

HANNA FAGER

CHIEF PEOPLE OFFICER | ENTERPRISE TRANSFORMATION, STRATEGY AND GLOBAL LEADERSHIP

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EXECUTIVE PROFILE

Senior enterprise executive and member of Volvo Cars' Executive Management Team, with more than two decades' experience leading through major strategic, structural and technology-driven shifts. Since becoming Chief People Officer in 2016, Hanna has played a central role in shaping the leadership, organisation and transformation agenda required to support Volvo Cars' global business strategy.

Her experience spans Volvo Cars' expansion in China from 2010 onwards, the development of an international industrial footprint including the United States, and a number of global structural changes. Her focus is on enterprise leadership: translating business strategy into executable transformation, building change structures at scale, and aligning leadership, capability, governance and culture behind long-term business performance.

EXECUTIVE FOCUS

- Enterprise leadership and governance
- Business strategy execution
- Transformational change at scale
- Global expansion and operating models
- Industrial footprint and structural change
- Leadership, culture and capability
- Organisation, talent and performance

PROFESSIONAL EXPERIENCE

VOLVO CARS | Chief People Officer

Oct 2016–Present

Member of Volvo Cars' Executive Management Team, contributing to enterprise-wide strategy, governance and transformation priorities across a complex global business.

Leads the People Experience function as a strategic business platform, ensuring leadership, capability, culture, reward, employee relations, mobility and organisational design support Volvo Cars' transformation and performance agenda.

Has been a leading part of Volvo Cars' transformation through significant technology shifts, global expansion and organisational change, including the build-up of Volvo Cars in China from 2010 onwards and the development of an international industrial footprint.

Builds scalable structures for major change, connecting strategy, leadership, operating model, governance and culture so that transformation can be executed across regions, functions and business priorities.

Leader of Corporate Functions

Apr 2020–2026

In parallel with the CPO role, she led a broad corporate functions portfolio including People Experience, Workplace, Communications, Public Affairs, Sustainability and Corporate Strategy. This broadened mandate placed her at the intersection of business strategy, reputation, sustainability, stakeholder engagement and enterprise transformation.

SELECTED ENTERPRISE LEADERSHIP CONTRIBUTIONS

Contributed to Volvo Cars' enterprise transformation agenda through technology shifts, global expansion, industrial footprint development and structural change across markets and functions.

Supported the build-up and scaling of Volvo Cars in China from 2010 onwards, helping shape the leadership, organisational and cross-cultural structures required for global growth.

Partnered with executive leadership and governance forums on business-critical decisions involving operating model changes, leadership succession, organisational effectiveness, executive remuneration and workforce strategy.

Built larger change structures that connect enterprise strategy with leadership, capability, governance, culture and execution across Volvo Cars' global organisation.

CAREER HISTORY

Sr Director HR, Marketing, Sales & Services

Jan–Sep 2016

Led HR for Marketing, Sales and Services and Corporate Functions, with emphasis on leadership development, talent development, attraction and retention.

Vice President Human Resources

Jun 2014–Jan 2016

Member of the global HR Management Team, helping set strategic HR priorities and ensuring that processes, methods and tools supported the business in attracting, developing, rewarding and retaining talent.

Vice President Employee Benefits

Jan 2012–May 2014

Global responsibility for salary and incentive programs, including development, implementation and governance. The remit also covered executive remuneration and terms and conditions.

Senior Manager, Compensation & Benefits

Jan 2009–Dec 2011

Specialist, Compensation & Benefits

May 2006–Jan 2009

HR Lead, Purchasing Integration Project, VCC/Ford/JLR

May 2004–May 2006

HR Officer, Purchasing

May 2002–May 2004

EDUCATION

Bachelor of Science, Human Resource Development & Labour Relations

1999–2002

University West, Sweden

Labour Law & EU Law, 30 points

2001

Halmstad University, Sweden

LEADERSHIP PERSPECTIVE

Hanna's leadership approach emphasises inclusion, collaboration, curiosity and action, combined with clear direction and accountability. She advocates careers built through progression and lateral experience, and leaders who create the conditions for people to grow while translating strategy into focused execution.

She is also driven by the strength of collaboration: bringing stakeholders together around strategically important issues where meaningful impact is best achieved through joint action. Hanna believes in a stronger and more united Europe, aligned around priorities that strengthen Europe from an employer perspective and create the conditions for companies to develop, produce and sell leading technology, products and services.

SELECTED RECOGNITION

- Swedish Automotive Industry's Most Powerful Woman 2026, Competence category, recognising determination, courage and the ability to create meaningful change in a demanding industry.
