



# Veoneer's Safety and Wellness Policy

**Goal and Objective:**

Veoneer's top priority is the safety of its employees, contractors, visitors, customers, and stakeholders. We have a goal to achieve zero recordable workplace accidents and occupational illnesses.

We encourage respect, openness, and a commitment to continuous improvement. At Veoneer, we have developed a proactive safety culture through positive reinforcement and consistent engagement throughout the organization, helping us prevent accidents and protecting everyone who works at or visits a Veoneer facility.

We also recognize that a healthy team leads to a safe and productive workforce. Veoneer is committed to developing a culture of wellness that supports the mental, physical, and emotional well-being of all employees and contractors.

**Strategy and Implementation:**

The Veoneer team is dedicated to fostering a culture where every employee is valued. We recognize the connection between a safe and healthy workplace and the sustainable success of the company.

Veoneer provides appropriate training in Safety and Wellness so that every employee is empowered to identify potential hazards

in and around their worksites. Every leader, manager, and employee is responsible for promoting an effective safety culture; as part of this commitment, they are required to report and/or investigate any non-compliant or dangerous behaviors. We support a "don't judge, don't blame" attitude when dealing with any non-compliance of Veoneer's Safety and Wellness standards.

**Compliance:**

It is the responsibility of all Veoneer employees, contractors, and visitors to comply with local regulations while meeting the expectations and requirements of our customers and other interested parties and adhering to any additional, applicable standards. Everyone is encouraged to identify and report risks to management.

**Consultation, Participation, and Communication:**

At Veoneer, we promote a culture of respect and openness. We want our employees to take initiative and contribute to building a safer workplace; therefore, our Safety philosophy is built on transparent communications processes and positive reinforcement. If we do experience an incident, we always maintain and encourage open dialogue about what happened, any

follow-up and corrective actions, and the process improvements that were subsequently implemented. We strive to be honest, open, and to build trust within the organization, while sharing best practices to prevent future occurrences.

**Continuous Improvement:**

At Veoneer, we encourage collaboration and the sharing of best practices to continuously improve our safety and wellness focused culture. We will constantly evaluate and implement opportunities for change within our health and safety routines, particularly because of a safety incident or unwanted outcome. We are also committed to recognizing employees who consistently exhibit positive, collaborative behavior.

**Performance:**

Safety and Wellness is always a priority in Veoneer's decision-making process. Each business unit and function are responsible for the accuracy of any reported information. Key Performance Indicators (KPI) 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 on the progress of its Safety and Wellness performance annually in its Corporate Sustainability Report.

*Approved by Nik Endrud, CEO  
July 2025*

# veoneer