



Veoneer's Safety and Wellness Policy

GOAL

Safety is Veoneer's #1 priority and we have a goal to achieve zero workplace accidents.

We encourage respect, openness, and dedication to continuous improvements. At Veoneer, we integrate safety and wellness in the management of our business to prevent accidents and protect our employees, contractors, and visitors.

We believe in maintaining a healthy work-life balance, emphasizing employee engagement, working together, and having clear expectations. We place great value in being trusted by our employees and we seek to create a workplace where all employees feel safe, motivated, and appreciated.

STRATEGY AND IMPLEMENTATION

At Veoneer, we genuinely care for one another's safety and well-being. Our team is dedicated to fostering a culture where every employee is empowered to be the architect of our success. We recognize the connection between a safe and healthy workplace and the sustainable success of our company.

We provide appropriate training in Safety and Wellness, so that all employees can apply this policy in their daily work. All employees are responsible for complying with our Safety and Wellness policy and each level of management has operational responsibility for performance and implementation of the Veoneer Safety and Wellness Policy.

CONTINUOUS IMPROVEMENT

All employees, contractors and visitors share responsibility for improving our work environment. We encourage collaboration and sharing best practices to continuously improve our safety and wellness-focused culture.

Everyone is also encouraged to identify risks and report them to management for continuous improvement.

HEALTH AND SAFETY MANAGEMENT SYSTEM

We believe that through our everyday behavior we deliver on our commitment to providing a safe and healthy work environment. We have implemented a standardized, comprehensive Health and Safety Management System which

engages and guides all employees. As a global company, we recognize that local legal requirements represent a minimum standard for safety. Therefore, we have established, and we proactively promote, higher standards internally to further protect the health, safety and well-being of our employees. We require and empower all employees to work in compliance with applicable laws, Veoneer standards, and our Code of Ethics.

PERFORMANCE

Safety and Wellness is part of our daily lives for our employees and managers and is always a priority in our decisions. Each business unit and function is responsible for the accuracy of the reported information. Key performance indicators will be tracked by the Health & Safety team and assessed by each manager up to the Executive Leadership Team (ELT) on a continuous basis.

Veoneer reports the progress of its safety and wellness performance annually in its Sustainability Report.

Approved by Nik Endrud, CEO, May 15, 2024

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