

Corporate Governance Report

Introduction to Volvo Car Group's Corporate Governance

The purpose of corporate governance in Volvo Cars is to create a good foundation for active and responsible ownership, a proper distribution of responsibility between the different Company bodies, as well as good communication with all the Company's stakeholders. The corporate governance principles adhered to by Volvo Cars are based on Swedish law (Swedish Companies Act and Swedish Annual Accounts Act). Volvo Cars applies the principles of sound corporate governance and responsible business practice and has decided to follow relevant parts of the Swedish Code of Corporate Governance (the "Code"). Being a company not listed on the stock market, Volvo Cars acknowledges it is not required to do so, and that some principles are not relevant to Volvo Cars.

The shareholders execute their influence at the shareholders' meetings, the highest decision-making body of the Company, where an annual general meeting shall be held at least once a year within six months after the end of the financial year. Some of the decisions made by the shareholders' during the shareholders' meeting are (i) election of a Nomination Committee which nominates members to the Board of Directors of the Company (the "Board" or the "Volvo Cars Board"), (ii) determination upon number of Board members, composition of the Board and remuneration for the members of the Board, based on suggestions by the Nomination Committee, (iii) election of external auditors, (iv) determination of the distribution of dividends and (v) determination of amendments to its Articles of Association.

The Board is responsible for the organisation of Volvo Cars and the management of its business worldwide and is obliged to follow directives provided by the shareholders' meetings. The Volvo Cars Board may appoint committees with specific areas of responsibility and furthermore authorise such committees to decide specific matters in accordance with regulations established by the Volvo Cars Board. Currently, the Volvo Cars Board has established the Audit Committee, the People and Sustainability Committee and the Product Strategy and Investment Committee. Further, the Volvo Cars Board has decided to establish a Commercial Transformation Committee, which will commence its work in Q1 2021. The Chairman of the Board shall direct the work of the Board and monitor that the Board fulfils its obligations and may elect to seek support from the Vice Chairman when so is required. The Board annually adopts the Regulations for the work of the Volvo Cars Board, which sets out the principles as regards the governance of the Board, see below under the heading "The Volvo Cars Board" for further information. The President of the Company, who is also the Chief Executive Officer (CEO), is appointed by the Board to handle the day-to-day management of Volvo Cars and to lead the Executive Management Team (EMT) as overseen by the Board. EMT's role is to assist the CEO in the operation of Volvo Cars' business. The EMT has appointed boards of the EMT to assist in carrying out decisions and actions, but the CEO will retain responsibility for the actions of the boards of the EMT.

Nomination Committee

The shareholders' meeting has elected a Nomination Committee, which shall nominate members to the Volvo Cars Board, proposes appropriate remuneration principles for the Volvo Cars Board and on a yearly basis proposes the remuneration and other terms for the

Volvo Cars Board to be decided by the Annual General Meeting. Reference is made to the table under 'The Volvo Cars Board,' regarding relevant remuneration for 2020.

Any changes to the Nomination Committee's duties are subject to approval at a shareholders' meeting. Appointment or removal of a member of the Volvo Cars Board shall be proposed by the Nomination Committee but is subject to the approval of the shareholders' meeting. The Nomination Committee shall comprise of three representatives. Currently Hans Olov Olsson (chairman), Lone Fønss Schrøder and Carl-Peter Forster are members of the Nomination Committee.

The Nomination Committee has adopted a framework for nomination of members to the Board, which stipulates that the composition of the Board shall be diverse in terms of gender, nationality, professional background and other competences. This is to ensure that the Board has the appropriate balance of expert knowledge, which matches the scale and complexity of Volvo Cars, supports a sustainable development and meets the independency requirements of Volvo Cars. It is Volvo Cars' aim to have a balanced composition when it comes to gender and it is the ambition that each gender shall have a share of at least some 40 per cent of the Board members elected by the shareholders' meeting, an ambition not yet fully reached. The Unions represented in the Volvo Cars Board shall be encouraged to apply the corresponding goal when appointing their representatives. The Nomination Committee evaluates the performance of the members of the Board once a year.

The Volvo Cars Board

Composition of the Board

At all times, the Volvo Cars Board shall consist of a minimum of three and a maximum of twelve members and in addition thereto the number of employee representatives as is required under Swedish law. The Regulations for the work of the Board stipulates that the majority of Volvo Cars Board members shall be independent of Volvo Cars and the management and at least two of these independent members shall also be independent of the shareholders. At the end of December 2020, the Board (excluding the employee representatives) consisted of eleven members as further detailed below as well as in Note 8 - Employees and remunerations. No member of the management other than the CEO is a member of the Board. Details of the remuneration principles for the Board can be found in Note 8 - Employees and remuneration. Each new Board member is provided with an introduction program to learn about the Volvo Car Group and the Board's intention is to visit at least once every year a Volvo Car Group site other than the headquarters - this was not possible during 2020 though due to the Covid situation.

Conflicts of interest

The Board members shall immediately disclose to the Chairman and/or the Vice Chairman if they find themselves to have a conflict of interest. A Board member having a conflict of interest in relation to any matter to be dealt with by the Board may not participate in the discussions or decisions regarding such matter.

Board meetings

The Volvo Cars Board is, according to the Regulations for the work of the Board, expected to meet four to eight times per year at venues to

be agreed by the Volvo Cars Board. The Volvo Cars Board has held ten meetings during 2020, of which eight were ordinary and two extraordinary. The Volvo Cars Board meets the statutory auditor at least once a year without the CEO or any other member of EMT present. In addition, the Volvo Cars Board occasionally holds non-executive meetings. The CFO and the General Counsel, who is the secretary of the Board, are also present at the Board meetings. The table below shows the Board members' attendance to the Board meetings in addition to their independence according to the requirements of the Code in relation to (i) the Company and (ii) the major shareholder.

Matters for the Board

The Volvo Cars Board is responsible for the organisation of Volvo Cars and the management of its business worldwide. The Board continuously monitors Volvo Cars' performance, evaluates Volvo Cars' strategic direction and business plan as well as other aspects such as Volvo Cars' adherence to its Code of Conduct.

Sustainability is an integrated part of Volvo Cars' strategy and the Board monitors Volvo Cars' sustainability efforts in that area. Certain matters that have not been expressly reserved to the Board are delegated to the Board's Committees or to the CEO as set out in the Regulations for the work of the Volvo Cars Board.

The work of the Board follows a yearly cycle in order to allow the Board to address the matters within the responsibility of the Board on a yearly basis. To ensure that the Board has a good visibility of the business of the Volvo Car Group, the CEO and President of the Volvo Car Group gives a report on the business of Volvo Cars, including reporting from the Group's strategic affiliates, as applicable, at all Board meetings. The CFO also gives a report on the financials of the Volvo Car Group, including relevant matters relating to treasury, hedging, risk management, insurance etc. In addition, there to, the Board discusses specific strategic topics of relevance and the Board Committees gives a report of their work. Furthermore, at each Board meeting the Board is presented with a number of decision items for them to consider and approve as set out in the Regulations for the work of the Board.

Evaluation of the work of the Board

The Board conducts a yearly survey regarding its performed work during the year. The survey covers areas such as the climate at board meetings and the allocation of time spent on different topics, the work of the Board committees, the efficiency of the work of the Board, the Board leadership and the relations with the executive management team. Based on the result of the survey the Board will evaluate the performance and identify possible areas of improvement. In addition to the yearly survey, the Vice Chairman conducts meetings with each individual Board member during the year.

Audit Committee

The Board of Volvo Cars has assigned an Audit Committee to oversee the corporate governance, financial reporting and risks and compliance with external and internal regulations. The Audit Committee is responsible for identifying and reporting relevant issues to the Volvo Cars Board within the Audit Committee's areas of responsibility. The Audit Committee shall monitor the integrity of Volvo Cars' financial reporting system, internal controls, operation procedure and enterprise risk management framework, recommend to the Volvo Cars Board the appointment, removal and remuneration for the statutory auditors (subject to approval at the shareholders' meeting) in accordance with the Swedish Companies Act, monitor the independence of the statutory auditors and review the effectiveness of the Internal Audit and Compliance and Ethics' function. The Internal Audit function reports directly to the Audit Committee and the Compliance and Ethics function has a direct reporting line to the Audit Committee for escalation. The Audit Committee has held seven meetings during 2020, whereof four ordinary and three extraordinary interim meetings. Lone Fønss Schrøder (Chairman), Winnie K.W. Fok, Li Donghui and Michael Jackson are currently members of the Audit Committee.

Name of the Board members	Independence in relation to the company/senior management	Independence in relation to the major shareholder of the company	Attendance at meetings of the Board	Attendance at meetings of the Committees	Remuneration Board and Committees ¹⁾ , SEK
Li Shufu (Chairman of the Board)	N	N	7/10	n/a	N/A
Lone Fønss Schrøder (Vice Chairman of the Board)	Y	N ³⁾	10/10	7/7	2,600,000
Winnie K.W. Fok	Y	Y	9/10	7/7	900,000
Håkan Samuelsson (CEO)	N	Y	10/10	4/5	N/A
Li Donghui	Y	N	10/10	4/7	N/A
Jonas Samuelsson ²⁾	Y	Y	2/2	n/a	750,000
Thomas Johnstone	Y	Y	10/10	12/12	1,025,000
Betsy Atkins	Y	Y	10/10	11/12	1,000,000
Michael Jackson	Y	Y	10/10	7/7	900,000
Xingsheng (Jim) Zhang	Y	Y	9/10	6/7	875,000
Winfried Vahland	Y	Y	10/10	5/5	900,000

1) Remuneration for Board and Committees on a yearly basis as agreed at the Annual Shareholders' Meeting 2020 and at an Extra Shareholders' Meeting in September 2020 in relation to Jonas Samuelsson.

2) Member of the Volvo Cars Board from September 21, 2020.

3) Lone Fønss Schrøder is as of 2020 a director in the board of Geely Sweden Holdings AB, the main owner of Volvo Cars.

People and Sustainability Committee

The Board has assigned a People and Sustainability Committee to prepare remuneration principles for the CEO and EMT members, approve the remuneration to the EMT members and support the chairman or vice chairman of the Board, as applicable, with the approval of the remuneration and benefits for the CEO and various other people and remuneration matters. The Committee is also responsible for supervising and providing guidance with regards to the People strategy. The Company's performance in the sustainability area, including Volvo Cars' progress in delivering on its ambitions outlined in the sustainability strategy is also on the agenda for the People and Sustainability Committee twice a year. The People and Sustainability Committee has held seven meetings during 2020, whereof five ordinary and two extraordinary. Thomas Johnstone (Chairman), Betsy Atkins and Jim Zhang are currently members of the People and Sustainability Committee.

Product Strategy and Investment Committee

The Board has assigned a Product Strategy and Investment Committee to oversee Volvo Cars' product strategy and the investments linked to it. The purpose of the Product Strategy and Investment Committee is to review Volvo Cars' product strategy, cycle plan and product programs to confirm that the strategy and the plans as well as programs for the overall strategy, meet customer demand and market development and addresses new technology and business opportunities in all segments relevant to Volvo Cars. The Product Strategy and Investment Committee has held five meetings during 2020, whereof four ordinary and one extraordinary. Winfried Vahland (Chairman), Thomas Johnstone, Betsy Atkins together with Håkan Samuelsson are members of the Product Strategy and Investment Committee.

Commercial Transformation Committee

In December the Board decided to establish a new temporary Commercial Transformation Committee with effect from January 1, 2021. The Board has assigned to the Commercial Transformation Committee to oversee the implementation of Volvo Cars Commercial Strategy involving aspects as Care by Volvo, Global Online sales and the retailer collaboration in the new operational model as well as the financial implications of the transformation. Michael Jackson (Chairman) and Jonas Samuelson and Jim Zhang will be members of the Commercial Transformation Committee.

Global Audit Office

Volvo Cars has an independent Internal Audit department with the assignment to determine whether Volvo Cars' governance, internal control and risk management processes, as designed, operated and represented by management, are adequate and effective. The scope for the internal audit is determined by means of a risk assessment process and any additional requirements by the Board. The head of the Internal Audit function reports to the Audit Committee.

Compliance and Ethics Office

The Compliance and Ethics Office supports the business operations in conducting business in a responsible and ethical manner, by developing, implementing and maintaining Volvo Cars' Compliance and Ethics Program focusing on the areas anti-corruption, data protection, trade sanction & export control and competition law. This Program

consists of ten elements designed on the basis of guidelines describing "effective compliance program" and "adequate procedures", such as the US Sentencing Guidelines and the UK Bribery Act Guidance (supporting respectively the Foreign Corrupt Practices Act and the UK Bribery Act) as well as guidance from Anti-Trust Offices throughout Europe. Among these ten elements are: tone from the top, a regular risk assessment that leads to identification and prioritisations of the main risk fields to which Volvo Cars is exposed, so as to tailor the program; implementation of a Compliance and Ethics framework (Code of Conduct and Corporate Policies, Directives and Guidelines); training, awareness and communication; Internal reporting and investigations; and monitoring and assessment with a view to continuously improve the Compliance and Ethics Program. Volvo Cars' Code of Conduct (called Our Code – How We Act) reflects Volvo Cars' culture and way of doing business in a responsible manner, by putting the emphasis on our values and commitments in addition to focusing on the requirements set out in our corporate policies. The Chief Compliance and Ethics Officer reports to the General Counsel and further continuously reports on compliance issues to the Global Compliance Committee. The Chief Compliance and Ethics Officer also reports to the Audit Committee of the Board of Directors and ensures that compliance training is provided to the Board of Directors.

External Auditors

Volvo Car Groups' external auditors are elected by the Annual Shareholders' Meeting. Deloitte AB was appointed auditor in Volvo Car Group in the financial year 2010. The Annual Shareholders' Meeting has then re-elected Deloitte AB, and the current audit engagement period is ending at the 2021 Annual Shareholders' Meeting. Lead Audit Partner is the authorized public accountant Jan Nilsson. The external auditors discuss the external audit plan, audit findings and risk management with the Audit Committee. The auditors review the interim report for the period January 1 to June 30 and present the result of the work to Audit Committee. The result from their financial year audit and audit of the Annual Report of the parent company and the consolidated financial statements is presented to the Audit Committee and the Board of Directors at meetings after year-end. When Deloitte is asked to provide services other than the external audit, it is done in accordance with general independency rules. Annually Deloitte assures its impartiality and independence in writing to the Audit Committee in accordance with the Swedish Companies Act and ISA 260.

Disclosure Committee

Volvo Car AB (publ) is required to comply with certain disclosure obligations following from the listing rules of the Luxembourg Stock Exchange's Euro MTF market and the Market Abuse Regulation (MAR) and other applicable regulations related to trading in the securities issued by Volvo Car AB. In order to ensure that Volvo Cars follows the relevant requirements Volvo Cars has established a Disclosure Committee and the Board of Directors has adopted a set of procedures for the Disclosure Committee. The Board and the Audit Committee are kept updated on the discussions and decisions by the Disclosure Committee via summary reports and sharing of the minutes kept at the meetings of the Committee. The members of the Disclosure Committee are the General Counsel (chairman), the CFO

and the Head of Corporate Communication. The Head of IR is a permanent participant as a rapporteur and other senior company representatives attend the meetings on an agenda-driven basis. The Disclosure Committee has been established to i.e. implement required disclosure controls and procedures, resolve whether information shall be categorised as inside information or not and consider whether there is a reason to delay disclosure of inside information or if immediate disclosure is required. The Disclosure Committee also monitors the Company's fulfilment of its disclosure obligations under IFRS and MAR related to transactions with related parties.

Internal control over financial reporting

According to the Swedish Companies Act, the Board is ultimately responsible for ensuring that an effective internal control system exists within the Group.

In order to assist the Board and management in their internal control responsibilities, Volvo Cars has implemented an internal control function over financial reporting (ICFR), with the purpose to ensure that the external financial reporting is reliable and that the financial reports follow generally accepted accounting principles. The Internal Control function reports to the Audit Committee on a periodic basis. Volvo Cars bases its internal control on the framework for internal control issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and it consist of five components; Control Environment, Risk Assessment, Control Activities, Information and Communication and Monitoring activities.

Control Environment

The foundation of Volvo Cars' control environment is the Code of Conduct, which is the guiding principle of Volvo Cars, as well as the Group's corporate policies and directives. The foundation of the control environment over financial reporting is further based upon functional policies, directives and guidelines and the Delegation of Authority directive.

Control activities

Control activities are the procedures that help to ensure that Volvo Cars' policies, directives and instructions are implemented. Control activities are performed throughout the organisation, at all levels, and in all functions to manage risk and to detect and correct errors in the financial processes. Control activities are documented in Volvo Cars' Internal Control framework.

Risk assessment

From an ICFR perspective, the outcome of the risk assessment will define the internal control reviews for the coming year.

Each entity and function are responsible for identifying risks, which are then consolidated and reported according to the Enterprise Risk Management Directive, see page 52. Additionally, on a yearly to bi-yearly basis, the functions of Internal Control, Compliance and Ethics office, Digital and Sustainability jointly perform a risk assessment to evaluate and determine risks that could hinder

the achievement of Volvo Cars' business objectives. The outcome from the joint risk assessment is reported to various EMT boards and to the functions having the operational responsibility.

Information and communication

The information and communication component within Volvo Cars include the systems and processes that support the identification, capture and exchange of information that enable personnel to carry out their responsibilities and that financial reports are generated completely and accurately. Information around the planning, risk areas and results of the self-assessment and internal control reviews are communicated within various fora and to the Audit Committee on a periodic basis.

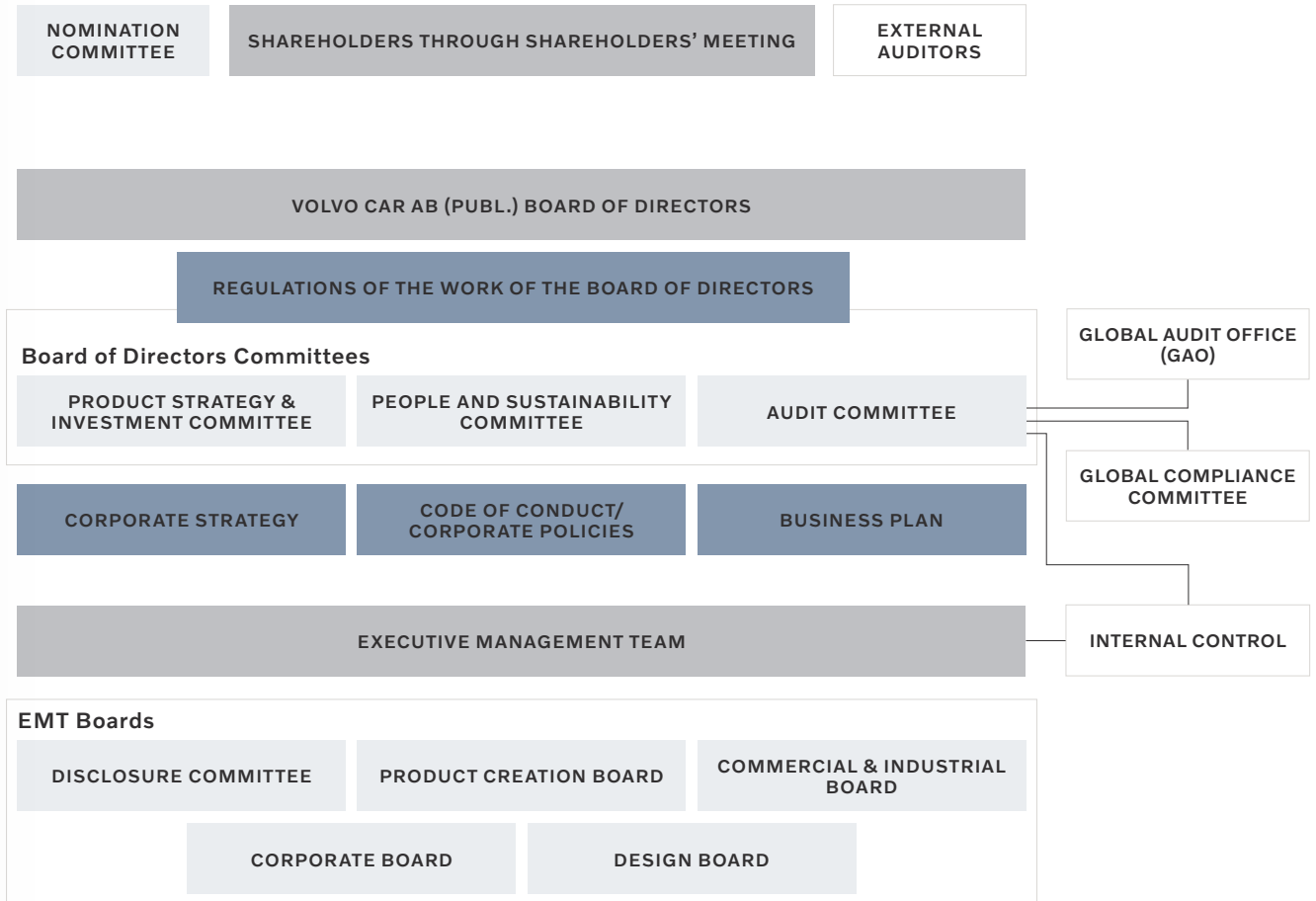
Monitoring

In addition to the Internal Audit function described above, a separate Internal Control function performs internal control reviews and coordinates evaluation activities through the annual self-assessment program. This assessment program focuses on management and transaction levels as well as self-assessments of IT general controls through the Internal Control digital team. When control deficiencies are identified through self assessments, regular operations or internal or external audits, such deficiencies are tracked, and appropriate corrective actions undertaken to resolve these deficiencies. The Head of the Internal Control has regular contact with the CFO.

Sustainability reporting

Volvo Cars published its first Environmental Report in 1992. It was expanded to a Sustainability Report in 2003 in line with the guideline of the Global Reporting Initiative (GRI). The 2020 report is prepared in accordance with GRI Standards, accordance level Core. Volvo Cars reports on an annual basis, and this report covers the period January 1st to December 31st, 2020 (except where otherwise stated). Volvo Cars' Sustainability Report has been prepared to meet the statutory requirements in accordance with the Swedish Annual Accounts Act 6 chapter 11§. The scope and content of the Sustainability Report is defined by the GRI Index presented on page 144 in this report. Definitions regarding boundaries as well as measuring techniques and calculations for each performance indicator are given in respect to the disclosure concerned. No significant changes occurred during the reporting period or from previous reporting periods. Deloitte AB has performed a limited assurance of the Sustainability Report in line with ISAE 3000, see page 147. As a signatory to the UN Global Compact, the Sustainability Report is also our Communication on Progress. Additionally, Volvo Cars continuously analyses, identifies and selects different initiatives and schemes which both support and externally validate our ambitions. Climate action is a focus area of the company, as is financial risk. Therefore, the Task Force on Climate-related Financial Disclosures (TCFD) is one such scheme whose eleven recommended disclosures have been incorporated in this year's Annual Report (see page 146 for further information).

CORPORATE GOVERNANCE STRUCTURE



- Directives/policies/corporate documents
- Meetings
- Pre-forums
- Governance/compliance functions