



FOR INTERNAL USE ONLY

General

Q: Why did Magna acquire Active Safety?

The acquisition builds on Magna's active safety strengths and positions the combined business with extensive products and capabilities to provide customers with a full suite of solutions. It also adds significant engineering resources and expands Magna's active safety customer base and geographic diversification.

Q: Where can I learn more about Magna?

We have compiled a site for new Magna employees magna.com/welcome to provide an overview of Magna including our history, details of our product groups, global locations, and much more. If you are able to access Magna's intranet, please spend some time on [MagNET](#) to learn more about Magna Electronics and available resources.

Q: Where will the headquarters be located?

Magna is an internationally operating company, our corporate headquarters is in Aurora, Ontario, Canada.

Q: What size will Magna Electronics be after the Active Safety acquisition is complete?

Our new global footprint of more than nine manufacturing facilities and 30 engineering centers with more than 7,200 employees (3500+ being in engineering) gives us a strong presence across all automotive regions in the world and positions us as one of the top three Active Safety suppliers in the world.

Q: How will you integrate the cultures of the two businesses?

Thanks to an overwhelming response to the cultural assessment survey (OHI) from both organizations, we're able to identify our mutual strengths. Both organizations take pride in positively impacting society, building trust, and advancing mobility for everyone and everything. As we move forward, the team will receive more information about the survey results and how the organization will move forward together.

Q: I have an issue I need help with, who should I contact?

Contact your local HR or IT team.

HR

Q: Why did you develop a new organizational structure, and how did the process work?



The new organizational structure was developed to take full advantage of the strengths that each company brings into the combined future state. Key components of the guiding principles included creating a culture of talent attraction and retention as well as employee empowerment and accountability. In addition, the guiding principles also focused on customer and technology expansion as well as standardization and effectiveness.

Q: Where can I find the organizational structure?

The organizational structure can be found on [MagNET](#) within the Electronics section or contact your local HR team.

Q: Am I a Magna or Active Safety employee?

We are happy to welcome you as a Magna employee. The terms of employment will not change for most Active Safety employees.

Q: Will there be any changes in my compensation or benefits?

Compensation and benefits will not change for most employees for the remainder of 2023. Magna's Employee's Charter includes a commitment to provide competitive wages and benefits. As part of that commitment, the company regularly reviews compensation and benefit plans and makes adjustments to ensure they remain competitive. For specific questions, contact your local HR team.

Q: Where will I find my paystub?

Your payroll details and information have not changed. Your local HR team can provide details on how to access your pay information.

Q: Will there be any changes to my job responsibilities?

Most employees will not see an immediate change to their job responsibilities after Day One. As our new combined organization takes shape, there will be changes that leverage our combined technology and new operating structure.

Q: Will there be any changes in company policies or procedures?

As we work through the integration process, the company will look to define policies and procedures that reflect our new structure and organization. Please contact your local HR team with any specific policy related questions.

Q: Will there be any opportunities for professional development or career growth?

A significant advantage of the new Magna Electronics is the improved opportunities for employees and their career growth. Our new organization delivers more products to



more customers and operates in more countries than ever before. The larger and more diverse Magna Electronics will have more opportunities for growth than ever before.

Culture

Q: How many employees participated in the Organizational Health Index survey?

More than 4,000 employees across both Magna Electronics and Active Safety provided input to help us measure our mutual cultural health.

Q: What are some of the high-level findings from the OHI survey?

Overwhelmingly, employees of both companies have a desire to drive accountability, collaboration, innovation, organization, and personal growth.

Q: What happens next now that it's completed and we're all part of Magna Electronics?

After analyzing survey responses and comments, the Senior Leadership Team (SLT) determined it would initially focus on key culture priority areas to help build on the strengths of both company cultures. In the coming days and weeks, it will be essential for all operations to remain open and collaborative, so we can continue to learn from each other and grow together. Watch [MagNET](#) for more updates or contact your local HR team.

IT

Q: Will my email change?

You will now have a Magna email address and password, but no mailbox data will be removed from the Veoneer mailbox on Day One. Your local IT will distribute a new Magna email address and password and you start with a new, empty Magna email box.

Q: What is MNET?

There is a new Veoneer homepage page called [MNET](#) with user guides and information from IT, Function and Country locations. This site is designed to help Active Safety employees access content and tools during this transition.

Q: What will happen when someone emails me at my Veoneer address?

Emails sent to your Veoneer address will automatically be delivered to your Veoneer address and forwarded to your Magna address and the sender will receive an automatic reply. Old emails can be forwarded by you from your Veoneer mailbox to the Magna mailbox. A user guide will be provided with more details, such as how to copy Outlook contacts.



Q: Will I have access to Teams?

Yes, you will retain access to Teams tagged or shared as Active Safety and no data will be removed on Day One. You will no longer have access to Teams classified as RCS only. For chat and access Magna Team sites, please use your Magna address.

Q: What happens to my Teams meetings?

Existing Teams meetings scheduled in Veoneer Teams **will not work** after Day One. You will need to reschedule any recurring meetings or meetings scheduled after Day One using Magna Teams.

Q: What happens to my OneDrive files?

No OneDrive data will be removed on Day One. You will have access to a new OneDrive through Magna. There will not be an IT-driven migration of OneDrive. It is up to each user to copy content from the Veoneer OneDrive to the Magna OneDrive.

Q: What happens to my SharePoint data and access?

No SharePoint data will be removed from Veoneer on Day One, but you will no longer have access to SharePoint defined as belonging to RCS only. A new Veoneer homepage called **MNET** with selected information from IT, Function and Country sites is available. You will also have access to Magna's intranet, **MagNET**, with welcome material, tools and more.

Q: What happens with my calendar?

No calendar data will be removed from Active Safety on Day One. Resources (meeting rooms, etc.) will be created in Magna Outlook Address List, with the same name as it had in Veoneer. Active Safety and Magna users will be available in Magna Outlook Address List, not RCS.

Q: Will I still have access to Citrix?

Current Citrix Workspace client on Veoneer PCs will get a Magna account added, so that users can flip between Veoneer & Magna VDI environment.

Q: Will I be able to access printers?

Your default printer installed on the Veoneer PC (including Cirrato Follow-Me printer) will be available within the Magna VDI.

Q: I have an issue I need help with, who should I contact?

If you need support that cannot be resolved via MNET or at your local operation, you will have access on **MagNET** where you can find a list of contacts for additional assistance or submit your question through welcome@magna.com.



Legal/Compliance

Q: Where can I find Magna's Code of Conduct & Ethics?

Our Code of Conduct & Ethics can be found on Magna's public site www.magna.com.

Q: What do I do if I need to report an ethical concern relating to a violation of our Code of Conduct and Ethics or a concern relating to our Employee's Charter?

You can report concerns through the Open Door Process by speaking with any manager, or by reporting your concern through the [Magna Hotline](#).

Q: If I face a situation that I'm unsure of, relating to our Code of Conduct or compliance program, where can I go for help?

You can contact your [Regional Compliance Officer](#).

Q: I think I'm facing a conflict of interest. What should I do?

You can speak to your HR Manager or your Regional Compliance Officer to help get your conflict reported.

Q: Will I receive any onboarding compliance training?

Yes, you will receive instructions from your local HR team about the training that you need to complete.

Q: Where can I go for help with respect to Ethics & Compliance?

You can speak about any ethics or compliance issue, topic or ask questions about our Code of Conduct, compliance policies or procedures by contacting your Regional Compliance Officer.