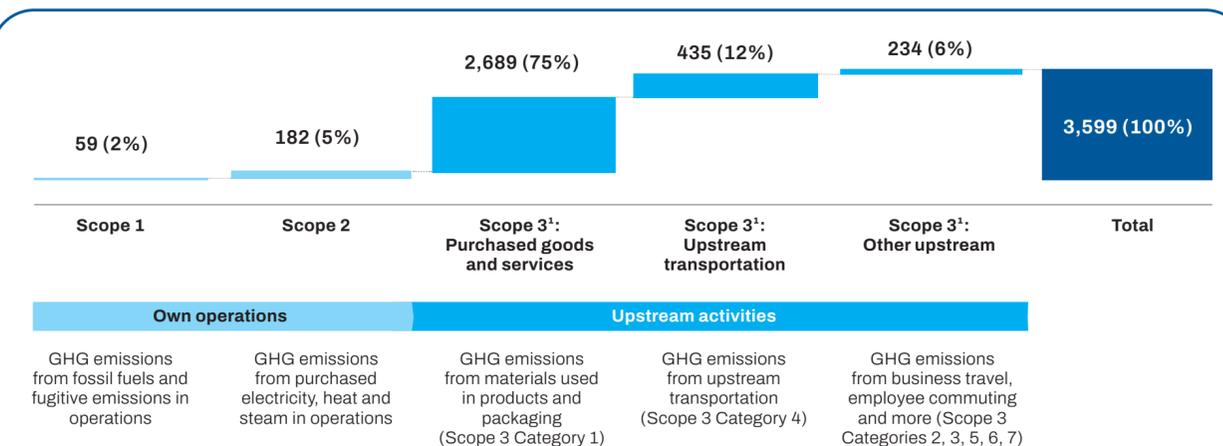
We support the industry’s green transition and minimize our own environmental impact, focusing on greenhouse gas emissions reduction, resource efficiency and circularity.

assessment and scenario analysis. The assessment was carried out in accordance with the GHG Protocol Scope 3 Calculation Guidance. Scope 1 & 2 emissions were calculated based on actual operational data covering energy consumption and fugitive emissions, while Scope 3 emissions were modelled based on actual and estimated sourcing data and generic emission factors.

The assessment showed that the largest sources of emissions covered by our long-term ambitions were materials used in our production (in particular steel, textiles and other plastics,

magnesium and aluminum), followed by emissions from logistics, and electricity used in our own operations. Estimated downstream Scope 3 emissions, in particular use-phase emissions, constituted the largest share of the total GHG footprint but since we consider our possibility to reduce downstream Scope 3 emissions to be greatly limited (such reductions are mainly driven by our customers’ work on electrification), they are excluded from our long-term ambitions and Science Based Target covering Scope 3.

**Autoliv’s GHG footprint across own operations and supply chain<sup>1</sup> 2025 (kton CO<sub>2</sub>e)**



<sup>1</sup> Considering the challenges related to accurately modelling upstream Scope 3 emissions, such as the accuracy of historical data and the availability and applicability of emission factors, actual upstream Scope 3 emissions may differ materially from those modelled. The modelling primarily aims to identify the major sources of Scope 3 emissions across the value chain, which supports Autoliv in developing specific activities for improvement and implementing the relevant measures. Autoliv aims to, over time, increase the accuracy of reported upstream Scope 3 emissions by addressing material uncertainties. The illustration above does not include modelled downstream Scope 3 emissions, which include emissions from the use phase of vehicles where Autoliv's products are installed.

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**Autoliv’s climate & circularity program**

Based on the outcome of the GHG footprint assessment, and further work done to define our approach to circularity, we have designed a climate & circularity program organized into a number of operational initiatives focusing on the most impactful decarbonization levers and value creation activities. In circularity, our operational initiatives cut across supply chain, own operations and product design and focus especially on:

- Material recirculation, including closed-loop and open-loop recycling of our raw materials as well as the share of recycled content in raw materials
- Material efficiency, including materials utilization, light-weighting of components, packaging optimization and reuse

Supporting the operational initiatives are a number of cross-cutting initiatives related to governance, performance tracking, business strategy integration, risk management and competence development. Guided by our 1.5°C-aligned long-term targets, the climate program and related processes such as risk assessments represent Autoliv’s climate transition plan. Further information about metrics and targets related to the climate program is available in the TCFD Disclosure.

**Low-carbon & circular supply chain**

Key decarbonization levers identified to reach net-zero emissions across our supply chain (Scope 3 upstream) include:

- Transitioning to recycled, reusable bio-based and other low-carbon materials in our products as well as in packaging
- Improving materials efficiency
- Requiring suppliers to use renewable electricity
- Reducing the GHG footprint of our logistics through route, capacity and footprint optimization as well as a shift towards low-carbon transportation modes and vehicles

GHG emissions from the materials used in our products and packaging (Scope 3 category 1) account for around 80% of Autoliv’s Scope 3 upstream emissions, meaning effective management and reduction is crucial to achieve our 2040 net-zero ambition.

To increase the use of low-carbon and circular materials, we actively collaborate with our existing supply base, customers and other partners to assess and introduce solutions with a reduced carbon footprint and improved circularity. Focus areas include increasing the use of magnesium and aluminum with high recycled content, testing and customer validation of low-carbon and circular materials. Examples of specific material initiatives to reduce our Scope 3 emissions and improve circularity related to key direct materials include:

- Textiles: continue validation of emission-reduced variants, and increase usage of lower-carbon polymers such as PET
- Non-ferrous metals: increased use of high-quality scrap sources to further increase recycling content, and engagement with start-ups for low-carbon solutions, utilizing new technologies and alternative feedstocks
- Steel: circularity initiatives, collaboration with strategic partners including Arvedi, SSAB, and thyssenkrupp to develop and source low-emission steel

In 2025, we continued our collaboration and engagement with our direct material suppliers to ensure the transition to renewable electricity, capability building and overall GHG emissions reductions in the supply chain. As part of the

strategic engagement program, we finalized global supplier workshops in Korea, Japan and the U.S. The program has provided an increased understanding of how our supply base is progressing in the climate journey, and an opportunity for suppliers to learn from both Autoliv and other suppliers. Complementing the on-site workshops, webinars and recorded information sessions have been deployed, reaching all our direct material suppliers as well as Autoliv’s internal supply chain organization.

To track progress and support supplier prioritization, we continuously monitor climate-related KPIs such as renewable electricity share and product carbon footprint capabilities, which are based on suppliers’ responses to our annual climate survey. The supplier maturity on Autoliv climate requirements is considered in the sourcing process, with a supplier climate maturity status.

**Autoliv’s climate & circularity program**

**Low-carbon<sup>1)</sup> & circular supply chain**

- Low-carbon electricity in the supply chain
- Low carbon and circular materials sourcing
- Low-carbon logistics (transport and packaging)

**Low-carbon & efficient operations**

- Renewable energy for operations
- Energy and resource efficiency
- Phase-down of natural gas usage
- Phase-down of fugitive emissions

**Low carbon & circular product offering**

- Low carbon and circular product design
- Low carbon and circular products sales strategy

**Cross-cutting initiatives**

- Program governance and performance tracking
- Business strategy integration
- Risk management
- Organization and competence development

1) Low-carbon is generally understood as referring to actions/solutions that reduce carbon emissions aligned with limiting global warming to 1.5°C.

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We also started requesting suppliers to declare their GHG emissions in RFQs for new sourcing, which will be further emphasized in 2026. This helps to understand the carbon footprint in components and materials supplied to us, as well as support the capability building of calculating the product carbon footprint. Overall, we noted improved maturity and KPI performance in our supply base during 2025, strongly contributing to our climate ambitions and targets.

In the low-carbon logistics program, we continued to focus on operational efficiency in transportation by reducing air freight transport, shifting to sea transport, optimizing routes, and enhancing vehicle capacity utilization. Our packaging initiatives aim to eliminate unnecessary packaging, reduce usage of packaging materials, and increase use of returnable options, achieving both cost and emissions reductions. We developed sustainable sourcing requirements for indirect suppliers, that will be considered in the sourcing process for logistics and packaging suppliers.

**Low-carbon and efficient operations**

Key decarbonization levers identified within our own operations (Scope 1&2) include:

- Transitioning to low-carbon electricity at our facilities
- Improving energy efficiency
- Phasing down natural gas usage
- Phasing down fugitive emissions

Electricity consumption at our facilities is by far the largest contributor to our Scope 1&2 emissions. We aim to cover a majority of our renewable electricity needs via long-term power purchase agreements (PPAs), complemented in priority order with on-site solar, green tariff and RECs, in those places where we have limited or no PPA options.

During 2025, we expanded the use of renewable electricity through various green tariffs and renewable electricity instruments, and continued formalizing our long-term plans to secure renewable electricity through large-scale PPAs. In

Europe, we entered into two virtual PPAs. The agreements, with contracts spanning 12 years from 2027 to 2039, are important for ensuring a consistent and reasonably priced energy supply for Autoliv's activities in Europe, thereby reducing the risks associated with potential future energy price fluctuations. The innovative approach of combining solar and wind technologies ensures optimal energy generation during both day and night. This approach and the fact that the facilities are located in two different European countries provide flexibility in Autoliv's physical operations and electricity procurement. In 2025, 40% of our total electricity consumption came from renewable electricity instruments, up from 30% in 2024. In addition to renewable electricity instruments and contracts, several production facilities have installed or are in the process of installing on-site solar generation capacity.

To reduce our GHG emissions from natural gas used in production processes, we continued trials and projects to assess the potential for energy efficiency improvement, e.g. from process optimization and heat recovery, and electrification of production equipment. We achieved positive results from several trials and projects and will look to implement or scale up these solutions where possible.

As part of our Green Factory Program (energy and resource efficiency program), we set targets for GHG emissions reduction, energy intensity and waste improvement for all manufacturing sites. Green factory assessment is an integral part of Autoliv's overall operational excellence assessment that is conducted at each production facility on a quarterly basis. These assessments cover energy, water, waste and environmental management system (EMS), in order to continuously improve environmental performance and efficiency in our operations. During the year, we implemented a number of energy efficiency projects targeting areas such as air compressor leaks, waste heat recovery, LED lighting, HVAC improvement and replacing older equipment with new, more efficient equipment. We also conducted energy

management workshops, best practice sharing and trainings across divisions.

Compared to 2024, total energy consumption decreased by 2% and energy intensity improved by 6%.

We have set a target for year-on-year improvement on waste intensity as part of our circularity strategy. We continuously manage and monitor waste management practices at the site level through the Green Factory Program, in which waste management is part of the quarterly assessment.

Directing waste away from landfill remains a priority at our production sites. The rate of reuse, recycling and energy recovery remained at 92% of total waste reported.

Autoliv's environmental management system (EMS) emphasizes continuous improvement and is aligned with ISO 14001 requirements. The EMS establishes the requirements for a stand-

ardized approach to environmental management, including identification of material environmental aspects, objective setting, competence development, performance follow-up and standardized reporting. At year-end, 100% of manufacturing facilities were externally certified in accordance with ISO 14001.

**Low-carbon & circular product offerings**

We aim to develop attractive, low-carbon product offerings to support our customers in their transition to zero-emission, low environmental impact vehicles.

Autoliv's products are generally powertrain-agnostic and can be fitted in electric vehicles and plug-in hybrid vehicles with only model-specific adjustments needed. Around 16% of sales in 2025 came from battery electric vehicles with zero tailpipe emissions, and we estimate that our global EV market share is in line with our total global



Steering wheel armature produced with recycled magnesium

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market share of 44%. Utilizing Autoliv’s competence from our core business, we have developed several products for electrical safety, with the common denominator being utilization of pyrotechnics. The products range from high-volume, off-the-shelf products, primarily the Pyro Safety Switch, to tailor-made solutions.

During 2025, all product lines continued implementation and refinement of their low-carbon product roadmaps. We already offer our customers specific products that support their carbon footprint reduction strategies, such as products with lower weight and higher content of recycled non-ferrous metals and lower-carbon polymers. Examples include increased use of recycled magnesium in steering wheels and switching to airbag fabrics with a significantly lower GHG footprint.

We continued evaluating our products’ overall environmental footprint throughout their lifecycle, with a focus on understanding the main sources of GHG emissions. These lifecycle assessments (LCAs) help prioritize actions in product development. The LCAs also allow us to proactively engage with customers, highlighting the carbon footprint of our products and how embedded emissions can be reduced. We also provide LCA support to our suppliers, to help them understand their GHG emissions “hot spots” and actions to prioritize. We implemented sustainable design guidelines for engineering and continued to introduce low GHG emissions and circularity criteria in our production development standards for early development and serial changes. During the year, we introduced a training program for the Autoliv engineering community to share our challenges and explain their role and responsibility in our journey towards carbon neutrality. We also began offering trainings in the ecodesign process and GHG accounting to give them more autonomy. These training pro-

grams will continue to be deployed progressively into all divisions. We also refined our engineering climate KPI to drive behavioral change in RD&E and to ensure we are developing adapted solutions to achieve Autoliv’s climate targets. This KPI will be included in all product areas from 2026.

**Cross-cutting initiatives**

Our climate and circularity ambitions remain core elements of the Autoliv Journey, which was updated in 2025 as part of Autoliv’s business strategy for 2026-2028.

We formed a Scope 3 Task Force to align priority initiatives and update the related roadmap towards our 2030 target, and to strengthen cross-functional governance related to Scope 3.

Sustainability topics, including climate, are an important part of employee onboarding training materials. During the year, we continued to offer specific climate training, in particular in China, where employees were underwent training as part of a “Sustainability Month” campaign. We continued the implementation of our Sustainability Guidelines for Capex investments with specific climate impact guidance and assessments. The guidelines aim to ensure that all investments are aligned with our 2030 climate ambitions and specify exclusion criteria for investments that could lead to increased GHG emissions above certain emission thresholds beyond 2030. The guidelines also encourage investments with a positive climate impact, such as installation of solar panels, improvements to energy efficiency, and replacement of fossil-fuel equipment with electric alternatives. In 2025, the guidelines were updated in order to ensure more efficient implementation in our production system processes.

Read more about climate-related governance and risk management in the TCFD Disclosure.



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# TCFD Disclosure

Autoliv's work related to climate change is centered around the climate program implemented in 2021. For more information about the climate program, including achievements during the year, refer to the chapter Climate and Circularity. More information is also available in Autoliv's public CDP response, where we received a rating of 'B' in 2025. For more information about GHG emissions and target outcomes, see Sustainability Appendix.

## Governance

The underlying governance principle of the climate program is close integration into existing governance structures. The Board of Directors is ultimately responsible for the oversight of sustainability related matters, including climate change, and has delegated certain responsibilities to its committees. The Board of Directors and its Nominating and Corporate Governance Committee (NCGC) receive regular updates on climate-related matters and performance. In 2021, the Board of Directors endorsed Autoliv's current long-term climate targets as well as the strategic direction for reaching the targets. Throughout 2025, the Board and the NCGC received updates on progress related to the climate program and our plans for 2026 and beyond.

The Executive Management Team (EMT) is responsible for implementation of sustainability-related matters, including climate change. The Sustainability Board, which consists of the CEO and several EMT members, has overall operational oversight of Autoliv's climate program. Other relevant management boards, such as the Industrial & Product Board, Innovation Board and Com-

mercial Board, focus on specific climate program initiatives such as low-carbon product design and low-carbon sales strategy. Performance against climate-related targets is reviewed regularly by the EMT, divisional and other functional management teams and followed up in monthly business reviews.

The Executive Vice President HR & Sustainability, supported by the VP Sustainability, is ultimately responsible for the overall direction and governance of the program, and for ensuring implementation progress.

## Strategy

### Scenario analysis

In 2021, as part of the development of the current climate strategy and program, we carried out a climate scenario analysis. The analysis, which covered both transition and physical risks and opportunities, was based on a 2°C scenario (equivalent to RCP 4.5 or SSP2) and a 3-4°C scenario (equivalent to RCP 8.5 or SSP5). Transition risks were assessed on a 2030-2040 timeframe, while physical risks were assessed on a 2050 timeframe.

From a financial impact perspective, the most material risks identified were:

- The risk of a global decrease in overall vehiclesales
- Increasing prices for certain raw materials as a result of carbon pricing mechanisms and from increasing competition for such materials
- Potential revenue loss if Autoliv fails to meet increasingly strict supplier requirements from OEMs who themselves have set strict GHG emissions reduction targets

Autoliv considers the management of climate-related risks and opportunities a key component of ensuring long-term business success. This disclosure is aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations.

From an operational perspective, the most material risks identified, generally connected to the 3-4°C scenario, were physical risk factors that could lead to significant production disruptions. These include wildfires, flooding and extreme heat. These risks were seen as particularly high in countries and regions such as Southwest U.S., Mexico, India and China. These risks are also expected to impact suppliers and customers in these regions.

The most material opportunities identified pertained to continuing to build a strong position among climate-progressive OEMs including electric vehicle (EV) manufacturers as a supplier of low-carbon components, as well as opportunities to increase operational energy and materials efficiency.

### Strategy and business impact integration

Climate change-related risks and opportunities are integrated into Autoliv's business strategy and cascaded through established steering mechanisms such as strategy reviews, annual business planning and target setting. Climate change mitigation has been identified as one of the key material aspects in the double materiality assessment, with impacts both on and from own operations and the supply chain.

### Climate-related opportunities

To realize key climate-related business opportunities, we are continuously working on low-carbon product offerings and forming partnerships with customers to help them reduce the carbon footprint of their products. In addition, efforts to increase the energy and materials efficiency of our operations will support in reducing related

operational expenditures. As part of our climate program governance, we aim to further develop and use climate scenarios as a supporting tool in quantifying the financial impacts of climate-related risks and opportunities. We are closely monitoring the ongoing development of guidance regarding target setting and the use of carbon off-setting/ elimination as well as carbon markets and related pricing, taking them into account as relevant in our decision making. We also engage in industry associations such as the European Association of Automotive Suppliers (CLEPA) and with customers to understand how and where they see emissions reduction opportunities.

Autoliv's strategic plan was updated in 2025, for 2026-2028. Climate is one of the key areas in the strategic plan, with emphasis on emissions reduction opportunities both in own operations and across the supply chain. During 2025, we focused on further integrating climate considerations into the company's strategic product planning process and other key processes, such as product design and materials sourcing.

In 2021, we published our Sustainable Financing Framework aligned with the ICMA Green Bond Principles. In March 2023, we issued our inaugural €500M green bond, with all proceeds allocated to the Clean Transportation project category. The estimated number of electric vehicles produced with products supplied by Autoliv for the allocated proceeds was around 3.8 million. In 2024 and 2025, we issued additional green bonds, with the same allocation and estimated impact as the first bond.

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## Risk management

Climate-related risks are generally integrated into the Enterprise Risk Management (ERM) process, thus ensuring a regular assessment of the likelihood and impact of significant risks. For further information about ERM and management of sustainability risks, see Sustainability Governance.

We consider transition risks to be generally mitigated through continuous activities in the climate program. Physical risks are generally considered mitigated through site risk and impact

assessments, footprint planning as well as ongoing business continuity management processes. We did not experience any significant climate-related disruptions to business in 2025.

## Metrics and targets

In addition to Autoliv’s long-term climate ambitions and Science Based Targets, the climate program covers several more detailed performance metrics and related targets. These cover the most important emissions reduction levers such as sourcing

of low-carbon raw materials, low-carbon logistics and a transition towards renewable electricity use. We set annual division-level Scope 1&2 and Scope 3 targets as part of Autoliv’s ‘Policy Deployment’, a process to translate the company’s overall strategic plan into concrete execution steps. Reporting on progress is done in various forums such as the Board of Directors’ Nominating & Corporate Governance Committee, the Executive Management Team, the Sustainability Board and various function-level and division-level management forums.

Since 2022, GHG emissions from own operations (Scope 1&2) is a performance component of the long-term equity incentive program. The program covers around 300 participants, including the CEO and all EMT members.

For more information on GHG emissions and target outcomes, see the section Sustainability Appendix.

## Climate Risk Assessment

Transition risks	Most material risks	Potential financial impacts
Policy and legal	Carbon pricing mechanisms leading to increasing prices on raw materials with a large carbon footprint Increased competition leading to increasing prices on raw materials with a small carbon footprint	Increased operational expenditures
Technology	Decrease in overall vehicle sales	Loss of revenue
Market	Higher demand for renewable electricity and low-carbon raw materials	Increased operational expenditures
Reputational	Increasing stakeholder requirements or expectations on Autoliv to aggressively reduce GHG emissions in its own operations and/or supply chain	Loss of revenue, reduced access to capital
Physical risks		
Acute/short-term	Wildfires Extreme heat Flooding	Loss of revenue related to production disruptions
Chronic/long-term	Extreme heat Water stress	Costs related to the need of relocating production

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# A Safe and Inclusive Workplace

Long-term ambitions:

**Lowest Recordable Incident Rate among automotive suppliers**

**Employee experience in the top quartile of the industry**

**Create positive social impact across our supply chain through engagement and risk-based due diligence**

Targets:

**0.30** Recordable Incident Rate **by 2025**  
2025 Outcome: **0.23**

Year-over-year improvement in employee experience: **Continuous**  
2025 Outcome: **Improvement**

**100%** of suppliers in scope respond to responsible minerals survey  
2025 Outcome: **100%**

## Health & Safety

### Our ambition and approach

Autoliv is committed to providing a safe and healthy workplace. 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 stakeholders. Accountability for occupational health and safety (H&S) rests with Autoliv's leadership while managers have the primary responsibility for ensuring compliance with Autoliv's occupational H&S standards. Every employee, at each level of the organization, is responsible for ensuring their own and others' health and safety by following our standards, identifying and helping to eliminate unsafe conditions and unsafe behaviors, and speaking up as appropriate.

We provide a safe, healthy and inclusive workplace for all, respecting labor rights and continuously enhancing the employee experience and expect our suppliers to do the same.

### H&S management system

We integrate H&S into everyday business by incorporating it into our production system and those projects and processes that may affect the working environment of our employees. All production sites are required to implement Autoliv's occupational H&S management system (OHSMS), which in turn is aligned with the requirements of the ISO 45001 standard. Assurance of compliance is provided through external auditing and a common global safety assessment that is an integrated part of the operational excellence assessment. These assessments identify the maturity of each site's H&S management system and the focus is on further managing and reducing risk in our business and supporting ongoing continuous improvement in H&S across the organization.

OHSMS is supported by local leadership teams who encourage operators and visitors to engage in and proactively speak up about H&S concerns and to take responsibility for safety. Implementation of the system is monitored through internal compliance audits and external certification audits. At year-end, 70% of production sites were ISO 45001 certified.

In 2025, to support our ongoing focus on proactive accident prevention and continuously improving safety in our workplaces, we continued to focus on Contained Safety Jidokas, a safety tool first introduced in 2024 and adapted from a process already integrated into our quality management system. We track and report this metric in monthly management reports.

## Autoliv's Health & Safety Work Principles

### Leadership Commitment

Leaders at all levels of the organization are actively involved in creating a behavior that supports and promotes strong H&S performance and continuous improvement.

### Employee Involvement

Employees are actively engaged in all aspects of H&S performance, including establishing goals, identifying and reporting hazards/risks, investigating incidents and tracking progress.

### Workplace Safety is a Condition for Employment

Every employee is responsible for contributing to their own workplace safety.

### Recognition and Control of Risks

Processes and procedures are implemented to proactively identify, prevent, reduce and/or control potential hazards/risks.

### Continuous Improvement

Processes and procedures are implemented to monitor H&S, verify implementation, identify defects and provide opportunities for improvement.

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During 2025, the reporting of unsafe acts and conditions significantly surpassed our target, reflecting an ongoing awareness of the importance of identifying, reporting and addressing safety concerns. We believe that this contributed to a raised awareness of hazards and a tangible reduction in serious injuries over the past year.

**H&S training and awareness building**

During 2025, H&S remained a key topic at EMT and divisional management team meetings, and leadership safety training continued throughout the year. All employees working in production receive appropriate H&S information, instruction and training. H&S is included as a standard item in daily team and management meetings. In the annual employee engagement survey, 88% responded that they felt safe at work and over 80% responded that they felt empowered to stop unsafe work without fear of retaliation.

**Focus on high-risk activities**

Throughout 2025, we maintained a strong focus on high-risk activities within our operations. To better control these risks, we focused on continual improvement in compliance with our internal standards for these high-risk activities, which cover:

- Working at heights
- Lock-out/tag-out
- Traffic safety
- Machine safety
- Lifting and rigging
- Contractor safety

We continued to focus on preventing incidents that could have resulted in a serious injury or fatality. All such incidents are thoroughly investigated and reviewed by the responsible management team and the VP Global H&S and shared globally so that measures can be put in place to prevent repeat or similar incidents.

# Inclusion

**Our ambition and approach**

Inclusive ways of working are an asset and a fundamental part of the Autoliv Key Behaviors. Including a multitude of perspectives is an integral aspect of successful decision-making in all parts of the organization and helps drive innovation and create long-term sustainable shareholder value in a rapidly changing industry. We believe that everyone should be respected and treated fairly, and we are committed to providing an inclusive workplace where everyone can contribute, deliver results and bring their authentic selves to work. Our efforts to represent the communities in which we operate are supported by our use of competence-based criteria for recruiting.

**Activities during the year**

During 2025, we continued to deliver on our inclusion efforts by providing equal access and equal opportunity. Actions taken during the year included:

- Organizing an inclusion summit for all top leadership
- Delivering training, best practices, and initiatives related to inclusive recruitment
- Creating an updated competency model incorporating the expectations around inclusion

**Employee experience**

During the year, we continued our company-wide employee experience survey and listening strategy implemented in 2024. The updated survey includes statements that measure key aspects of an inclusive work environment including whether employees feel that they can be themselves at work (“Authenticity”), whether they have the same opportunity to advance in the organization (“Perceived fairness”), and belongingness. Together, these measures constitute our “Inclusion Index,” one of five critical KPIs in the survey. In 2025, the positive trend in Inclusion continued and all three aspects of Inclusion improved over 2024.

Autoliv is committed to fostering an engaging, inclusive and supportive work culture. This commitment is reflected in the recognition received by two of our companies, Autoliv India and Autoliv Brazil, that were certified as a Great Place to Work® for the third consecutive year.

**People development**

We want all colleagues to achieve professional success and reach their full potential. Key components of this ambition include fostering a Speak Up culture, strategic workforce planning where we identify talent requirements, and our Key Behaviors which remind us how to act to bring the best version of Autoliv to life every day. Dialogue between managers and team members, which includes all of these components, is a cornerstone of everyone’s growth. This dialogue is summarized in an annual Performance and Development Dialogue (PDD). In 2025, 99% of targeted employees conducted a PDD with their managers.

As part of these discussions, formal training completions, past development plans and outcomes are reviewed, and future development plans are established. Also discussed are the employee’s career plans and strengths to leverage.

**Learning and development throughout the employee lifecycle**

Autoliv is committed to the learning and development of our employees throughout their entire time at Autoliv through several development channels, such as facilitated and self-paced development programs, technical and specialist career paths, international assignments and continuous on-the-job training.

In addition to global orientation materials and guides for onboarding new employees, we also have various developmental and functional/job specific trainings, that are assigned or made available through Autoliv’s global learning management system. In addition to standardized onboarding materials and processes, direct workers participate in formal training processes to learn more about their roles.

In 2025, there were over 240,000 course completions recorded in the global learning management system across over 26,000 employees, of which approximately 8% were contingent workers.

**Focused, long-term development**

Several global programs and processes are in place to support and facilitate focused, long-term employee development. For those demonstrating strong potential for future advanced opportunities, the Early Career Development (ECD) program focuses on newer employees and the Prioritized Development Program focuses on more seasoned employees. Additionally, several countries offer financial support for Autoliv employees to complete college and advanced degrees at local universities and other institutions of learning.

**Successor development**

As part of our annual succession management and calibration process, potential successors and their readiness for positions are identified, providing a basis for future development to prepare them to become 'ready now' successors.



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## Labor rights

Autoliv is committed to fair and lawful employment practices for all employees, regardless of employment type or location. These practices extend across our supply chain and include third-party employees at our sites. Autoliv strives to:

- Provide fair and equitable wages, working hours, benefits, and other conditions of employment in accordance with applicable laws
- Recognize and respect employees’ right to freedom of association and collective bargaining
- Provide decent and safe working conditions
- Promote a safe workplace free from any form of discrimination or harassment

Autoliv is committed to engaging in open and transparent dialogue with all employees and, where applicable, with representatives of organized labor groups and unions. Approximately 55% of our workforce is covered by collective bargaining agreements. In addition, we have a number of different mechanisms through which employees can raise topics with management. These include Autoliv’s Speak Up channels (including the Autoliv Helpline), employee engagement surveys and related feedback sessions, employee suggestion programs, local health and safety committees, and operational committees. The major unions representing Autoliv employees in different regions are disclosed as part of the 10-K filed with the SEC.

### Human rights due diligence in own operations

Human rights due diligence (HRDD) is based on Autoliv’s sustainability due diligence framework. Read more in the chapter 'Sustainability Integrated Into Everything We Do'.

In 2025, Autoliv continued to strengthen its

HRDD work in own operations. To better understand labor rights risks, a HRDD assessment was carried out at production sites in Autoliv’s Europe division. The assessments are expected to continue in 2026 to cover the remaining divisions. The findings will be used to further develop risk and impact monitoring and mitigation.

### Human rights audits

Autoliv utilizes recognized industry audit frameworks, including the Responsible Business Alliance (RBA) and the Responsible Supply Chain Initiative (RSCI), to support the assessment of human rights practices within its own operations. During 2025, six RBA and RSCI audits were conducted at Autoliv facilities, primarily in response to customer requests.

### Human rights due diligence in the supply chain

In 2025, we continued to strengthen our supply chain due diligence framework, with a risk-based approach. The Third Party Due Diligence standard is an important part of the due diligence framework, which clarifies Autoliv’s commitments to practice due care when doing business with third parties.

### Human rights audits

Before becoming an Autoliv supplier, it is a mandatory step in the pre-qualification process to complete a social responsibility audit, including human rights and business integrity topics. These audits ensure that our suppliers adhere to Autoliv’s responsible sourcing standards as well as to applicable local laws and regulations. If audited suppliers don’t meet our requirements, an internal escalation process is in place to ensure that non-conformities are corrected.

In addition to the pre-qualification audits of new suppliers, we also ensure audits of our active direct material suppliers. In 2025, we moved to a risk-based audit approach, to mitigate human rights risks identified in our direct material

supply base. The primary source of risk input is supplier questionnaires and events risks provided by the supply chain risk tool. The risk-based audit approach is one important element of our

sustainability due diligence framework, which is being further strengthened and developed to support supply chain transparency and due diligence of high-risk areas in our supply base.

## Human Rights in the Automotive Industry

As laid out in the “Shifting Gears, An Assessment of Human Rights Risks & Due Diligence in the Automotive Industry” report, published by the Automotive Industry Action Group (AIAG), the industry’s most salient human rights risks and issues include:



**Child labor and forced labor**



**Workplace health and safety, discrimination and harassment**



**Working conditions, wages and freedom of association**



**Conflict minerals**



**Climate change and environmental degradation**

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**Conflict minerals and extended minerals**

Pursuant to U.S. Securities and Exchange Commission (SEC) rules, conflict minerals include certain minerals (tin, tantalum, tungsten and gold, also known as 3TG) that originated in the Democratic Republic of Congo or an adjoining country and are sold to benefit groups financing armed conflicts in those regions. We recognize the need to end the illegal extraction and trade of natural resources, and the human rights violations, conflicts and environmental degradation that result from this trade. We have designed our conflict minerals approach in accordance with the internationally recognized OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, specifically as it relates to our position as a downstream purchaser. Our Conflict Minerals Policy provides further clarification regarding conflict minerals, and its principles are incorporated into our Supplier Code of Conduct and the Sustainable Sourcing Requirements.

To comply with the 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. We support industry initiatives, such as the Responsible Minerals Initiative (RMI), and utilize external expert guidance to validate that the minerals used in our products do not contain any high-risk smelter sources. In cases where we identify potential risks and high-risk smelters within our supply chain, we take immediate action to mitigate the potential risks. This means replacing any high-risk smelters, and in some cases, discontinuing sourcing from suppliers that are in violation of our requirements to ensure sourcing from sustainable sources.

The OECD Due Diligence Guidance has a broader scope, covering more minerals than 3TG. To ensure our understanding of the potential use of high-risk minerals, we have implemented an annual campaign focused on responsible minerals due diligence at 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 3TG (conflict minerals) or cobalt and mica (extended minerals) in their Bill of Materials. This information is extracted from the automotive industry standard reporting platform IMDS. The response rate to the latest completed campaign, which ended in May 2025, was 100%, with all suppliers in scope providing reports on conflict minerals and extended minerals sources.



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# Business Integrity

Long-term ambitions:

**Leading with Integrity and Speaking Up fully embedded in our culture**

**Compliance framework rooted in Autoliv’s strategy, shaping industry best practice**

Targets:

100% of target group complete annual compliance training: **Continuous**  
2025 Outcome: **96%**

100% of target group complete annual Code of Conduct certification: **Continuous**  
2025 Outcome: **91%**

Year-over-year improvement in employee perception of Leading with integrity and Speak Up Culture: **Continuous**  
2025 Outcome: **Improvement**

## Our ambition and approach

Business Integrity is a fundamental pillar of Autoliv’s sustainability framework and reflects our collective commitment to conducting business in a responsible manner - with integrity, transparency, and accountability. Acting with integrity is essential to remain an employer and partner of choice and to build the strong governance needed for long-term success.

We work continuously to strengthen how we prevent corruption and other illegal or unethical business practices wherever we operate, while fostering an environment where speaking up and responsible decision making are encouraged and supported.

## Autoliv’s Compliance and Corporate Integrity Framework

Autoliv’s Compliance Program Framework is designed in accordance with best practice guidance. The framework serves to ensure that adequate procedures are in place to prevent Autoliv from taking part in any anti-competitive activities, any corrupt business practices, or other illegal and unethical business behavior, and that the company adheres to applicable laws and regulations. This also drives compliance with relevant corporate standards and policies, including the Autoliv Code of Conduct.

## Leading with Integrity

Leading with Integrity is at the core of Autoliv’s Compliance Framework. The purpose is to enable, inspire, and make it easier for all employees to make the right decisions and to foster an open

We do business in a responsible manner through strong corporate governance, and by fostering a culture of leading with integrity and speaking up

Compliance Program Framework



and transparent culture where all employees feel safe and encouraged to speak up.

In 2025, a bespoke “Leading with Integrity” training was introduced as a mandatory module within a leadership program rolled out to selected plant management teams in Autoliv Europe. This interactive session is designed to equip plant leaders with the skills and mindset needed to lead with integrity, promote transparency, and strengthen a robust Speak Up culture. By embedding this training

into the program, Autoliv ensures that integrity remains central both to leadership development and operational excellence.

Employee perceptions of leaders acting with integrity are measured through our annual employee engagement surveys. In 2025, the combined score was 82%, reflecting employees’ views on ethical managerial behavior and managers’ ability to keep their commitments.

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**The Autoliv Code of Conduct**

At Autoliv, the Code of Conduct serves as a fundamental guide for how business is conducted globally. It guides our actions and decisions to ensure we uphold the highest standards in all aspects of our business. The Code remains accessible online and is available in multiple languages to support global adoption.

To ensure understanding and accountability at all levels, the Code is complemented by a

number of training programs, including global onboarding programs for new employees, a Code of Conduct e-learning, and leader-led workshops for non-production employees. The e-learning is adaptive and tailored to each role and function. It begins with a pre-assessment to evaluate existing knowledge. Participants who answer all questions correctly proceed directly to the end of the course, while those who miss any questions are guided through relevant scenarios and exercises

to strengthen awareness and understanding. This approach ensures efficient use of time for those already familiar with the Code while providing essential training for those requiring further instruction. By year-end 2025, 96% of employees in the target group successfully completed the Code of Conduct e-learning.

During 2025, Autoliv initiated a review of the Code of Conduct. This review ensures continued alignment with evolving laws, regulations, and industry standards. The revised Code is scheduled for roll-out in the first half of 2026.

**Annual Code of Conduct certification**

Each year, all Autoliv employees in leadership positions are required to complete a Code of Conduct certification. This process is designed to reinforce accountability and ensure that leaders actively promote integrity and ethical behavior within their teams. The certification includes confirming awareness of any known violations and affirming that leaders understand the Code and communicate its principles effectively.

By the end of 2025, 91% of the target group leaders had successfully completed their compliance certification.

**Anti-corruption**

At Autoliv, we compete vigorously and effectively while always complying with applicable anti-corruption laws. We have zero tolerance for any form of corruption in our business dealings and expect the same standards from our business partners. Our anti-corruption program is intended to support the principles outlined in the Autoliv Code of Conduct and our internal Anti-Corruption Policy, by providing employees with clear guidance on avoiding and preventing corrupt business behavior.

To maintain awareness and knowledge, we use a combination of face-to-face workshops and virtual trainings for employees in functions with an increased risk exposure. Anti-corruption training is mandatory for selected employees in

functions with a high corruption risk exposure. In 2025, we focused on revising our global Anti-Corruption Policy and developed a new Anti-Corruption e-learning module, both scheduled to be rolled out in 2026.

**Antitrust and Fair Competition**

Autoliv thrives in fair and open markets and rigorously complies with all applicable competition and antitrust laws. To ensure adherence, Autoliv provides clear guidance through its Antitrust and Fair Competition Compliance Program.

In 2025, Autoliv revised its Fair Competition Policy following the comprehensive external review of the Antitrust compliance program completed in 2024. This review provided valuable insights and recommendations for improvement. The updated policy, together with revised procedures and guidelines, is supported by enhanced training and communication materials to ensure global adoption.

As part of ongoing efforts to strengthen the fair competition program, Autoliv digitalized approval processes for external engagements to improve efficiency and transparency. Updated guidelines for regulatory inspections were translated for global accessibility, and awareness training was delivered to relevant personnel, including front-line staff.

In addition, Autoliv continued to deliver face-to-face training sessions on antitrust and fair competition to employees in higher-risk roles, ensuring that knowledge is tailored to job responsibilities and work contexts.

**Data privacy**

Data privacy is an important element of our compliance framework. In 2025, we introduced new training to reinforce understanding of privacy principles and responsibilities across the organization. A Data Privacy e-learning course was launched in February for approximately 15,000 employees, providing a comprehensive overview of fundamental concepts and roles.

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**Speaking Up**

Autoliv has embraced a broad definition of Speaking Up: any communication or discussion with the intent to bring positive change, show encouragement, or highlight an issue for improvement. Speaking Up encompasses raising concerns, asking questions, sharing knowledge, encouraging inclusion, and proposing new ways of working. Implementation of the Speak Up policy is a shared responsibility across key functions, including Compliance & Corporate Integrity, Health & Safety, Quality and Human Resources. Autoliv employees are expected to promptly report suspected or known violations of the Code of Conduct, laws, or company policies, and are regularly informed of the available reporting channels.

Throughout 2025, Autoliv emphasized the im-

portance of Speaking Up through a range of initiatives, including targeted training workshops and communication. These efforts featured a series of “Speak Up Videos” in which leaders shared their perspectives, as well as dedicated Speak Up and Listen Up training sessions. The global Speak Up training program was also relaunched, introducing mandatory e-learning modules, “Speaking Up” for all non-production employees with an additional module for managers called “Your Role in Creating a Speak Up Culture”. These trainings, originally launched in 2022 and required every three years, had been completed by 95% of targeted employees by the end of 2025.

The 2025 employee engagement survey results confirmed continued progress towards a culture where employees feel safe to speak up. The

percentage of employees who feel they can report unethical practices without fear of retaliation increased from 69% in 2024 to 71% in 2025.

The Code of Conduct and Speak Up policy firmly state that no employee or third party should be adversely affected for reporting in good faith or for refusing to carry out a directive believed to constitute a violation of the Code or other Autoliv policies, laws, or regulations.

**Autoliv Helpline - our grievance mechanism**

Autoliv's Helpline and Case Management System is a third-party operated reporting service available to all employees and external stakeholders, that allows reports to be submitted and concerns or questions to be raised regarding any suspected misconduct within Autoliv's operations.

Reports can be made anonymously and/or confidentially in the language of any country where Autoliv operates. All reports are investigated to determine whether there is any violation of the law, the Code of Conduct, Supplier Code of Conduct, or other Autoliv policies.

**Speak Up reporting**

In 2025, the Compliance team received a total of 438 reports. Approximately 89% of these were received via the Helpline reporting system (phone or online), while the remaining reports were raised internally, meaning reported directly to management, Human Resources (HR), Legal, or Compliance teams. Substantiated cases are presented to the appropriate management for a decision on remediation activities and other disciplinary actions. Helpline reporting, compliance investigations and significant cases are presented to Executive Management and the Audit and Risk Committee of the Board on a regular basis. No high-risk case was opened in 2025.



*Speaking Up@Autoliv*

**”Any communication or discussion with the intent to bring positive change, show encouragement or highlight an issue for improvement”.**

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## Biodiversity

During the year, we continued to work with our biodiversity action roadmap developed in 2024. The roadmap is based primarily on a biodiversity risk screening that we carried out in 2023, utilizing the the LEAP approach and the recommendations of the Taskforce for Nature-related Financial Disclosures (TNFD).

In our own operations, biodiversity assessment is included as part of our standard guidelines for footprint planning. To manage supply chain impacts, we have included biodiversity and deforestation in our Supplier Code of Conduct and Sustainable Sourcing Requirements.

## Water

Within our operations, the ones that consume most water are associated with the production of airbag fabrics, inflators and webbing for seatbelt manufacturing. Together these processes accounted for around 66% of water withdrawal in 2025. Based on the WRI Aqueduct Water Risk Atlas, around 20% of Autoliv's facilities are located in regions with high or extremely high-water stress levels. However, only one of the ten most water-intensive production sites is located in a high-water stress region. To improve water efficiency, we manage and monitor water management practices at site level through continuous improvement in the Green Factory program.

## Materials management and substances of concern

As a global automotive component manufacturer, compliance with chemical and material regulations

is essential. At the core is our standard that defines Autoliv's requirements for material data reporting and substance use restrictions, applicable for both Autoliv and its suppliers. This standard is updated regularly to reflect the latest legal and customer requirements. Through reporting to the automotive industry databases IMDS and CAMDS, we trace the content in our components delivered to customers and confirm compliance regarding applicable legal and customer requirements. In addition to IMDS, we continue to develop our internal tools to check substance compliance. We follow up continuously with our suppliers to find alternative materials in case a substance needs to be phased out and work together with customers to meet future regulations. For example, in 2025, focus was on finding alternatives for materials containing PFAS.

## Tax

At Autoliv, tax planning is carried out in compliance with the Tax Policy approved by the Board of Directors. The basic principle is to respect all relevant laws, disclosure requirements and regulations, while safeguarding shareholder interests and the Autoliv brand. All tax planning must be in line with Autoliv's business purpose, and no baseless organizational structure is permitted. All Autoliv affiliates are required to pay all tax obligations and meet relevant payment deadlines, to comply with all relevant tax laws and accounting rules and regulations in the tax jurisdictions in which the business operates, and to be open and transparent with tax authorities about their tax liability. When disputes arise, Autoliv will proac-

In addition to the topics that were identified as most material for Autoliv, there are a number of topics considered less material but nevertheless important to manage and report on to ensure we meet stakeholder requirements and specific ESG rating requests.

tively seek to work cooperatively with full transparency.

## Community engagement

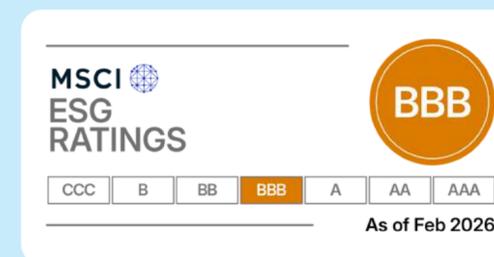
As a large employer and an important part of many communities where we operate, we strive to create a positive impact wherever possible. Community engagement initiatives are generally decided and carried out locally, most often focusing on road safety activities or engaging on other topics close to our core business.

At the corporate level, Autoliv supports the Swedish Industry for Quality Education in India' project, a long-standing multi-company initiative implemented in partnership with Pratham, one of the largest non-governmental organizations in India. The project strengthens basic reading and arithmetic skills among children in India, while increasing awareness of the value of education among parents and local communities. In addition, vocational training activities support young adults by building employable skills and improving access to job and entrepreneurship opportunities.

In 2025, the project reached more than 38,000 children across 345 communities in India. In addition, the program engaged over 8,000 mothers, strengthening parental involvement and community support for children's learning. Pratham implements the project in partnership with relevant government stakeholders, working within existing public education systems.

## ESG Performance

**MSCI INC. ESG RATING**  
BBB (scale of CCC to AAA)



**CDP**  
Climate - B



**MORNINGSTAR SUSTAINALYTICS**  
15.2 - Low risk

**ECOVADIS**  
Silver rating

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# Sustainability Appendix

## Reporting scope

The report covers Autoliv Inc. and all companies over which Autoliv Inc. directly or indirectly exercises control (operational control approach). Reported information is based on actual data and covers the full calendar year 2025. Exceptions to this scope:

- Health and safety reporting excludes office locations
- Environmental reporting excludes offices and other locations that have an individually insignificant impact (annual energy consumption <1 GWh) and that continue to be insignificant when aggregated
- Scope 1&2 market-based emissions for 2024 and 2023 are based on actual activity data for January-November and estimated activity data for December for those years, respectively. Estimations are based primarily on historical activity data.

## GHG emissions and energy

All GHG emissions are reported as CO<sub>2</sub>e. Due to their nature or to availability, some emission factors used may only cover CO<sub>2</sub>, however the difference has been assessed as non-material.

Energy consumption and GHG emissions are based on activity data reported in volume or quantity in an internal reporting system. The data is based primarily on invoices, but may be estimated if exact measurements or invoices do not exist.

## Scope 1&2 emissions

Autoliv applies the GHG Protocol Corporate Accounting and Reporting Standard. Autoliv's primary Scope 2 GHG accounting approach is market-based, and GHG emissions targets and other related metrics are based on market-based Scope 2 emissions. Emission factors are updated annually and previous years' emissions are not recalculated using the latest emission factors. The following emission factor sources were used to calculate 2025 GHG emissions:

- Scope 1 energy fuels<sup>1)</sup>: Defra 2024

- Scope 1 fugitive emissions<sup>2)</sup>: Defra 2024, IPCC AR5, producer-stated GWP
  - Scope 2 market-based electricity: provided by supplier, or regional/national grid average for the locations where suppliers were unable to provide a specific emission factor
  - Scope 2 market-based district heating/steam: IEA 2024, China Development and Reform Commission
  - Scope 2 location-based electricity: IEA 2024
  - Scope 2 location-based district heating/steam: IEA 2024, China Development and Reform Commission
- 1) Gasoline, diesel, fuel oil, LPG. 2) Fugitive CO<sub>2</sub>, N<sub>2</sub>O and various refrigerants.

2023 and 2024 scope 1&2 emissions have been calculated using mainly previous sets of the same emission factor sources. The updated emission factors for 2025 represented around a 20 kton reduction in Scope 1&2 emissions, impacting in particular market-based electricity emissions.

## Scope 3 emissions

Reported Scope 3 emissions have been modelled in accordance with the GHG Protocol Scope 3 Calculation Guidance and is based on a combination of spend data (e.g. logistics spend) and activity data (e.g. materials purchased). Generic emission factors have been applied as supplier-specific emission factors are generally not available. Reporting is limited to Scope 3 upstream categories as those are considered material for Autoliv and are covered by Autoliv's supply chain climate ambition and Scope 3 Science Based Target.

## Science Based Targets

In January 2022, the Science Based Targets initiative (SBTi) approved Autoliv's Science Based Targets (SBTs):

- Reduce absolute Scope 1&2 emissions by 75% from a 2018 base year
- Reduce absolute Scope 3 upstream emissions by 15% from a 2018 base year

The Scope 1&2 SBT is 1.5°C aligned and has a baseline of 423 kton. 2025 Scope 1&2 emissions of 241 kton is a 43% absolute reduction compared to the baseline. The Scope 3 SBT is 2°C aligned and has a baseline of 3,100 kton. 2025 Scope 3 upstream emissions of 3,358 kton is a 8% absolute increase compared to the baseline.

## Energy

Energy conversion factors for energy fuels come from public sources. The same energy conversion factors have been applied to all reported energy consumption for the years 2023-2025.

## Changes and corrections

In 2025, there were no material changes in reporting scope. The categorization (percentage split) of Speak Up cases has been updated for 2023. This change is mainly attributed to a new system that was implemented in late 2023, leading to a change in the way reports were categorized. Material recalculations for 2023 reported figures are explained in the 2023 report. Scope 3 emissions for 2023 are rounded to the nearest 10 kton and for 2024 and 2025 to the nearest kton. Share of employees covered by collective bargaining agreements for 2023 has been rounded to the nearest 10% and 2024 and 2025 to the nearest 5%.

## External reporting frameworks

The following external reporting frameworks have been considered for the structure and content of this Sustainability Report:

- This Sustainability Appendix includes references to the voluntary SASB Auto Parts Sustainability Accounting Standard

- A TCFD Disclosure is included in this report
- A statement prepared to comply with the disclosure obligation of California's Voluntary Carbon Market Disclosure Act (VCMMDA) is available on [autoliv.com](https://www.autoliv.com)
- Autoliv's assessment, supported by third party legal expertise, is that for the year 2025, Autoliv Inc. was not required to report in accordance with the EU Corporate Sustainability Reporting Directive (CSRD)
- This Sustainability Report has been prepared in part to support compliance with the California Climate Corporate Data Accountability Act (California Senate Bill 253). The disclosures included herein are intended to address applicable greenhouse gas emissions reporting requirements under that statute, as in effect at the time of publication.

## External assurance

Scope 1&2 emissions for 2023-2025, reported in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, have been subject to limited review carried out by EY. The limited review has been conducted in accordance with the ISAE 3410 assurance standard. The auditor's report is included as part of this report.

## UN Global Compact Communication on Progress

This Sustainability Report serves as Autoliv's Communication on Progress related to the UN Global Compact. The following sections demonstrate our commitment to implementing the Global Compact principles:

- Saving More Lives: Principle 1
- A Safe and Inclusive Workplace: Principles 1-6
- Climate and Circularity: Principles 7-9
- Business Integrity: Principle 10

Saving More Lives				
Targets & Metrics	2025	2024	2023	Comments
100,000 lives saved per year	40,000	37,000	35,000	We estimate that in addition to lives saved, our products reduced more than 600,000 injuries in 2025.
Share of global recalls (%) <sup>1</sup>	~3%	~2%	~2%	The share is calculated as a ten year rolling average based on information from national official databases.

1) SASB TR-AP-250a.1.

### A Safe and Inclusive Workplace

Targets & Metrics	2025	2024	2023	Comments
<b>Health and Safety</b>				
0.30 Recordable Incident Rate by 2025	0.23	0.32	0.38	Number of reportable injuries, i.e. injuries that require treatment beyond first aid or results in one or more days of lost time, per 200,000 employee hours of exposure.
Work-related fatalities	0	0	2	
Share of production sites ISO 45001 certified (%)	70%	66%	61%	

### Inclusion

Year-on-year improvement in Employee experience: <b>Continuous</b>				
- Authenticity	78%	74%	73%	
- Perceived fairness	77%	74%	59%	
Employee turnover rate (voluntary)	12%	16%	21%	Number of employees who left the company in relation to the average number of employees. Includes all Autoliv employees with a valid, active employment contract during the reporting year.
Breakdown of workforce by age group				For 2023 data, please refer to the 2023 Proxy Statement available on www.autoliv.com
Male				
< 30 years	13%	14%		
31 - 50 years	31%	30%		
> 50 years	7%	7%		
Female				
< 30 years	13%	13%		
31 - 50 years	30%	29%		
> 50 years	6%	6%		
Share of women in the workforce (%)	49%	49%	49%	
Share of women in the Executive Management Team (%)	8%	8%	8%	

### Supply Chain Sustainability

100% of direct material suppliers respond to responsible minerals survey <b>Continuous</b>	100%	99%	97%	
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### Labor Rights

Share of employees covered by collective bargaining agreements (%)	~55%	~55%	~55%	Around 80% of the countries where Autoliv has employees have collective bargaining agreements.
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### Climate and Circularity

Targets & Metrics	2025	2024	2023	Comments
Carbon neutrality in own operations <b>by 2030</b>	241 kton CO <sub>2</sub> e	306 kton CO <sub>2</sub> e	358 kton CO <sub>2</sub> e	Scope 1&2 market-based emissions.
Year-over-year improvement in energy intensity: <b>Continuous</b>	6% improvement	1% improvement	3% improvement	MWh per million USD sales
Year-over-year improvement in waste intensity: <b>Continuous</b>	12% improvement	No change	5% improvement	Ton per million USD sales

### GHG Emissions

GHG emissions intensity (Scope 1&2)	22.3	29.5	34.2	Ton CO <sub>2</sub> e per million USD sales
Total Direct (Scope 1) & Indirect (Scope 2, market-based) GHG emissions (kton CO <sub>2</sub> e)	<b>241</b>	<b>306</b>	<b>358</b>	Phase-out of SF <sub>6</sub> was completed in the the first quarter of 2024.
Direct Scope 1 GHG emissions (kton CO <sub>2</sub> e)				
- Natural gas	47	56	57	
- Other energy fuels	7	7	9	
- SF <sub>6</sub>	0	7	22	
- Other fugitive emissions	5	5	7	
<b>Total</b>	<b>59</b>	<b>75</b>	<b>95</b>	
Indirect Scope 2 GHG emissions (kton CO <sub>2</sub> e)				
- Electricity, market-based	172	220	247	
- District heating/steam, market-based	10	11	16	
<b>Total, market-based</b>	<b>182</b>	<b>231</b>	<b>263</b>	
- Electricity, location-based	307	298	290	
- District heating/steam, location-based	10	11	16	
<b>Total, location-based</b>	<b>317</b>	<b>309</b>	<b>306</b>	
Upstream Scope 3 emissions WW(kton CO <sub>2</sub> e)				
- Purchased goods and services (category 1)	2,689	3,076	3,070	
- Upstream transportation (category 4)	435	449	460	
- Other upstream (categories 2, 3, 5, 6, 7, 8)	234	242	240	
<b>Total</b>	<b>3,358</b>	<b>3,767</b>	<b>3,770</b>	

### Energy<sup>1</sup>

Energy intensity	93.8	99.7	100.5	MWh per million USD sales
Energy use (GWh)				Included in indirect energy (electricity) is the category on-site solar (generated electricity, 4375 MWh)
- Direct - natural gas	230	276	282	
- Direct - other energy fuels	30	29	39	
<b>Direct total</b>	<b>260</b>	<b>305</b>	<b>321</b>	
- Indirect - electricity	728	704	704	
- Indirect - district heating/steam	26	27	28	
<b>Indirect total</b>	<b>754</b>	<b>731</b>	<b>732</b>	
<b>Total</b>	<b>1,014</b>	<b>1,036</b>	<b>1,053</b>	
Share of renewable energy/electricity (%)				Renewable electricity is calculated as as the share of purchased electricity covered by a 'green tariff', EAC/REC/GO or PPA and may come from any renewable source. 100% of direct energy is considered non-renewable.
- Renewable energy	29%	20%	15%	
- Renewable electricity	40%	30%	23%	

1) SASB TR-AP-130a

### Climate and Circularity

Targets & Metrics	2025	2024	2023	Comments
<b>Waste<sup>1</sup></b>				
Waste intensity	9.5	10.8	10.8	Ton per million USD sales
Waste (kton)	103	112	113	
Share of waste by treatment (%)				
- Reuse, recycling, energy recovery	92%	91%	91%	
- Landfill	8%	9%	9%	
Share of waste by type (%)				
- Non-hazardous	89%	89%	89%	
- Hazardous	11%	11%	11%	

1) SASB TR-AP-150a

### Other

Water withdrawal (thousand m <sup>3</sup> )	2,167	2,225	2,294	100% of water withdrawal is reported as coming from municipal or third party sources.
Share of production sites ISO 14001 certified (%)	100%	96%	92%	
Number of significant spills, and related fines	0	0	0	A significant spill is defined as having a financial impact of USD 100,000 or more.

### Business Integrity

Targets & Metrics	2025	2024	2023	Comments
<b>Business Ethics</b>				
100% in target group complete annual compliance training: <b>Continuous</b>	96%	92%	98%	Target group is based on the risk exposure of certain employee groups. In 2025, the annual training was for the Code of Conduct.
100% in target group complete annual Code of Conduct certification: <b>Continuous</b>	91%	94%	93%	Target group is employees in a leadership role.
Year-over-year improvement in employee perception of Leading with Integrity and Speak-up Culture: <b>Continuous</b>	82%	80%	-	This metric was first introduced and measured in 2024

### Compliance Speak Up

Number of Compliance Speak Up reports	438	245	426	Other channels include internal reports directly to management, HR, the Legal or Compliance teams.
- Reported through Autoliv Helpline (%)	89%	87%	77%	
- Reported through other channels (%)	11%	13%	23%	
Compliance Speak Up reports per 100 employees	0.68	0.38	0.61	

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- **Assurance Report**

# Independent practitioner’s assurance report on Autoliv, Inc.’s Greenhouse Gas (GHG) Statement

**To Autoliv, Inc, corporate identity 502091- 4999**

**Scope**

We have been engaged by Autoliv, Inc. to perform a ‘limited assurance engagement,’ as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on the accompanying GHG statement of Autoliv, Inc. for the year ended 31 December 2025, comprising Scope 1 GHG emissions (kton CO2e) and Scope 2 GHG emissions (kton CO2e) on pages 30-31 of the 2025 Sustainability Report (the “Subject Matter”).

**Criteria applied by Autoliv, Inc.**

In preparing Scope 1 and Scope 2 emissions, Autoliv, Inc. applied the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, published by the World Resources Institute and the World Business Council for Sustainable Development (Criteria), as described on page 30.

**Autoliv, Inc.’s responsibilities**

Autoliv, Inc.’s management is responsible for selecting the Criteria, and for presenting the Scope 1 and Scope 2 emissions in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the GHG statement, such that it is free from material misstatement, whether due to fraud or error.

**EY’s responsibilities**

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

Our engagement was conducted in accordance with the International Standard for Assurance Engagements on Greenhouse Gas Statements (‘ISAE 3410’), and the terms of reference for this engagement as agreed with Autoliv, Inc. on the 22th of October 2025. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error. We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

**Our independence and quality management**

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance review.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Description of procedures performed**

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems. The Green House Gas quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Scope 1 and Scope 2 emissions and related information and applying analytical and other relevant procedures.

Our procedures included but were not limited to:

- Conducting interviews with Autoliv, Inc. personnel on the business and reporting process
- Conducting interviews with Autoliv, Inc. personnel on the process for collecting, collating and reporting the GHG data during the reporting period
- Assessing whether the Criteria defined by management has been applied
- Undertaking analytical review procedures to assess the reasonableness of the data

We also performed such other procedures as we considered necessary in the circumstances.

**Conclusion**

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Scope 1 GHG emissions (kton CO2e) and Scope 2 GHG emissions (kton CO2e) for the year ended 31 December 2025 in order for it to be in accordance with the Criteria.

*Stockholm, 18 Mars, 2026*

Ernst & Young AB

David Carlsson  
Authorized Public Accountant

Outi Alestalo  
Specialist member in FAR

Each year, Autoliv's products save approximately 40,000 lives.

More Lives Saved



More Life Lived



**Autoliv**