

# Visteon®

## 2023 Corporate Sustainability Report





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# From The CEO

Committed to a sustainable future

The ground under our feet has been in a constant state of change for the past four years. Automakers are now taking a very different approach to their vehicles in response to environmental and consumer demands. At Visteon, this has led us to take a deep look inward.

We see the changing landscape as an opportunity, and we are in a strong position to seize that opportunity. We believe that we can innovate while also making a positive impact on the world, protecting the environment and creating an inclusive working environment for our employees.

As automakers shift towards manufacturing fully electric vehicles, Visteon has earned their trust as an innovator, and over the last year, we have created additional solutions to accelerate the development and adoption of EVs. Our teams across the globe seek to lead the automotive industry with products that enable software-defined vehicles, as well as electrification features that will help automakers produce zero emissions vehicles.

Visteon's products don't come to life without the 10,000 Visteon employees working across the globe.

We are proud that one of our competitive advantages in the marketplace comes from an incredibly diverse set of cultures, backgrounds and experiences.

We are equally proud that our employees seek to serve the communities where they live and work. Not only have they developed countless initiatives to serve those communities, but they also donate their time and energy with hands-on efforts to improve the world around them.

We also consider climate change to be not only an urgent issue, but one of the most pressing issues of our time. Visteon plans to be carbon neutral by 2040, and remains committed to setting greenhouse gas (GHG) emission reduction targets which are aligned with the Science Based Targets initiative (SBTi) in order to limit global warming to 1.5° C. Our suppliers are also expected to align with our environmental initiatives of being responsible to the environment and reducing waste and emissions.

As a result, we expect to meet our 2025 targets and are focused on achieving our longer term goals.



Our commitment to our products and our customers is as strong as our commitment to our employees and our communities. As you read through the 2023 Corporate Sustainability Report, I am sure you will come away with that same understanding.

Sincerely,

Sachin Lawande, President and CEO



# Company Profile

Enabling a software-defined and electrified future



Visteon is advancing mobility through innovative technology solutions that enable a software-defined and electrified future.

With next-generation digital cockpit and electrification products, Visteon leverages the strength and agility of its global network with a local footprint to deliver a cleaner, safer and more connected vehicle experience. Headquartered in Van Buren Township, Michigan, Visteon operates in 17 countries worldwide, recorded approximately \$3.76 billion in annual sales and booked \$6 billion of new business in 2022.

Starting with the launch of the industry's first-ever domain controller in 2018, Visteon has been a pioneer in domain controller innovation. As automobiles and two-wheelers evolve into software-defined vehicles, Visteon's SmartCore™ technology enables an enhanced and seamless user experience by powering the instrument cluster, infotainment, connectivity, multiple displays and more through a single cockpit domain controller. This software technology can be customized and adapted from entry-level to high-end cockpit designs, including support for over-the-air updates and the Android Automotive OS-based AllGo Automotive App Store.

Displays have also evolved from a single in-dash screen to complete digital cockpits that provide advanced mapping, vehicle control, app stores and infotainment via

touchscreen. Visteon's Lightscape® Panoramic Display, which is an advanced pillar-to-pillar multi-screen display, and the Command & Control Display, which is a driver-centric, technology-forward display are both advanced display solutions winners of the CES ® 2023 Innovation Awards.

Visteon is developing adaptable energy and power management solutions for electric vehicles that meet the needs of a dynamic regulatory landscape, a rapidly growing industry and changing market demands. Visteon offers advanced wired and wireless Battery Management System (BMS) solutions designed to enhance battery performance and extend battery life by utilizing real-time monitoring and advanced control drivers that optimize battery charging and discharging patterns. Our systems are designed for flexibility and scalability, enabling continuous monitoring of the battery temperature, voltage, current, and other sensors across multiple vehicle lines and architectures. Visteon is also developing a flexible hardware and software feature set for physically and functionally integrated power electronics converters and distribution components to enable the next-gen high-voltage electric vehicle architecture.

At Visteon, our passion for innovation fuels advanced technology solutions to drive the next chapter in the mobility revolution.

## At a Glance

**Position:** Global technology company serving the mobility industry, dedicated to enabling a software-defined and electrified future.

**NASDAQ Stock Symbol:** VC

**2022 Revenue:** \$3.76 billion

**Headquarters:** Van Buren Township, Michigan, USA

**Core Business:** Leading the industry with proven, scalable hardware and software solutions that enable the digital, electric, and autonomous evolution of our global automotive customers.

**Products:** Digital instrument clusters, displays, Android-based infotainment systems, cockpit domain controllers, advanced driver assistance systems (ADAS), connected services and automotive electrification including wireless battery management systems.

**Customers:** Major vehicle manufacturers worldwide

**Employees:** Approximately 10,000 in 17 countries

**Quality Certification:** Visteon Corporation is certified to the ISO/TS16949 technical specification for quality management systems. The Company requires its supply chain to have third-party certification to ISO/TS 16949 by an IATF recognized certification body.

**Website:** [www.visteon.com](http://www.visteon.com)

**Social Media:**     



# Our Beliefs & Values

Our promise as an inclusive and supportive organization



Visteon is quickly becoming a software-driven company with technology solutions that allow us to play an important role in our customers' transition to digital cockpits, electrification and the connected car. But just as important as what we do is how we do it. Our values remain at the forefront as we embrace this rapid pace of change. Visteon's Beliefs and Values form a "North Star" to guide us in our work. They build on our past strengths, but are forward-looking to assure that we hold ourselves to the highest standards in every step we take, every single day.



We obsess over delivering **exceptional customer satisfaction**



We use our **passion for innovation** to keep our customers ahead of the curve

We treat each other with **respect and embrace our differences**

We **uplift the communities** in which we operate and **protect our environment** at every turn



# Sustainability Strategy

Making a lasting difference



## Inclusive growth

- Safe working conditions
- Community service
- Diversity, equality and inclusion
- People development



## Environmental protection

- Energy and water conservation
- Products to support protection of natural resources
- Reduce, reuse and recycle



## Economic viability

- Innovation
- Product quality
- Profitable growth

Global companies like Visteon can move the collective needle on solving the world's problems by utilizing their human and financial resources to innovate in ways that benefit private interests and the public good.

To achieve true sustainability, we need to balance economic, social and environmental sustainability factors in equal harmony. Visteon's three pillars of sustainability provide a solid foundation for making a difference: Inclusive Growth, Environmental Protection and Economic Viability.

At Visteon, monthly energy, waste and water data (volume and cost) is collected in a central, online database. The aggregated data is reviewed by each facility, region and senior management to determine energy, water and waste reduction performance, and identify opportunities for improvement.



# Industry Associations

Working together to shape automotive technologies



American Center  
for Mobility

**Founding member**



**Member**

(Participant in various councils)



**Member**

(Participant in various workgroups)



**Member**



**Member**



**Member**

Visteon actively participates in these associations which provide forums to discuss future transportation systems, develop standards and share related issues affecting the automotive industry and its stakeholders.

# Sustainability Programs

Validating our environmental efforts through respected organizations



As automakers continue to become greener, Visteon and key customers participate with organizations that help them document and share sustainability practices to reduce carbon dioxide emissions and waste, and more efficiently use water and energy.

Efforts to improve energy use at Visteon include using VSD air compressors and chillers as well as installing renewable energy solar panel systems.

Approximately 97% of the electricity used at our facilities in 2022 was powered through the grid and the remaining 3% came from on-site solar installations.

We have also added automatic controls with sensors and timers to lighting systems, and LED light products are now used for illumination. We have adopted ISO 50001 energy efficiency management strategies and processes at many of our facilities.

Energy teams meet monthly to share metrics and best practices for energy efficiency improvements. Behavior conservation training is also conducted annually.

To elevate our waste-improvement efforts, we designed initiatives to reduce, recycle and reuse materials. At our manufacturing facilities, this includes reducing scrap, ensuring segregation of waste and implementing waste awareness campaigns for employees.



## Ecovadis

Business sustainability ratings which assess corporate social responsibility and sustainable procurement.



## NQC SupplierAssurance

To create transparency in key operations, Visteon participates with OEM customers in NQC SupplierAssurance supply chain mapping to document the source of every material, process and shipment involved in bringing goods to market.



## Climate Disclosure Project (CDP)

Visteon has been a member and active participant in CDP since 2011, a nonprofit organization that collects and publishes climate and water use data. Beginning in 2022, Visteon utilized CDP to gather emissions data directly from its supply chain partners.



# Awards

Committed to quality, innovation, diversity and health and safety



## Visteon Wins Two 2023 CES Innovation Awards

At the 2023 Consumer Electronics Show, Visteon was named a CES 2023 Innovation Awards Honoree for two new products: Lightscape® Panoramic Display and Command & Control Display. These two display products showcase Visteon's latest innovative technology solutions that meet consumer demand for seamless, intuitive and integrated automotive displays.

## Visteon India Earns Workplace Awards

India was awarded for "Advancing Inclusion in Technology" at the 5th Edition D&I Vision & Innovation Summit Awards organized by Transformance Forums and was also certified as a great place to work by the Great Place to Work Institute India.

## Visteon Amazonas Awarded for Innovations and Improvements

Visteon Amazonas captured multiple awards in 2022. The office won two Amazonas Premier Quality Awards - one Gold Trophy for Process Improvement, and one Gold Trophy for Innovation and New Technologies. Visteon Amazonas is also the first company in Amazonas, and the fourth in Brazil, to be certified by Bureau Veritas - ESG 360.

Visteon Amazonas was also recertified as a Great Place To Work® in Brazil for the second consecutive year. This recertification is a result of the Company's effort to improve the Company's culture and supporting the Company's main pillars of vision, mission and policies, all linked with ESG objectives.

The ASTRO 4.0 (Amazonas Smart Troubleshooter) won the bronze trophy at the Automotive Quality Institute, which recognizes the people whose business innovations positively impact the Amazonas' automotive sector. Visteon Amazonas also received the bronze trophy in the Innovation and New Technologies category.

Visteon Amazonas was among the 71 companies recognized by Assembleia Legislativa do Estado do Amazonas/Legislative Assembly of Amazonas (ALEAM) for services to the community during the COVID pandemic. The certificate of recognition was presented by the President of the Industry, Commerce and Free Zone Commission - ALEAM, State Deputy Wilker Barreto, on April 28. Wilson Périco, President of the Industry Center of the State of Amazonas - CIEAM, also attended.



Visteon Brazil earns certified Bureau Veritas



Visteon Amazonas team accepts quality award



# Awards

Committed to quality, innovation, diversity and health and safety

## Chihuahua Recognized For Environmental Stewardship

Visteon Chihuahua received recognition from the State of Chihuahua and the Secretary of Urban Development and Ecology for complying with State level environmental obligations compliance and for having sound environmental practices. The environmental practices include proper disposal of waste and emissions into the atmosphere and responsible consumption of nonrenewable energy.

## Visteon Thailand excels in workplace safety and management

Visteon Thailand received the Rayong Provincial Labor Management Excellence Award from the Department of Labor Protection and Welfare under the Ministry of Labor. The award recognizes companies that demonstrate outstanding management performance and commitment to excellence in the areas of safety, environmental and occupational health.

Visteon Thailand was also honored by the Zero Accident Campaign. Visteon Thailand accumulated 3,469,406 working hours without an accident in 2022, placing them in the Silver Level.



Visteon Chihuahua accepts a certificate of recognition for honorable environmental practices





# Environment

Visteon has committed to setting science-based targets to reduce its emissions



Visteon is committed to setting greenhouse gas (GHG) absolute emission reduction targets aligned with the Science Based Targets initiative (SBTi) in order to limit global warming to 1.5° C and focusing on the Company's emissions across all its facilities and global supply chain.

We consider climate change to be an urgent issue. Visteon is on target to fulfill its 2025 targets and moving towards meeting net-zero emissions by 2040. Our roadmap to net-zero emissions includes the following actions and initiatives:

- Accelerate the installation of renewable energy on-site
- Collaborate with customers in reducing the carbon footprint of our products
- Procure 100% renewable energy power purchase agreements
- Reduce emissions across our supply chains by working closely with our partners
- Monitor energy and emission reductions while communicating expanded improvements to our employees, customers, investors and other stakeholders

Visteon is committed to local air quality improvement, including but not limited to complying with federal, state, provincial, city, county and district requirements for air pollutants such as carbon monoxide (CO), nitrogen oxides (NOx), particulate matter (PM), sulfur oxides (SOx), volatile organic compounds (VOCs) and hazardous air pollutants (HAPs).

Third-party environmental professionals review and audit our environmental programs for compliance as necessary. These audits include a multifaceted inspection of agency reporting, environmental parameters, air quality measurements, and work practices.



# Environment

Integrated environmental, health and safety management system



Visteon was in full compliance with all customer product related environmental, health and safety requirements in 2022. Our integrated environmental, health and safety management system is consistent with ISO 14001 and ISO 45001 international standards.

Designed to identify, evaluate and control significant environmental aspects and safety risks, these standards are the foundation for continuous improvement at Visteon facilities and its products and services.

Visteon collects and reports 100% of its product chemical content to the International Material Data System (IMDS), a global data repository that contains information on materials used by the automotive industry.

Since 2005, we have required full chemical disclosure from our suppliers (allowing only minimum confidential substances to protect trade secrets).

We educate and inspire employees by sharing environmental, health and safety initiatives using all communication channels both internally and externally.

Improvements are measured by objectives and targets that include but are not limited to:

- Creating a safe workplace for all employees with zero tolerance for unsafe acts or conditions
- Achieving excellence through systematic environmental, health and safety processes during product design, development and manufacturing
- Committing to product chemical content transparency
- Reducing, reusing and/or recycling waste and packaging materials
- Considering lifecycle perspectives when making business decisions
- Reducing air emissions and promoting pollution prevention
- Improving the efficiency and conservation of energy and natural resources
- Ensuring fulfillment of environmental, health and safety compliance obligations



# Environmental Targets

Delivering on short-term goals and committing to longer term greenhouse gas emissions reduction targets



2025 Environmental Goals			2030 Carbon Emissions Goals	
			<b>1 &amp; 2</b>	<b>3</b>
<b>-6%</b> Energy and Water Use	<b>-5%</b> Waste Reduction	<b>-25%</b> Greenhouse Gasses	<b>-25%</b> Direct & Indirect Operational Emissions	<b>-25%</b> Other Indirect Emissions

Reduce total energy and water consumption, solid waste and CO2 emissions from 2019 levels, except scope 3 emissions which is measured from 2021.

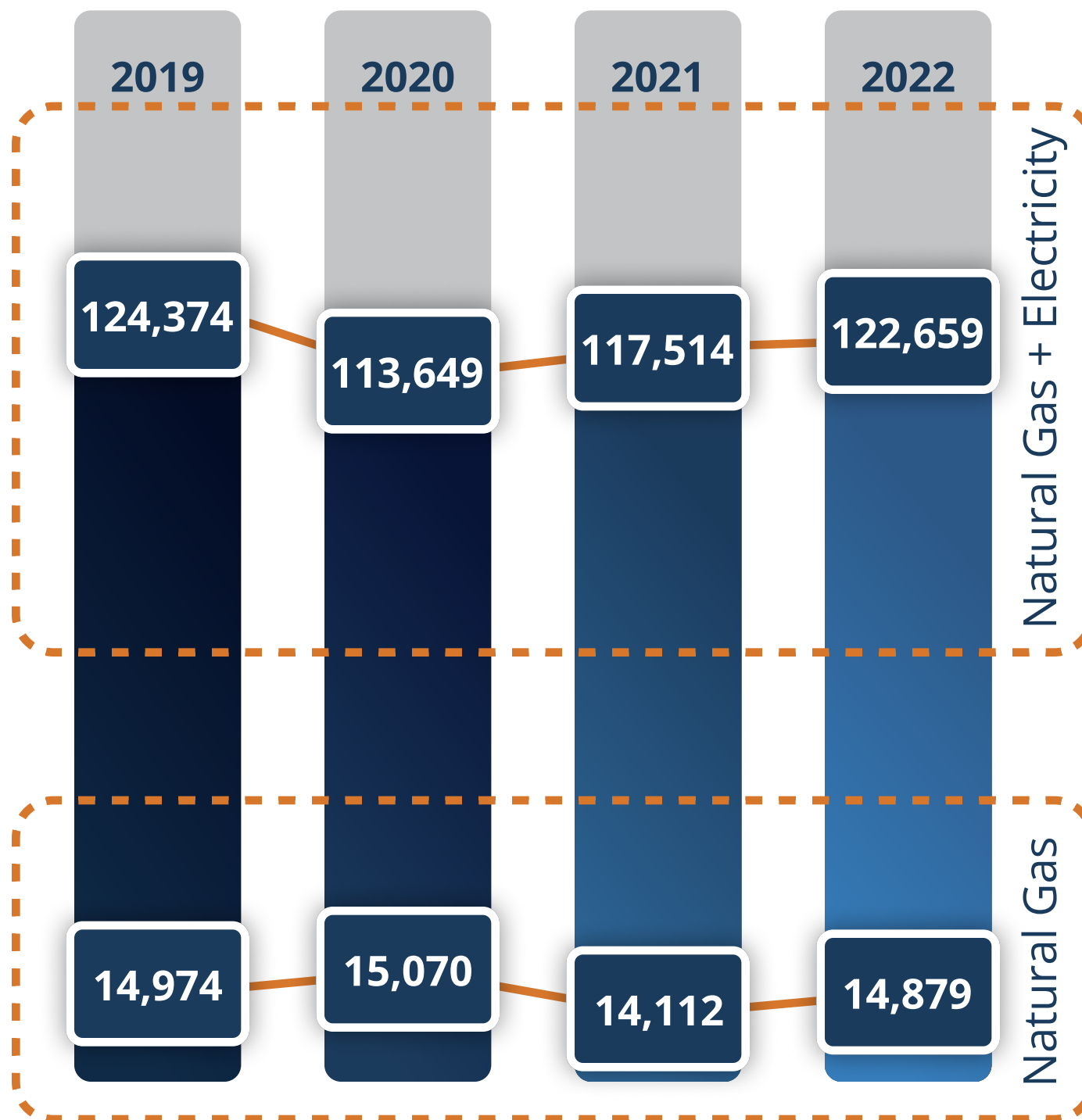
# Environmental Metrics: Energy

On track to meet 2025 intensity reduction target despite increased production demands

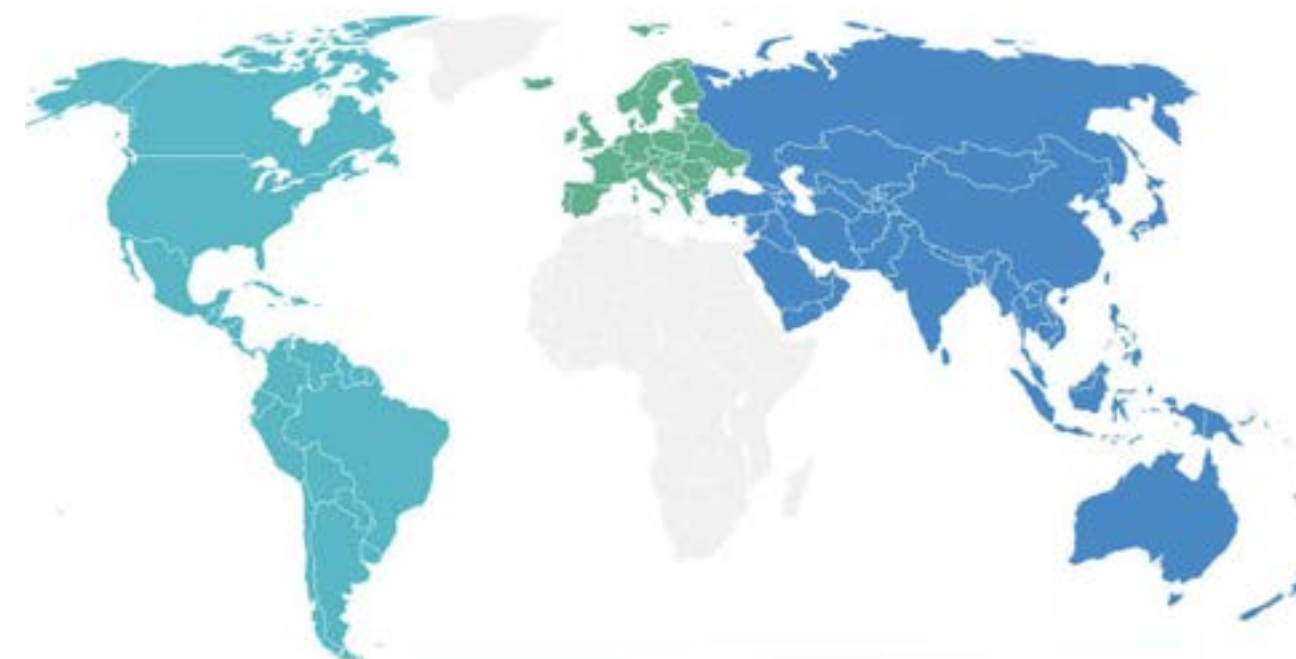


## Energy Consumption

MWh (Natural Gas / Natural Gas + Electricity)



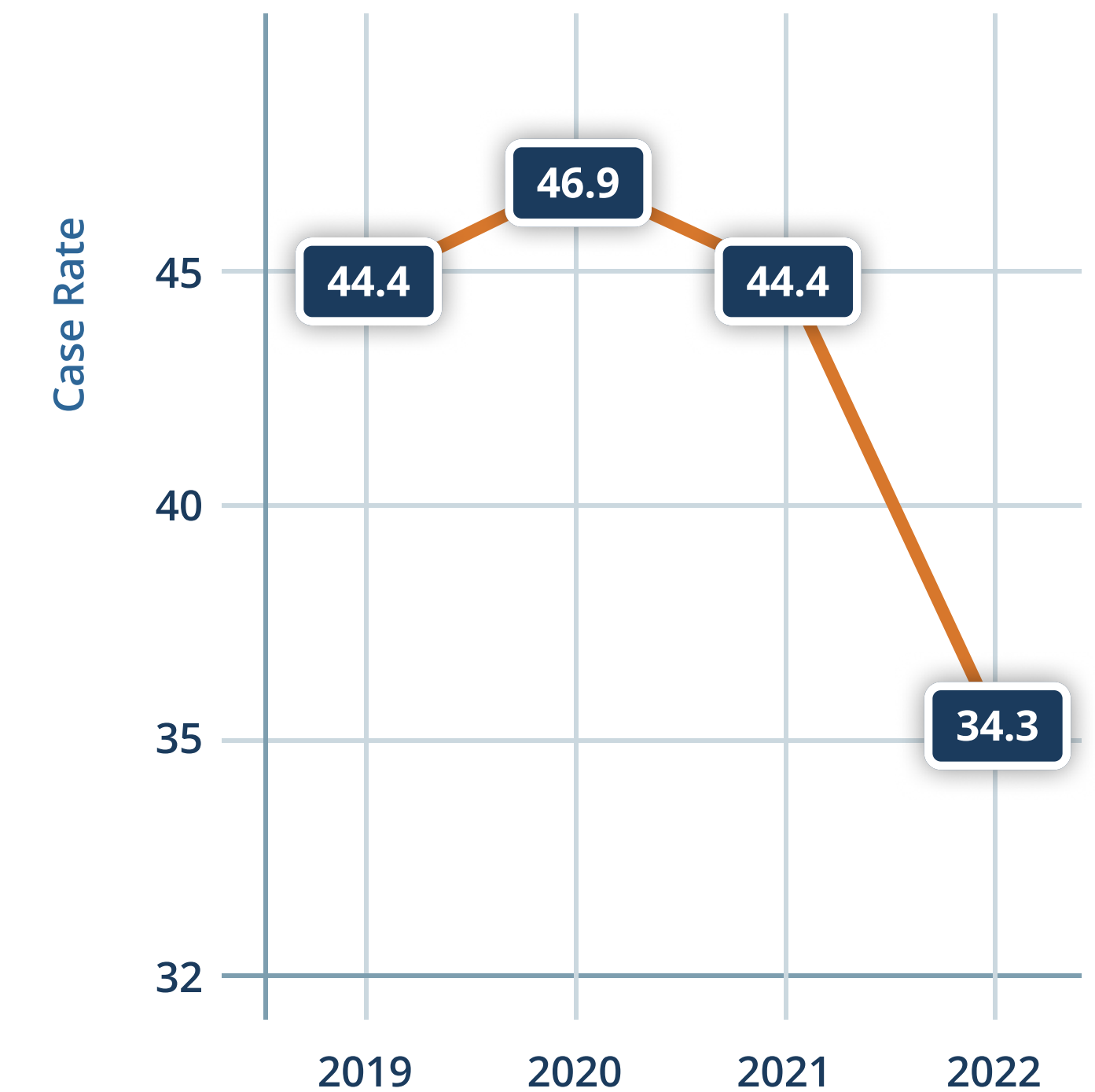
## Energy Consumption by Region



- Americas**  
Natural gas: **10,690 MWh**  
Electricity: **37,710 MWh**
- Asia**  
Natural gas: **514 MWh**  
Electricity: **37,054 MWh**
- Europe, Middle East & Africa**  
Natural gas: **3,675 MWh**  
Electricity: **33,016 MWh**

## Energy Intensity

MWh per million US\$ Revenue





# Environmental Metrics: Emissions

Clean energy projects to support a carbon neutral economy



Visteon Chennai facility utilizes solar power

The electric vehicle (EV) market is expanding in regions across the globe. To meet the growing demand, Visteon is investing in EV charging stations at our facilities for vehicles and bicycles.

We are transitioning our Company-owned and leased vehicles to hybrid or all-electric models, and many of our employees are enthusiastically trading gas for electricity as they make their own personal vehicle purchases.

These charging stations help ensure our employees and visitors have a safe and secure place to charge their vehicles and bikes while working.

In 2022, we completed two new onsite solar installations in Japan and Thailand, expanded the existing installation at the facility in Chennai, India, and started construction on a project in Portugal. Additional solar power installations are planned for facilities in China, Mexico and Tunisia within the next few years.



Visteon Amazona installs electric vehicle charging stations

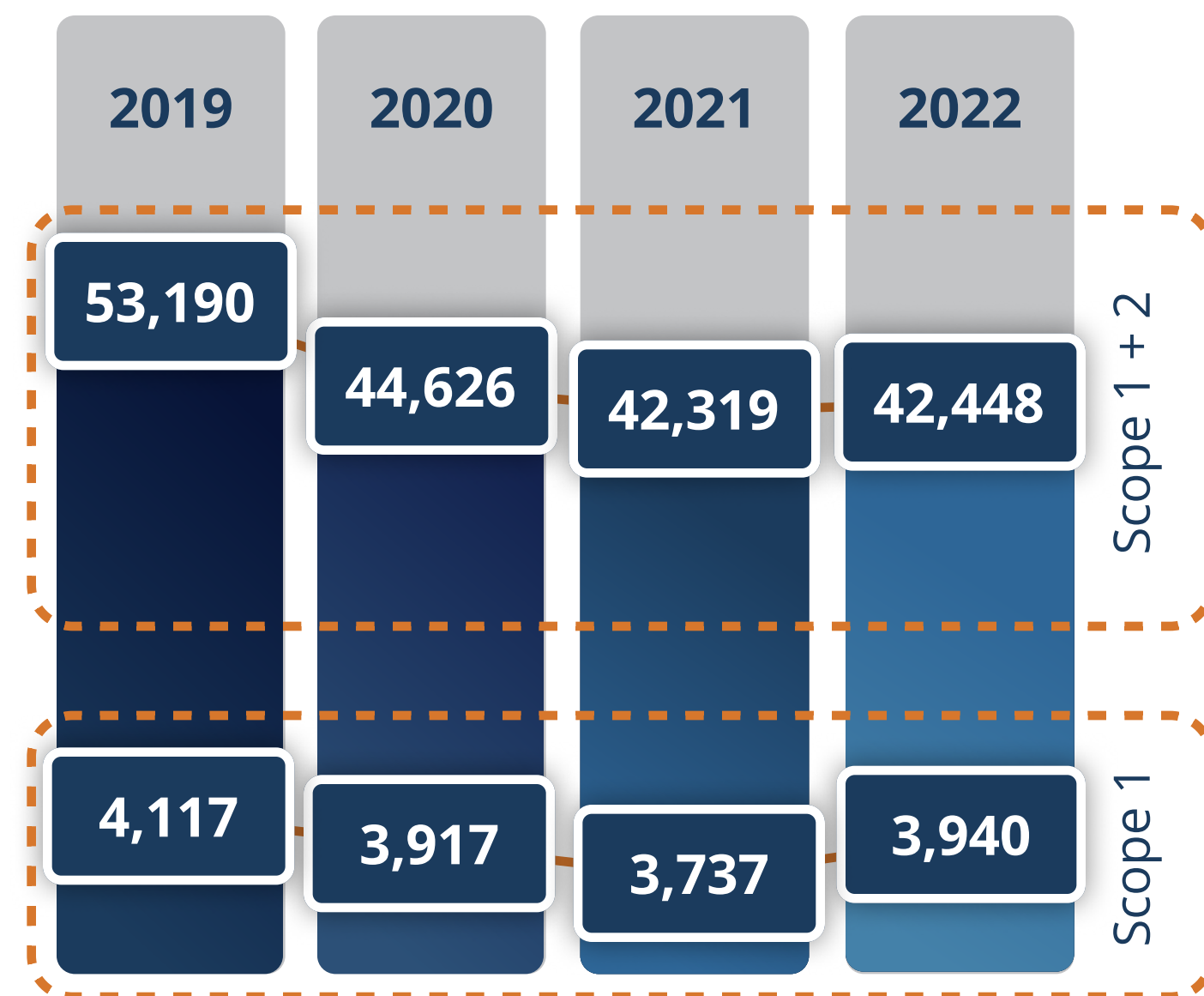
# Environmental Metrics: Emissions

Accelerating clean energy transition with green Power Purchase Agreements



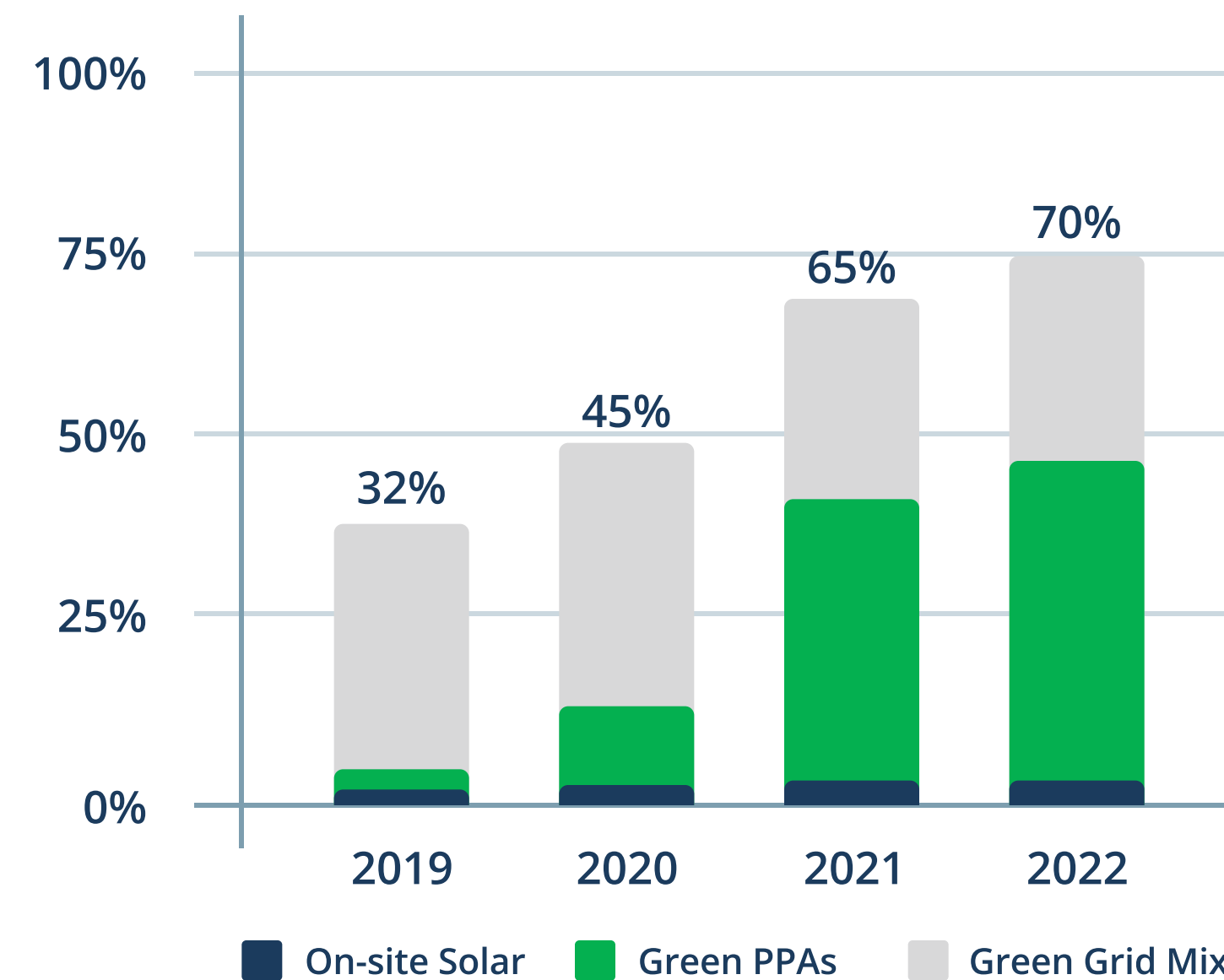
## GHG Emissions

Metric Tons CO2 equivalent



Scope 1: The direct emissions created from operations, primarily natural gas used for heating. Scope 2: The indirect emissions from purchased electricity, steam, heating and cooling consumed by the reporting company.

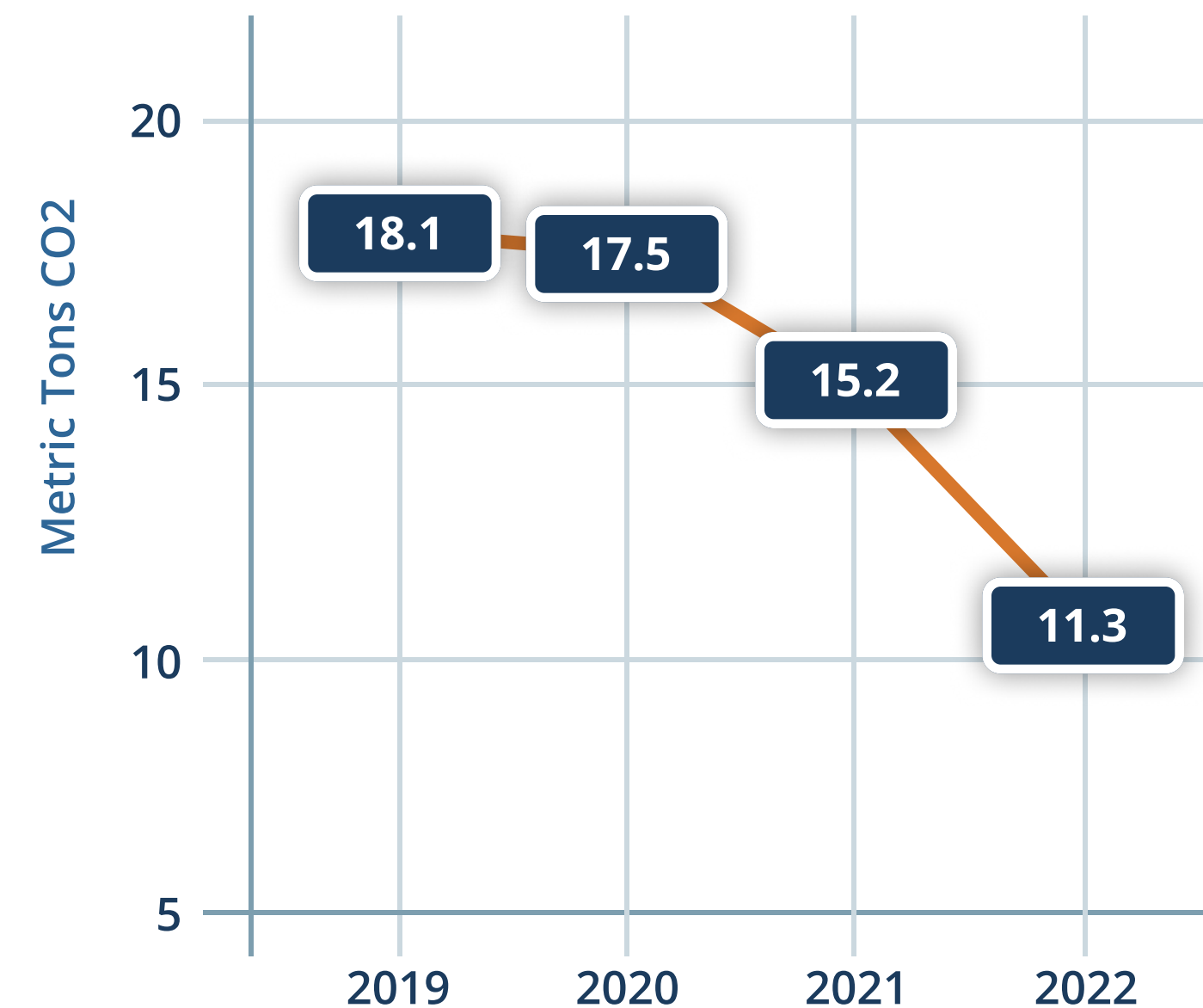
## Renewable Energy Mix



Green Power Purchase Agreements (PPAs) are contracts between an electricity generator and the Company which may last anywhere between 1 and 5 years. Green grid mix contains renewable energies such as wind, solar, geothermal, hydro, or biomass.

## GHG Emissions Intensity

Metric Tons CO2 equivalent per million US\$ revenue



Pursuant to the terms of the Company's Credit Agreement, a limited assurance review of the Company's greenhouse gas (GHG) emissions intensity metric performance for fiscal year 2022 has been performed by an independent auditor.



# Environmental Metrics: Waste



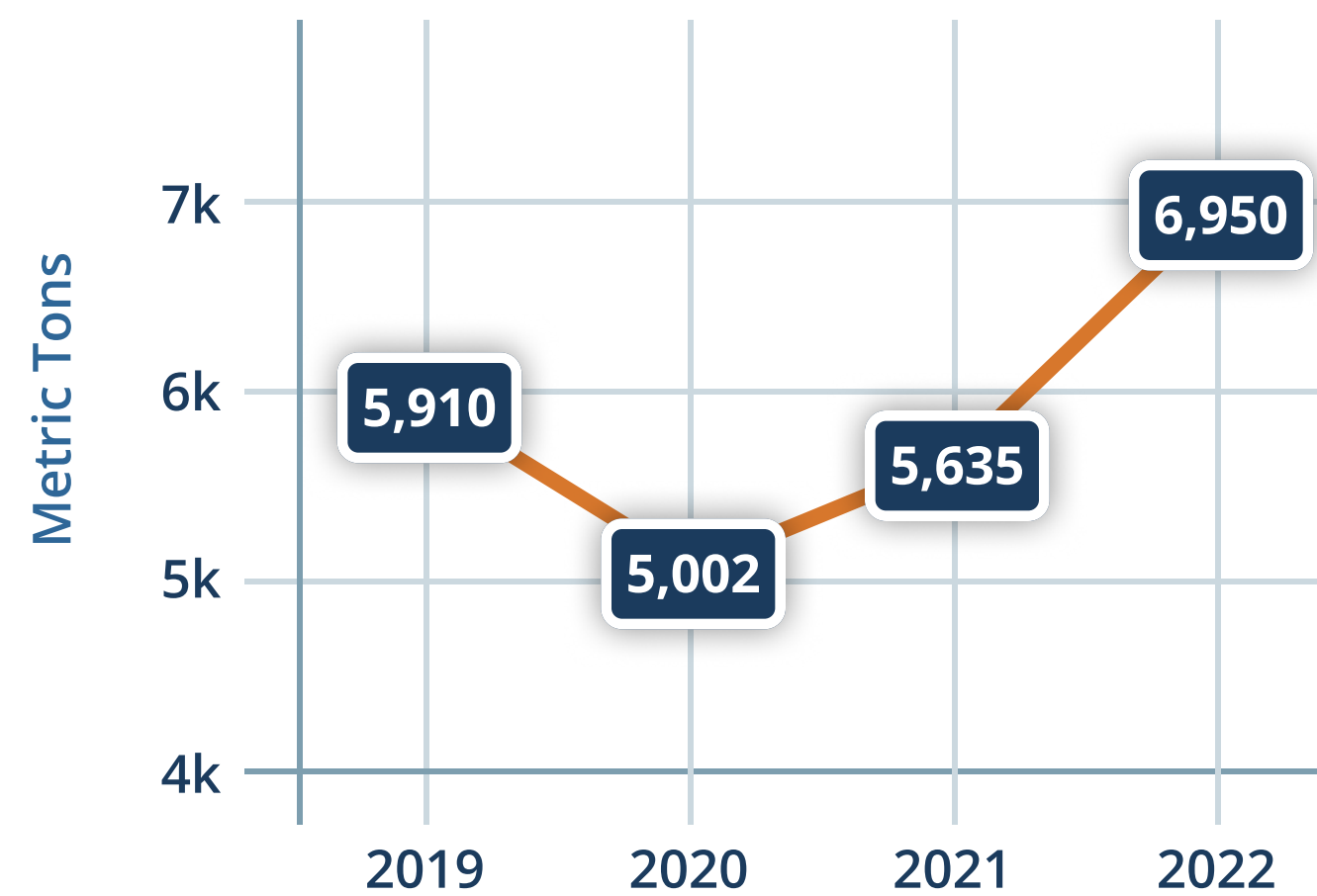
“Reduce, reuse and recycle” is a mindset engrained in our processes and embedded in our operations

Visteon is committed to reducing waste. We continue to actively reduce and properly manage waste across our manufacturing operations, as well as in our office facilities.

We ensure our ISO 14001 programs are driving these improvements. It is our goal to operate as efficiently and with the least amount of waste possible.

## Waste

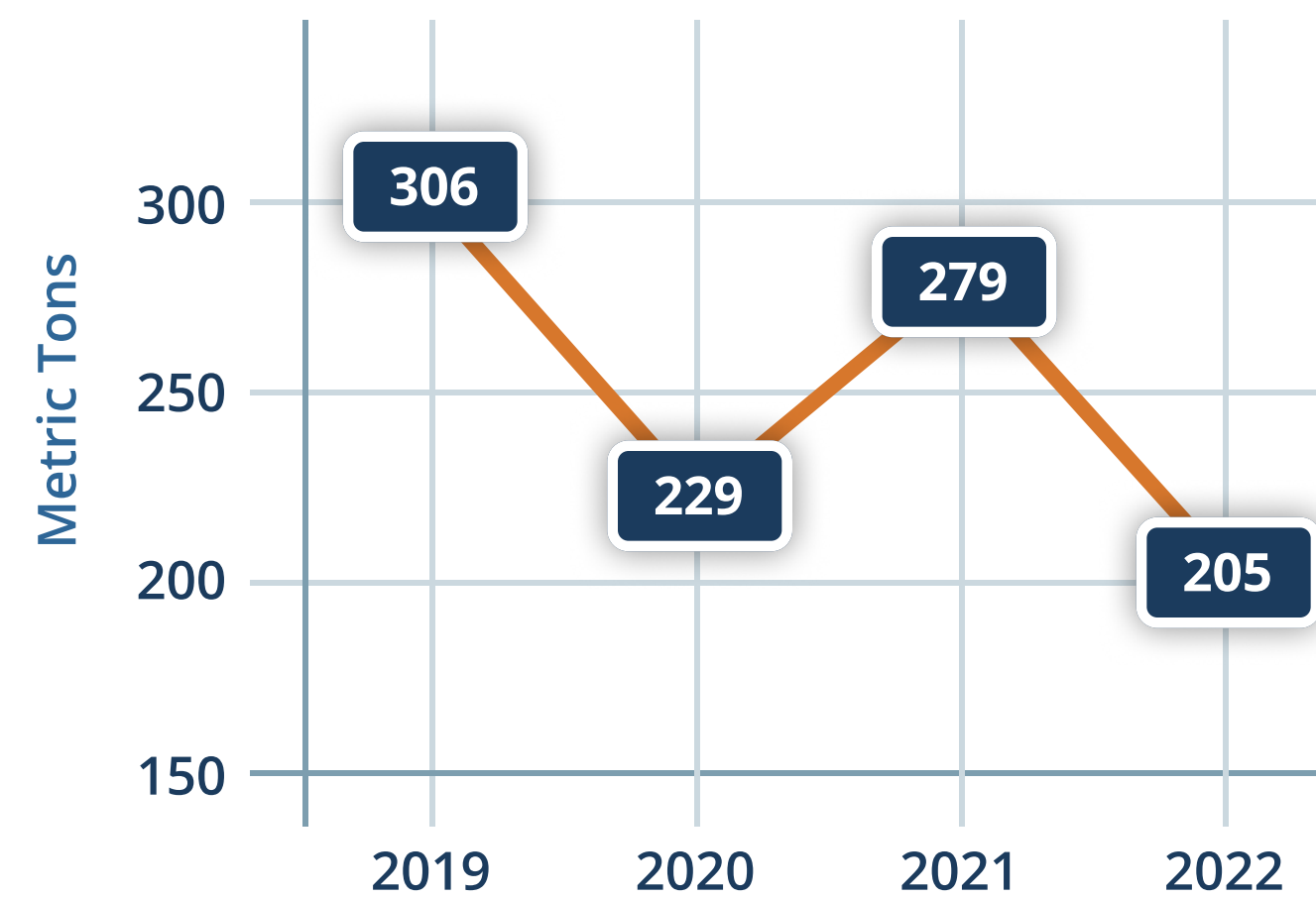
Metric Tons



We are creating packaging that uses less materials, and we continue to increase the amount of waste and excess materials we divert to recycling. We have also implemented simpler measures such as reducing single use plastic cups and bottles in our offices.

## Hazardous Waste

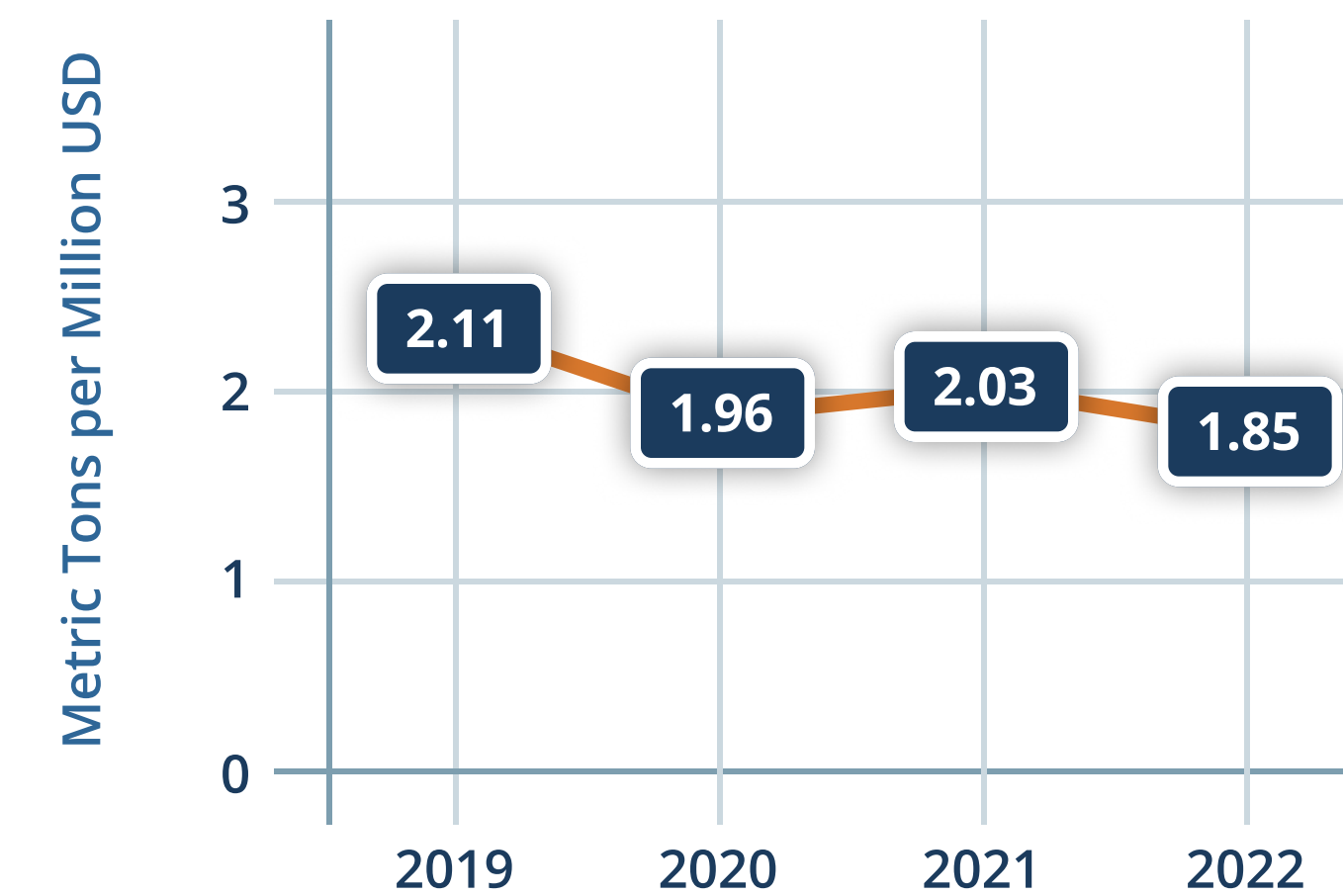
Metric Tons



Although absolute waste was higher in 2022 due to increased production, our manufacturing facilities were able to recycle 92% of the solid waste generated by their operations. The remaining waste was transported to a landfill by a third-party vendor.

## Waste / \$ Revenue

Metric Tons per million USD revenue



Data reported on this page relates to Visteon's manufacturing operations.

# Environmental Metrics: Water

Minimizing water used in manufacturing facilities



Visteon promotes water use reduction projects at all of our locations around the world. Our continuous improvement and environmental teams share best practices from successful projects:

- Identifying opportunities to reduce consumption, increase water recycling and repair leaks
- Using water-saving bathroom, kitchen and cafeteria fixtures with automatic shut-off valves
- Ensuring HVAC systems, cooling towers and chillers water usage optimization
- Watering gardens and landscaping with recycled water
- Installing filtered drinking water dispensers
- Providing reusable water bottles for employees
- Installing water meters to identify inefficiencies and leaks
- Optimizing water usage in the facility gardens
- Encouraging employees to report leaks or other water losses observed

More details on our water management efforts can be found in our CDP water response.

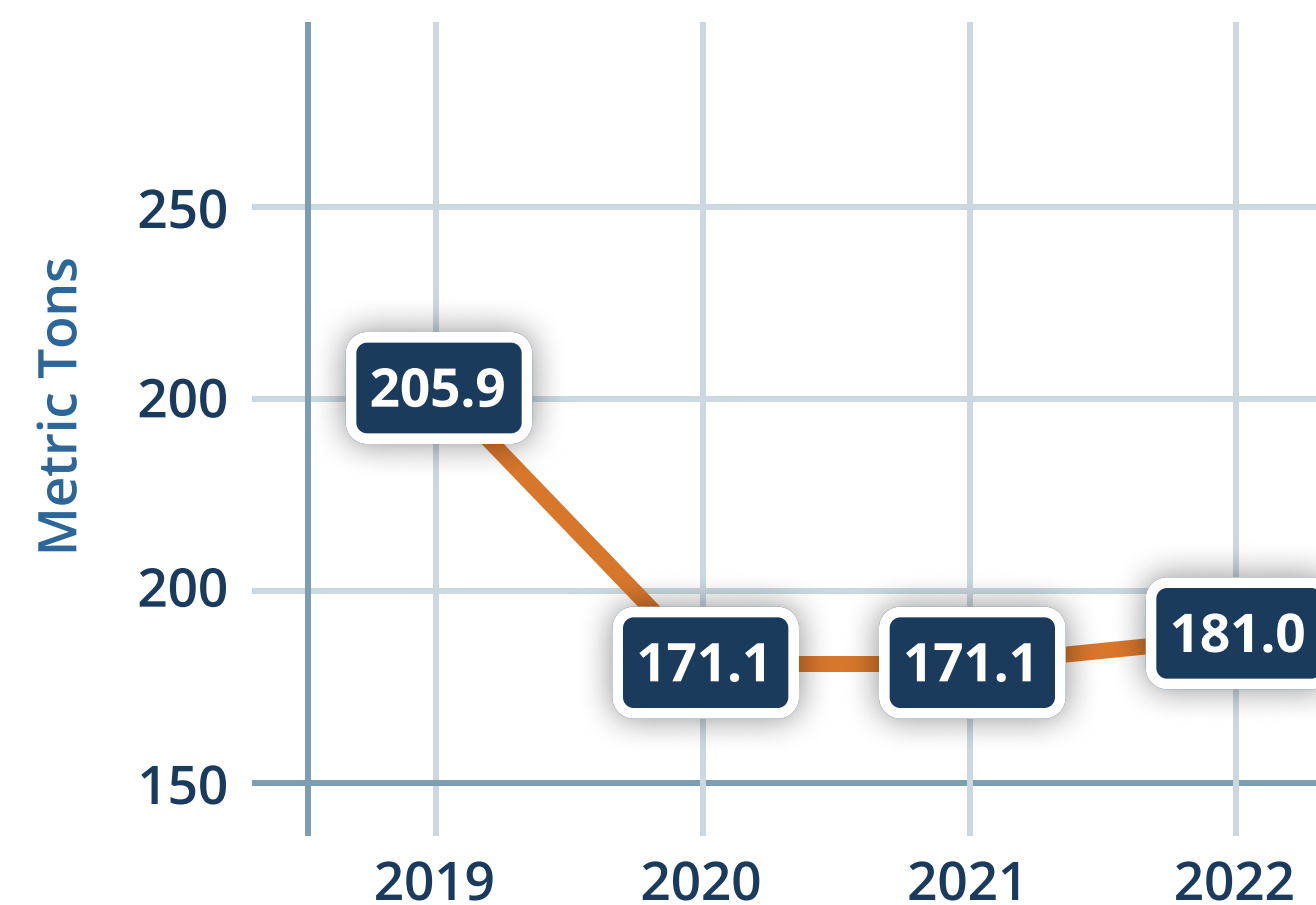
Data reported on this page relates to Visteon's manufacturing operations.

Water discharges are primarily sanitary and discharged to the municipal sewers or point-source discharge under a permit.

We do not specifically track global volume of wastewater discharged, but we estimate that more than 70% of our water is discharged back to the environment through point-source and nonpoint-source discharges.

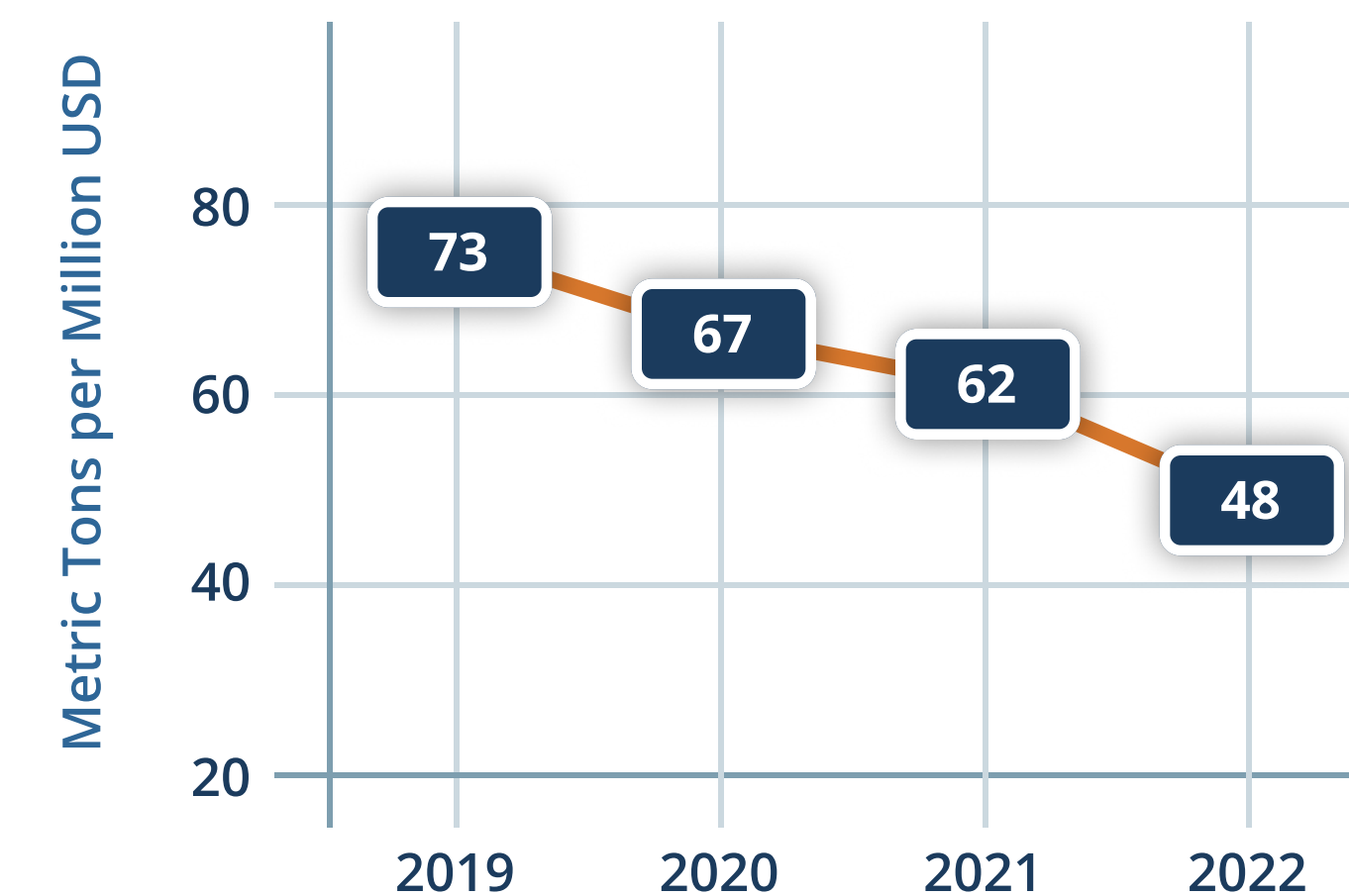
## Water Use

Cubic meters (000s)



## Water Use / \$ Revenue

Cubic meters per million USD revenue





# Environmental Metrics: Water

Protecting our water sources and access to fresh water



Visteon's water consumption is directly linked to its employees' consumption and general building operations. We do not use water in our manufacturing processes.

While our operations are not water intensive, we still include water into our environmental risk management approach as well as our Environmental, Health and Safety Policy because we consider access to fresh water a basic human right.

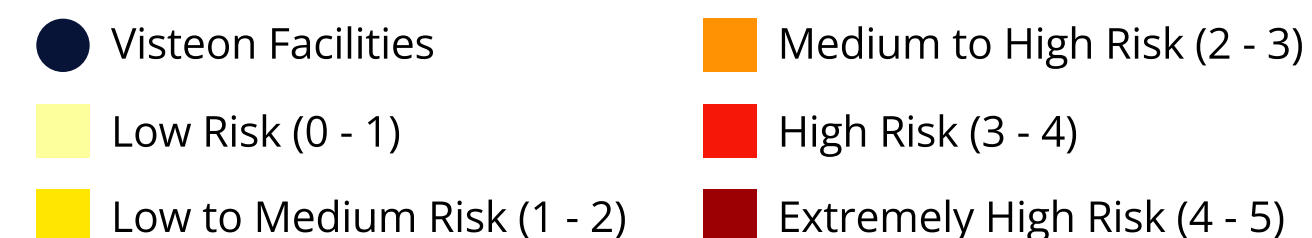
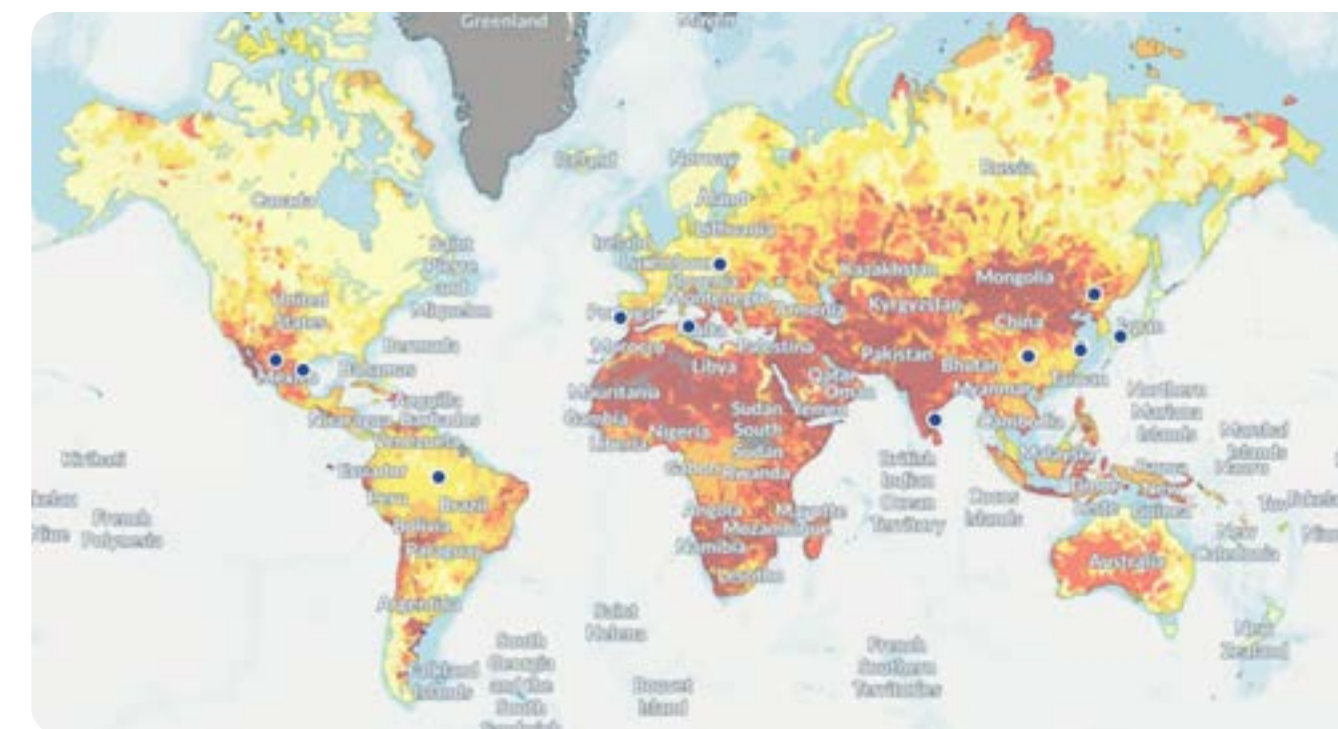
We identify water-scarce areas where we operate to actively reduce our water consumption while implementing best practices in lower-risk areas.

Visteon assesses the water risk of its facilities using the WRI Aqueduct, Ceres Aqua Gauge and Global Water Tool. We assess water risks in our direct operations at the asset level for all of our production facilities.

In 2022, Visteon conducted a water security risk assessment of its consolidated manufacturing locations to identify facilities with high water security risk based on geographical location (see map).

With that knowledge, we continue to evaluate water management practices, risks and challenges across our global locations. We are planning to include our technical centers in future assessments.

## Water Risk Assessment



Along with Aqueduct's standard outputs, we considered water withdrawals/consumption, water quality, site-specific regulatory risk and other factors in our overall assessment of each facility.

Among other factors, this tool calculates an indicator called Baseline Water Stress (BWS), which is the ratio of total annual water withdrawals to total available renewable supply. Visteon's annual water withdrawal in 2022 was 33,821 cubic meters.

Overall water risk was calculated based on physical risks, water quality, and regulatory and reputational risks. We used Aqueduct to determine which risk factors are causing water stress for specific regions and facilities.

In this way, we endeavor to create a comprehensive water risk management plan that operates on a region and sites specific basis.

# Health & Safety

Best-in-class safety performance



Visteon continues to champion aggressive safety goals and targets zero lost-time injuries for all facilities. In 2022, our recordable injury case rate was 0.025 per 100 employees due to three employee injuries during the year. (All of our remaining manufacturing and technical centers had zero lost-time injuries in 2022.) We know how important it is to remain diligent and track all near-misses and first aid cases so we perform analytics on each incident and prioritize improvement actions. There were no fatalities in 2022.

In addition to requiring protective equipment and enforcing comprehensive safety policies and procedures, the Company encourages employees and leaders to look continuously for ways to improve workplace safety.

Visteon has implemented and maintains a health and safety management system that is certified to the ISO 45001 standard. All manufacturing locations under Visteon environmental, health, and safety multi-site certification meet this standard with auditing compliance by a third-party.

Visteon management provides the Board of Directors with regular health and safety reports, and monitors the latest health guidance as risk factors change around the world.

## Visteon manufacturing sites with Zero Lost Time Cases in 2022





# Health & Safety Metrics

Creating a safe work environment for everyone

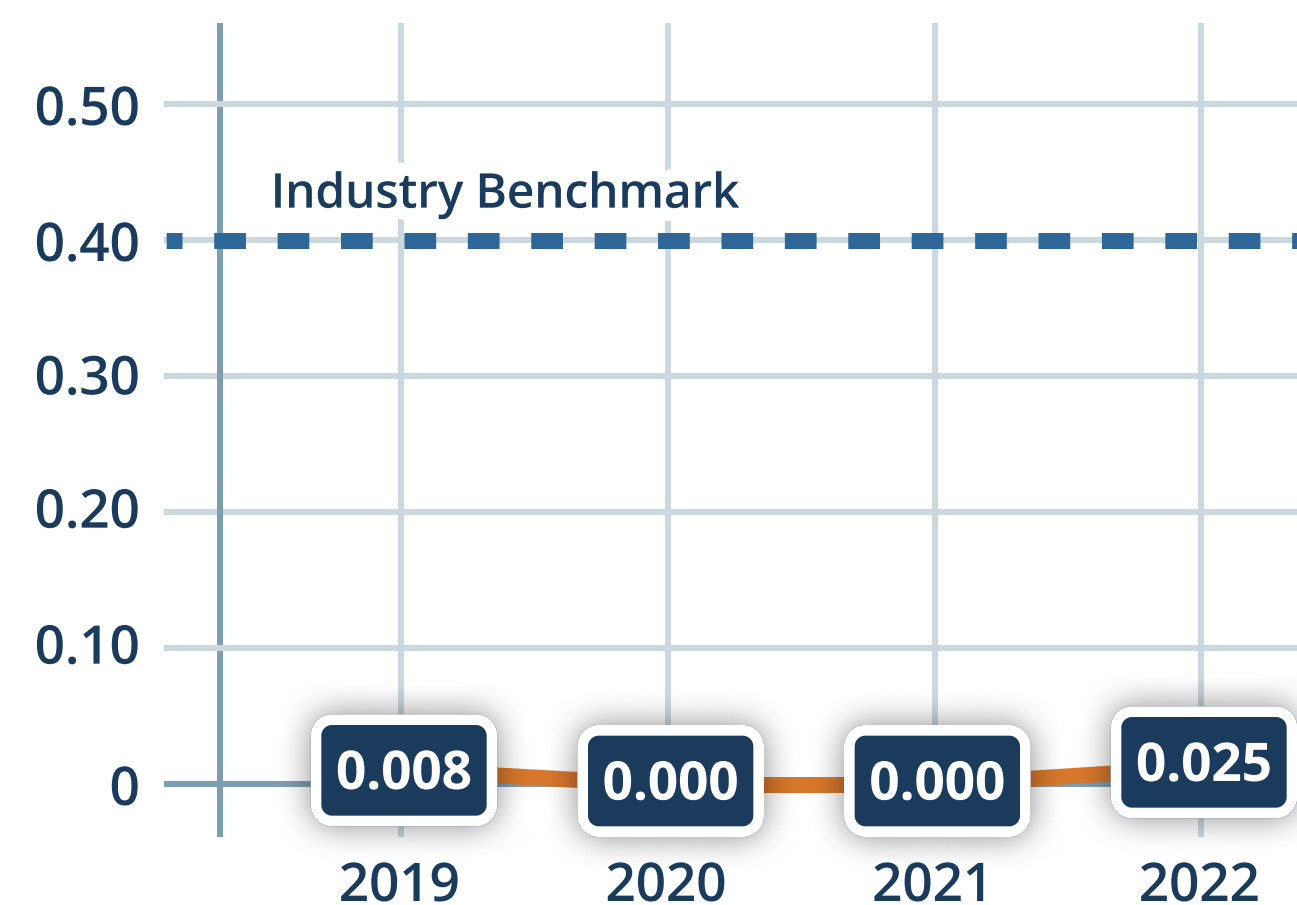


As part of our commitment to safety, Visteon tracks lost-time cases and recordable injuries to help us make improvements that reduce accidents.

The metrics are based on the number of hours that 100 employees would work in a year, 40 hours per week and 50 weeks per year.

## Lost Time Case Rate

Global

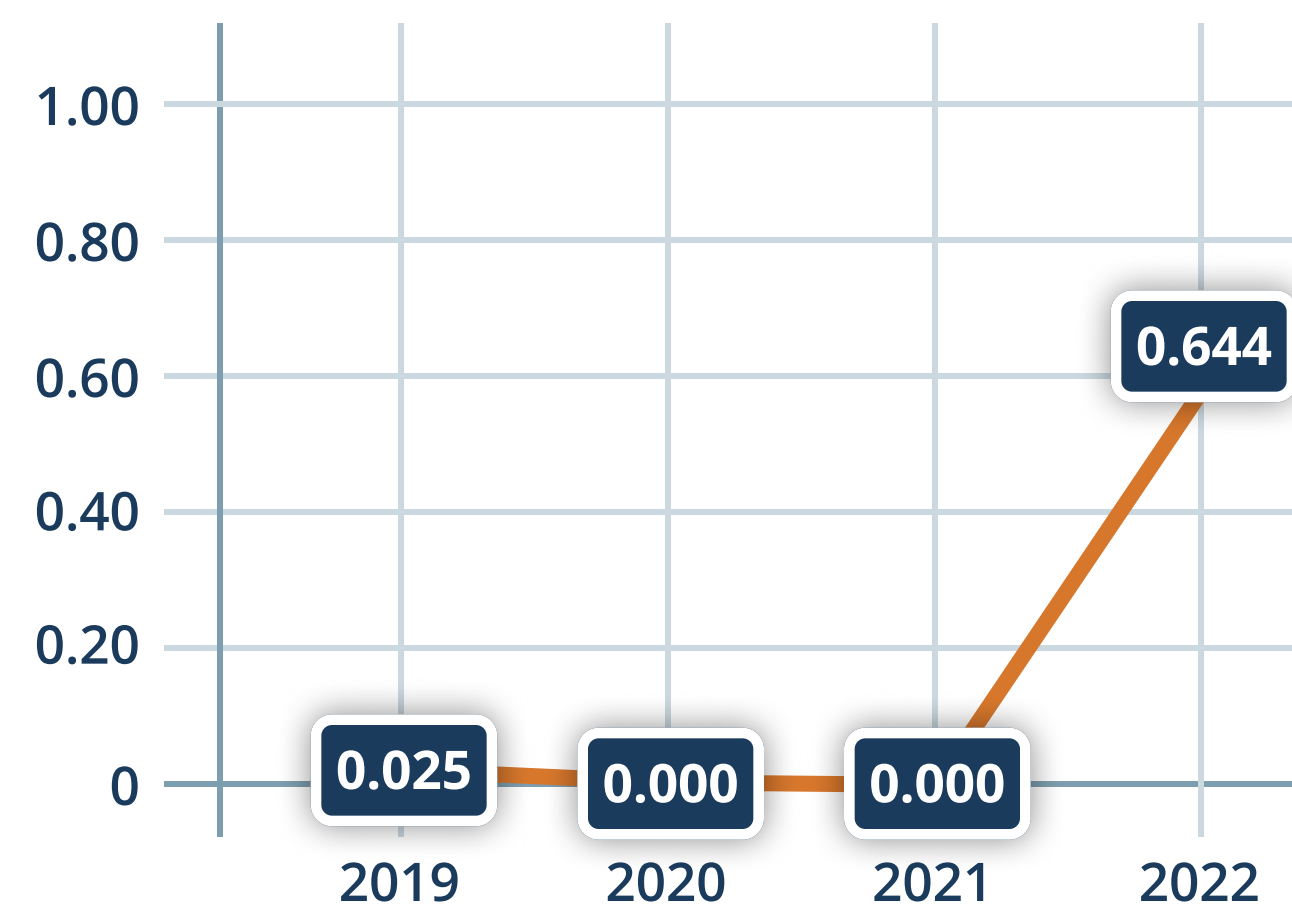


Lost Time Case Rate: Number of work-related injuries and illnesses that result in time off work.

Benchmark data provided by U.S. Occupational Safety and Health Administration. Data reported on this page relates to Visteon's manufacturing operations.

## Severity Rate

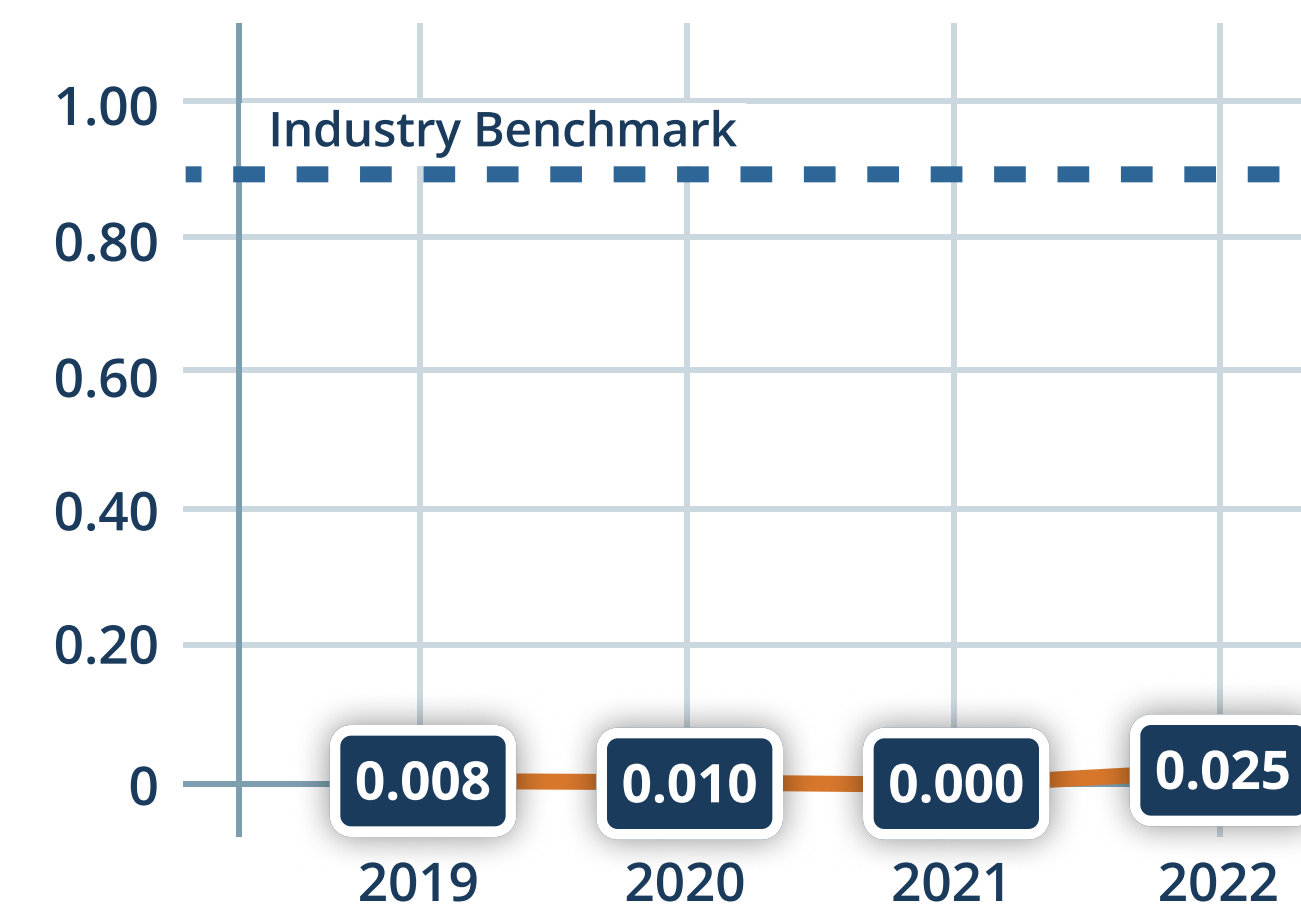
Global



Severity Rate: Number of days an employee misses (lost days) due to a work-related injury or illness.

## Recordable Injury Rate

Global



Recordable Injuries: Work-related injuries resulting in medical treatment greater than first aid which leads to restricted work or lost days of work.



# Supply Chain

Collaboration is key to lowering carbon emissions



Visteon is committed to ensuring its suppliers are aligned with the Company's sustainability principles. We expect that our suppliers conduct their operations in an environmentally responsible manner and require them to commit to our global supplier standards. We have determined that approximately 75% of our greenhouse gas emissions originate from our suppliers. As a result, in 2022 we launched the first phase of our sustainable procurement strategy where we asked our suppliers to establish their own environmental goals which are aligned with Visteon's reduction initiatives and to provide their emissions data related to Visteon products via the CDP supply chain survey.

Visteon issues terms and conditions to all of our suppliers that include compliance with all applicable laws and regulations, including those relating to environmental matters, wages, working hours, conditions of employment, discrimination, and health and safety.

The terms and conditions also require that suppliers attest that any supplies purchased by Visteon will not be produced with forced labor either by the supplier or its suppliers.

All suppliers are expected to decrease their greenhouse gas emissions, reduce waste while preserving natural resources and conduct responsible sourcing of their materials.

We confirm that suppliers employ sound governance practices and are reducing their impact on the environment through a combination of certifications, site evaluations and meetings as well as third-party assessments. We also source components from multiple geographical locations to help ensure materials and components are available during a possible regional or global crisis.

Our purchased commodity strategies call for dual validation of interchangeable parts when possible, further protecting the supply chain during any potential supplier disruption.

Visteon's advanced inventory modeling process considers multiple supply chain risk factors and ensures that adequate safety stock of material is in place through the supply chain.

Learn more about Visteon's supplier policies here:

- [Supplier Code of Conduct](#)
- [Quality Policy](#)
- [Code of Basic Human Rights and Working Conditions](#)
- [Ethics and Integrity Policy](#)
- [Global Environmental Health and Safety Policy](#)





# Visteon's Supplier Code of Conduct

Aligning suppliers with our sustainability principles



We hold our suppliers to the same standards and sustainability principles with respect to their operations.

Our Supplier Code of Conduct requires compliance with all applicable laws and regulations, including those relating to environmental matters, wages, working hours, conditions of employment, discrimination and health and safety. The Supplier Code of Conduct also requires companies to attest that anything purchased by Visteon will not be produced by child or forced labor either by the supplier or its suppliers.

We encourage our suppliers to utilize environmental management systems within their facilities that conform to the requirements of ISO 14001 or an applicable norm for their specific industry.

Through a combination of third-party assessments, onsite evaluations and meetings, we confirm that our global suppliers are employing sound governance practices and reducing their impact on the environment.

Visteon suppliers can access our Supplier Portal and other resources by following the instructions on our website.

## Greenhouse Gas Emissions

Suppliers are expected to implement a comprehensive energy reduction strategy that includes increasing their use of renewable energy to support Visteon's objective to



**Commitment to ethics & integrity**  
**Fair, honest and responsible behavior related to financial reporting, material sourcing, intellectual property and conflicts of interest including compliance with all applicable laws.**



**Human rights and working conditions**  
**Treating employees and suppliers with integrity and respect, providing a safe work environment and adhering to all applicable laws.**



**Environmental and sustainability**  
**Proactively protecting the environment, conserving natural resources, and reducing the overall environmental impact of operations.**

reduce greenhouse gas (GHG) emissions through its entire supply chain. Suppliers are required to do the following: commit and demonstrate best efforts to achieve 100% renewable energy in their business and supply chain; publicly disclose GHG targets (scopes 1, 2 and 3) which are recognized by initiatives such as the Science Based Targets initiative (SBTi) and aligned with the goals of the Paris Agreement; annually provide GHG emissions associated with Visteon's business; and participate in the CDP Supply Chain Program or other data collection mechanism used by Visteon upon request.

## Conflict Minerals

Visteon takes steps to ensure the components and materials in our products, regardless of where they are assembled or sold, are responsibly sourced and do not contain conflict minerals that have contributed to the armed conflict in the Democratic Republic of Congo (DRC) and surrounding countries. We have imposed standard reporting requirements on our supply chain regardless of where the components and materials are purchased, and have expanded this mandatory reporting to include other minerals of concern such as cobalt and mica. We work closely with our customers and other Tier 1 suppliers to ensure continued consistency in the tools used to establish this process. Requirements are cascaded annually to our supply chain. For more information see our [Visteon Conflict Minerals Report](#).



# Products

Leading the future trends in the automotive industry



Visteon aims to stay ahead of the automotive technology curve, with a product portfolio that not only supports but leads the trends driving the future of our vehicles.

## Visteon is anticipating two key industry mega-trends:

- Software-defined vehicles where vehicle features and functions are delivered entirely or primarily through software with continuous over-the-air (OTA) updates
- Next-Generation Electrification that focuses on faster charging, increased range and 24x7 monitoring

Visteon's pivot from traditional cockpit products to digital cockpit and cockpit domain controller products has been the key driver of its sales in recent years and positions Visteon well as nearly all automakers are transitioning to a fully electric product portfolio.





# Products

Driving an electrified future through battery management



The electrification landscape is growing and changing rapidly due to changing market demands and a dynamic regulatory landscape. Visteon's electrification product line positions the Company ahead of the curve with advanced battery management systems which power a more electric future.

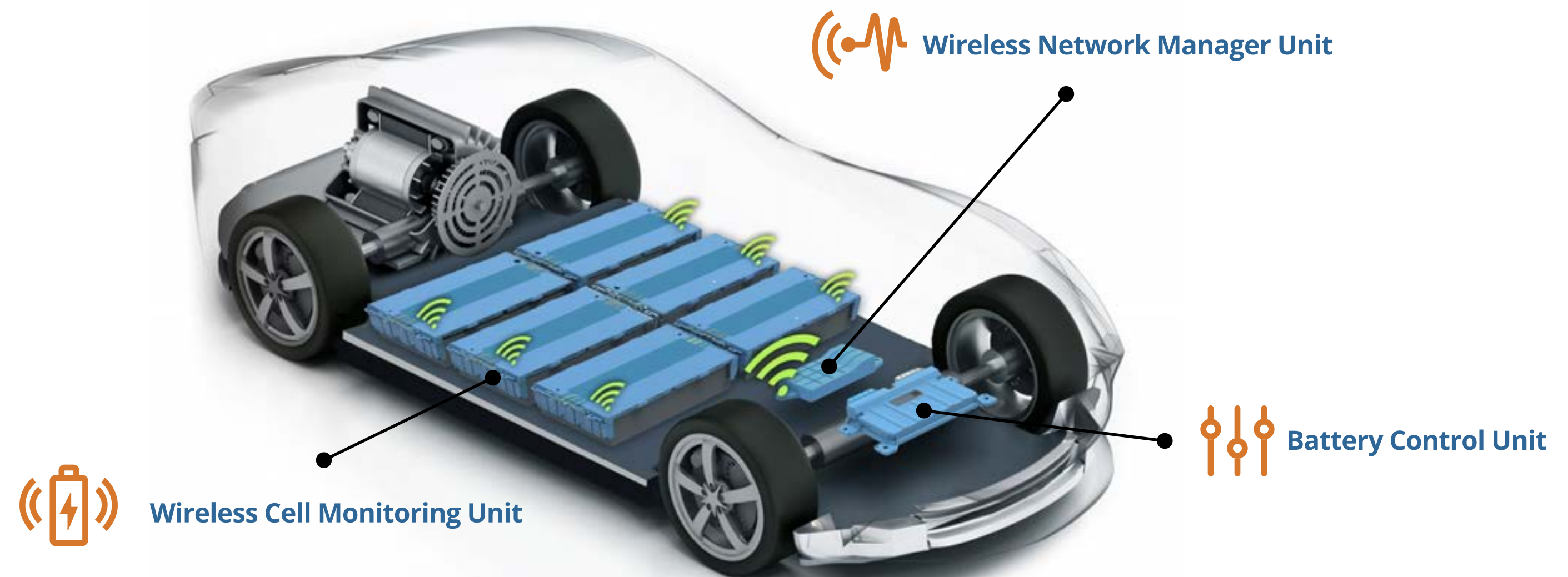
“Visteon's history and experience with producing battery management systems and digital cockpit electronics positions us well as the industry shifts to electrification.”

Sachin Lawande, President and CEO, Visteon

Visteon's strategy includes delivering technologies that enable automakers to build the most effective grid-to-cell electrification system. The key to an EV lays in the performance and health of its battery, and Visteon's Smart BMS provides industry-leading accuracy, speed, and reliability of the health and charge of the battery.

The wireless Smart BMS also allows automakers to bring EVs to market faster by eliminating the need to develop communication systems or complex wiring schemes for the battery systems in new vehicles. The system ensures battery scalability across EVs from different brands and segments – from passenger vehicles to heavy-duty trucks. Wireless Smart BMS is in use with two global OEMs.

Visteon's Smart Junction Box allows for compact high-voltage connection, protection, and distribution of the vehicle's electrical system. Building upon that is the Bi-Directional Power Conversion Box, which allows for high power density and high efficiency by integrating the AC charger and the DC/C converter.



# Products

Innovating the in-cabin experience through displays



Displays are taking on greater importance within the vehicle interior, and to address the unique challenges of automotive displays, and as the market leader, Visteon continues to develop new advanced display technologies.

“We are in the midst of rapid change with mobility and within our vehicles, and Visteon is developing the technology that allows automakers to create exciting and compelling in-vehicle experiences.”

Sachin Lawande, President and CEO, Visteon

The first is the Lightscape® Panoramic Display, which is an advanced pillar-to-pillar multi-display with a seamless design under a continuous glass lens, fore-touch and on-screen haptics as well as a new video and gaming experience for the front passenger. The second CES award-winning product is the Command & Control Display. It features curved display glass which bring the central display area within touchable reach of the driver and also features a decorative panel in the central area. That panel matches its appearance with surrounding design elements when not in use, and transforms to a fully reconfigurable display surface.

Visteon's innovations have garnered industry recognition, with two new products being named **CES® 2023 Innovation Awards Honoree.**



Visteon's suite of automotive displays use differentiated solutions that address the unique challenges of automotive displays. Active Privacy creates a safer driving experience by limiting driver distractions caused by passenger cockpit content, whereas TrueColor Image Enhancement dynamically adjusts screen images to overcome brightness and glare caused by ambient and external light sources.

MicroZone™ technology was developed by Visteon to address industry demand for a high-quality display that meets stringent automotive-specific requirements with a high-dynamic range display solution but with a longer lifespan, lower power consumption and lower cost than OLED systems. Finally, Visteon Local Dimming technology optimizes images based on sun load and reflectance with real-time image signal processing. This technology works on thin and curved screens, as well as thin border display designs.

These technologies will enable Visteon to remain a market leader in automotive cockpit displays.



# Products

Transitioning the industry to software-defined vehicles

As automobiles transition from being hardware-focused to software-focused and to EVs, Visteon is seeing the opportunity to leverage its capabilities to deliver a more connected and personalized driving experience.

But to deliver this experience has meant a shift in vehicle architecture to a system that more closely resembles a computing platform. Visteon's SmartCore™, now in its fourth generation, brings together the modern intelligent cockpit experience together, seamlessly, across multiple displays in the cockpit.

“ The next-generation cockpits that automakers are creating include features such as over-the-air updates and Android-based infotainment. ”

Sachin Lawande, President and CEO, Visteon

Visteon's SmartCore™ supports multiple displays and AI-based speech recognition. It also brings state-of-the-art safety and security technology, as well as advanced driver-assistance system (ADAS) features to create advanced in-vehicle entertainment. Finally, it supports upgrades wirelessly, over-the-air.

Visteon also continues to develop new innovations to expand the feature-set of SmartCore™. Augmented Reality Navigation, an advanced rendering capability that provides drivers better assistance while reducing distractions, is one of those new innovations. A second new innovation is Scout, which is a surround-view that uses Allgo's cloud service to provide real-time streaming surveillance to the vehicle transmission control unit (TCU) and then to a user's smartphone.

Currently, 10 automakers utilize SmartCore™, which will continue to be a key driver of Visteon's growth in the coming years.



# Visteon Quality

Striving for ever-higher levels of product excellence and process efficiency

At Visteon, we believe a culture of total quality in everything we do creates long lasting relationships through demonstrated integrity, trust, commitment and dependability.

We are committed to meeting all customer and industry quality requirements and have secured IATF 16949 and/or ISO 9001 quality certifications as appropriate to each facility. Our teams have strong functional expertise and operate under a global quality policy designed to drive early risk identification and mitigation, implement best practices and ensure continuous improvement.

We focus on ensuring the necessary safety measures are taken in connection with the design, manufacture and distribution of our products. We use reliable processes and a quality management system to reduce, if not eliminate, warranty issues and scrap.

The Company uses a product development process called Vistway to identify continuous improvement opportunities and a structured approach to problem solving. All operations and employees follow Visteon's quality management system and product safety processes.

Our Visteon Six Sigma mission is to equip and guide Visteon team members with the best statistical concepts, processes, and tools to enable them to apply scientific methods in a sustained push toward ever-higher levels of product excellence and process efficiency.

All employees are encouraged to participate in Six Sigma training, regardless of function, to ensure an even deeper understanding of quality, customer focus and continuous improvement throughout the organization.

Our Customer Quality Six Panel system uses technology to centralize quality information for easy access across the Company. Once a year we select a month to focus on quality with task force teams, training, webinars and problem-solving workshops to further develop skill levels.

At Visteon, we obsess over delivering exceptional customer satisfaction. This helps us heighten our customer value and is among the many ways we help them stay ahead of the curve.





# Visteon Quality Awards

Celebrating some of our best solutions



## Quality Policy

This statement outlines the quality policy of Visteon Corporation. It applies to all facilities and individual representatives of Visteon and its affiliates.

- We will partner with our customers to design and build the best vehicles in the world, by combining our automotive intellect with operational excellence in safety, quality, efficiency and speed.
- We will empower our employees to provide solutions for our customers, and build a network of sustainable, mutually beneficial business relationships.
- Our commitment to continuous improvement will be demonstrated in our actions and in the effectiveness of our operating systems and processes.

You can access our [Quality Policy](#) and other resources by visiting our website.

Visteon's Quality Award (VQA) program acknowledges the range and creativity of prevention initiatives and problem-solving solutions implemented by individuals and teams in three categories: continuous improvement, prevention of recurrence and Six Sigma initiatives. Teams can consist of Visteon employees, contractors, suppliers, purchased services personnel and interns.

In 2022, the VQA program evaluated 15 global submissions on quality discipline, team accomplishment and overall impact to customer satisfaction. The top project in each category was then selected and evaluated against the other top category submissions to determine the ultimate winner.

The 2022 VQA winner was the Porsche Macan SW development and flawless execution team. This team demonstrated outstanding customer commitment and discipline in achieving compliance 18 months ahead of start of production, resulting in a flawless launch.

Visteon congratulates all of this year's participants for their commitment to excellence and outstanding results.



# Ethics & Integrity Policy

Commitment at all levels of the organization to ethical behavior



Visteon is committed to maintaining the highest standards of ethics and integrity. Our ethics and compliance program is based on the Visteon Ethics and Integrity Policy, which has been translated into 11 languages describing the Company's expectations regarding standards of behavior and conduct for all directors, employees and contractors. The policy underscores our dedication at all levels of the organization to the behaviors underlying our ethical standards. Visteon's Chief Legal Officer has executive responsibility for managing and delivering our business ethics and compliance programs.

## Ethics Training

Employees receive mandatory training upon joining the Company as well as periodic refresher courses to educate them on key compliance issues and risk areas. In 2022, all new employees and approximately 95% of the Company's salaried employees completed training. The Company also maintains an ethics hotline and encourages employees to confidentially report any concerns or failures in compliance. Visteon has a specific policy for handling internal investigations of possible business conduct and ethics violations and other matters involving fraud, theft, ethics or financial reporting concerns. The Board of Directors' Audit Committee receives periodic reports from the Chief Legal Officer, who chairs the Compliance Committee, regarding the Company's ethics and compliance program including any reported incidents.

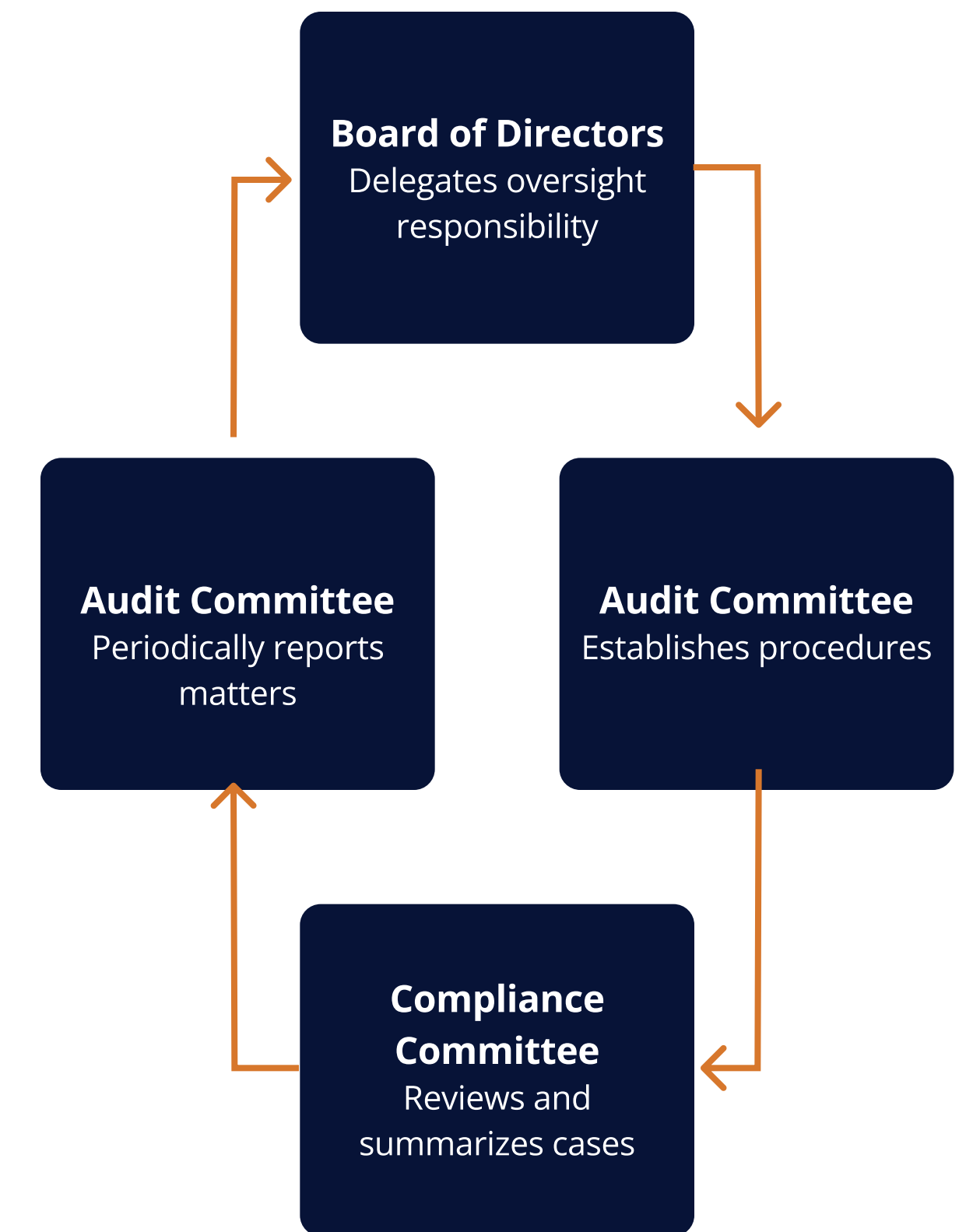
## Governance

Visteon has a robust Compliance Program Review that ensures accountability at the highest levels of the organization. The Board of Directors assigns compliance oversight responsibility to the Audit Committee, which establishes procedures for receipt, retention and investigation of compliance matters. The Compliance Committee regularly reviews and summarizes all cases and provides an annual summary report to the Audit Committee. Compliance matters are periodically reported to the Board of Directors by the Audit Committee.

## Visteon Prohibits Political Contributions

Visteon does not make political contributions nor does the Company have a political action committee. Although employees may make personal contributions on their own time and with their own resources, the reimbursement of such political contributions by the Company is not permitted.

Please refer to Visteon's Corporate Giving Guidelines.





# Ethics & Integrity Policy

Business conduct that constitutes fair and legal practices



## Anti-Bribery and Anti-Corruption

As a global enterprise, Visteon is subject to laws that govern its international operations, including laws that prohibit bribery and corruption and laws regarding antitrust and fair competition.

These laws include but are not limited to the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, the People's Republic of China Anticorruption laws and money laundering regulations. We have internal policies and procedures relating to compliance with such laws and regulations.

Visteon does not tolerate any form of bribery or corruption with our business dealings. Anti-corruption training is provided to all employees, including senior management as part of our compliance program.

## Trade Compliance and Sanctions

As noted in our Ethics and Integrity Policy, Visteon is committed to complying with all laws — including laws regarding the international trade of goods, services and technology. Such laws include the U.S. Export Control Administration Act, sanctions and embargoes imposed by the U.S. Office of Foreign Assets Control (OFAC) and the European Union, global customs regulations, and supply chain security programs.

Our trade compliance policies and supporting processes provide a framework for managing and controlling the following:

- Declaring to appropriate authorities the correct classification, origin, trade program eligibility and value of the goods, services and technology that cross international borders
- Visteon's activities at the border and with customs brokers
- Export controls and strategic trade restrictions
- Screening of business partners against sanctions and embargo lists

We also provide targeted awareness training and communication addressing sanctions, embargoes, export controls and other trade compliance topics on a regular basis.

# Human Rights & Working Conditions

Maintaining an environment where everyone is treated with dignity and respect



Visteon is committed to creating and maintaining an environment where all employees are treated with integrity and respect, and differences are highly valued.

By creating a corporate culture that does not tolerate harassment or discriminatory treatment of any form, we can give every employee the opportunity to contribute fully to Visteon's business success.

The Company has adopted a Code of Basic Human Rights and Working Conditions as an extension of our Ethics and Compliance Program. We offer training and make the code of conduct available to all employees. The Board of Directors has oversight and receives periodic reports from the Chief Legal Officer regarding compliance with this code of conduct.

Visteon also requires that companies throughout our supply chain adopt and enforce similar workplace codes of conduct. We will seek to identify and utilize organizations that aspire in the conduct of their business to standards that are consistent with our code of conduct.

We respect international conventions aimed at promoting and protecting human rights, including the Universal Declaration of Human Rights.

This Code of Basic Human Rights and Working Conditions supports our commitment to diversity, equality, and the recognition and protection of fundamental human rights in the workplace.

Our commitment includes:

- Actions to prohibit the use of forced labor and ensure the use of minerals mined from responsible and conflict-free sources
- Doing business in an ethical manner and with respect for our people and the communities in which they live
- Respect for human rights issues and taking those issues seriously, whether through human trafficking, modern slavery, child labor or otherwise
- Will not use public or private security forces if such deployment could violate others' human rights





# Board of Directors

Committed to a sustainable future



The Board of Directors believes that a commitment to positive environmental, social and governance-related business practices strengthens the Company, increases its connection with the stockholders and helps it to better serve its customers and the communities in which it operates. The full Board of Directors oversees sustainability matters directly as part of its strategic review of the Company's operations, products and innovation. The Board of Directors and management have developed a multi-year road map to enhance the Company's environmental, social and governance-related programs and disclosures, including assessment of the potential risks associated with climate change.

Management provides regular reports and presentations to the Board of Directors which include the following topics:

- **Environmental:** Performance reporting, long-term goals and commitments, corporate citizenship
- **Social:** Company culture, ethics and compliance, health and safety
- **Governance:** Selection and evaluation of directors, executive remuneration, enterprise risk management

The Board of Directors has established four standing committees: the Audit Committee is responsible for ESG-related disclosures in the Company's SEC filings as well as corresponding processes, controls and assurance reviews; the Corporate Sustainability and Governance Committee monitors ESG performance and ensures effective communication to investors and other stakeholders ; the Organization and Compensation Committee manages integration of ESG goals and milestones into the Company's executive compensation plans; and the Technology Committee monitors environmental trends impacting Visteon's products.

More information regarding the principal functions, composition and charters of each committee can be found at [www.visteon.com](http://www.visteon.com).

The Board of Directors considers diversity to be an important factor in the selection and nomination of director candidates. Although the Board of Directors does not establish mandatory board composition with respect to diversity, the Board of Directors overall diversity is a significant consideration in the nomination process and the Board of Directors has committed to including female and minority candidates in the initial search pool of candidates when adding new board members or filling vacancies. The Board of Directors refreshment is also critical as the automotive industry changes and the Company's business strategy evolves.

The following table highlights some of the skills, experience, qualifications and attributes that each of the directors brings to the Board of Directors.

## Diversity of Skills and Experience



# Risk Management

Robust processes for identification, detection, prevention and mitigation of risks



Visteon's enterprise risk management (ERM) approach is designed to inform the strategic and business planning processes through identification, detection, prevention and mitigation of risks that could impede the achievement of the Company's strategic objectives and business goals. A priority in our approach is to connect the ERM process with strategic planning and corporate responsibility initiatives to ensure the sustainability of the enterprise. Using this process, the Board of Directors and senior leadership identify, assess and manage key risks that may impact our ability to achieve our strategic objectives. Visteon's management continually monitors the material risks facing the Company and works with risk owners to identify and implement mitigating actions.

Climate change has the potential to disproportionately impact some regions of the world due to increased severe weather events and rising sea levels. Due to Visteon's diverse global structure, we have the flexibility to respond to these changes and shift business away from at-risk geographically. Approximately 29% of Visteon employees are located in the Americas, 31% in Europe, 14% in China and 26% in other Asian countries. We develop our software and products in engineering centers throughout the world, including in the U.S., Portugal, Germany, and China. We also continue to diversify our customer base as we grow, and we are expanding internationally.

In 2022, the revenue percentage breakdown by geography was 29% from the Americas, 33% from Europe, 21% from China, and 16% from other Asian countries.

Our geographically diverse customer base better protects us from climate-related sales disruptions in particular regions. Visteon recognizes that climate change will impact industries differently, but we believe we can quickly adapt to these climate-related challenges due to our diverse operating footprint and customer base.

With the assistance of its committees, the Board of Directors oversees management actions by evaluating management reports; reviewing material strategic, operational, financial, compensation, compliance and ESG risks; considering specific risk topics in connection with strategic planning and other matters; and directing risk oversight and related activities conducted by board committees through reports of the Committee Chairs to the full Board of Directors.

We believe that it is important to communicate regularly with stakeholders regarding areas of interest or concern. Visteon's shareholders include our employees, global supply partners, customers, local communities, investors and analysts, industry associations, academia, and government and non-government organizations (NGOs).

In addition to presenting our business strategy and ESG efforts, we reach out to these groups regularly to collaborate, share best practices, garner feedback, partner and grow.

Together, we are working on the issues identified below by our stakeholders that matter most to society, the environment and the future of mobility:

## Economic

- Financial resiliency
- Cyber attack/data breach
- Supply chain disruption

## Environmental

- Water security
- Product life cycle
- Climate change

## Social

- Talent management
- Diversity
- Human rights in supply chain



# Cybersecurity

Safeguarding the integrity and security of our products and information



Visteon has established a global enterprise security program to help safeguard the integrity and security of our products as well as the confidential information we maintain related to our employees and customers. Studies show most successful cyberattacks stem from human deception. Criminals seek to steal login credentials, internal data, trade secrets and personal information. Ransomware attacks can damage systems and halt operations, causing costly and impactful damage to production and reputation.

Visteon employs leading technology to isolate cybersecurity threats before they become entrenched and cause widespread damage. Security awareness, along with robust enterprise security technology, is business critical. Our enterprise security strategy focuses on fortifying our people, processes and technology. We align our processes with ISO 27001 global security standards, collaborate with internal and external partners, and conduct assessments, audits and penetration tests. We accomplish our customer security requirements with TISAX security standards in manufacturing areas.

Visteon's security team is geographically dispersed and supported by managed security service providers to offer incident response and technology support. The team has obtained industry-leading security certifications, managed large global incident response activities and is trained constantly on new tools, techniques and procedures.

Because people are our frontline defense, we teach employees how to spot potential cyberattacks and report suspicions. Interactive lessons and educational videos address specific cybersecurity issues, equipping employees with the knowledge necessary to maintain top-of mind security awareness.

Topics include:

- The Internet of Things
- Social engineering
- Email security
- Working remotely
- Privacy
- Social networking

As of June 30, 2023, Visteon has not experienced a cybersecurity-related incident that has resulted in material financial impact or data loss.



# Diversity, Equality & Inclusion

Inclusive and diverse organization to grow talent pool across the world



Diversity, equality and inclusion (DEI) is an important strategic initiative because it is the right thing to do – and it makes good business sense.

Visteon believes fresh perspectives and new ways of thinking will help us build a stronger company. We use the power of employees' varied backgrounds, cultures and experiences around the world to advance our competitive edge.

## Putting DEI into Action

DEI defines our company's actions by:

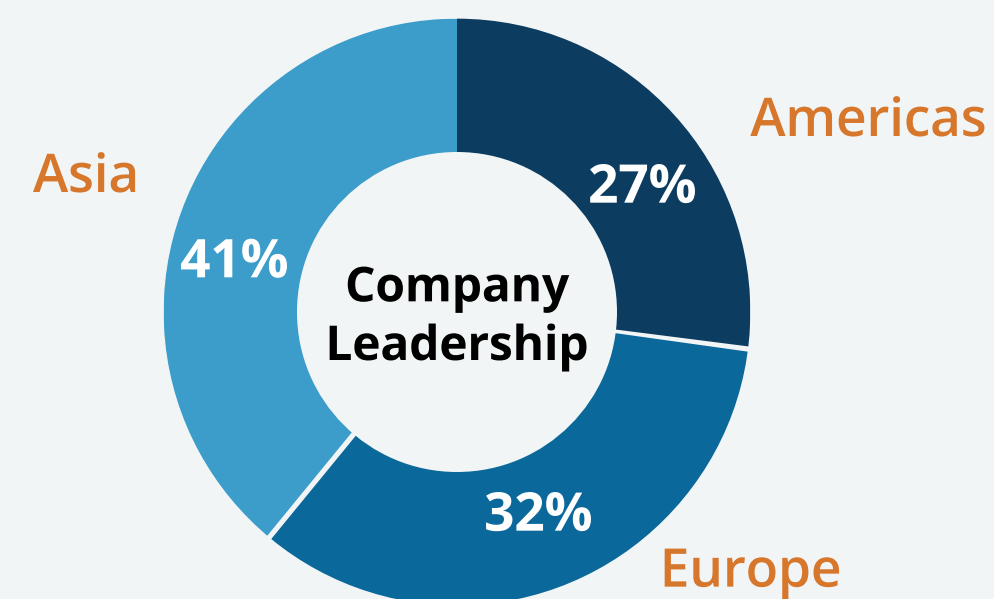
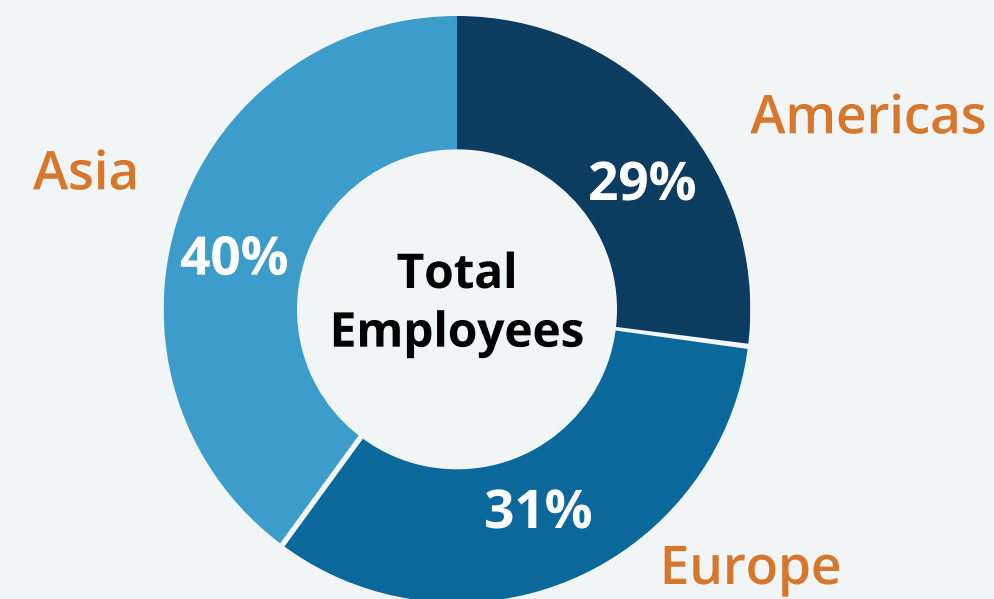
- Embracing differences in our workforce
- Offering equal opportunities for all of our employees to learn, grow and advance their careers
- Helping the communities in which we operate to grow along with us
- Ensuring everyone has a sense of belonging

**Diversity** - The presence of differences in our workplace

**Equality** - Equal opportunities for all employees to learn, grow and advance their careers

**Inclusion** - Creating an environment where everyone feels they belong

## Employees by Region



Data as of Dec. 31, 2022

## Gender Diversity



Overall  
39%

### By Region:

Americas	43%
Europe	44%
Asia	31%



New Hires  
42%



Leadership  
21%



Gender Pay Parity  
>98%



# Employee Resource Groups

Employee resource groups support our diversity mission



Visteon's diversity mission is supported by employee resource groups and a strong commitment to work-life balance.

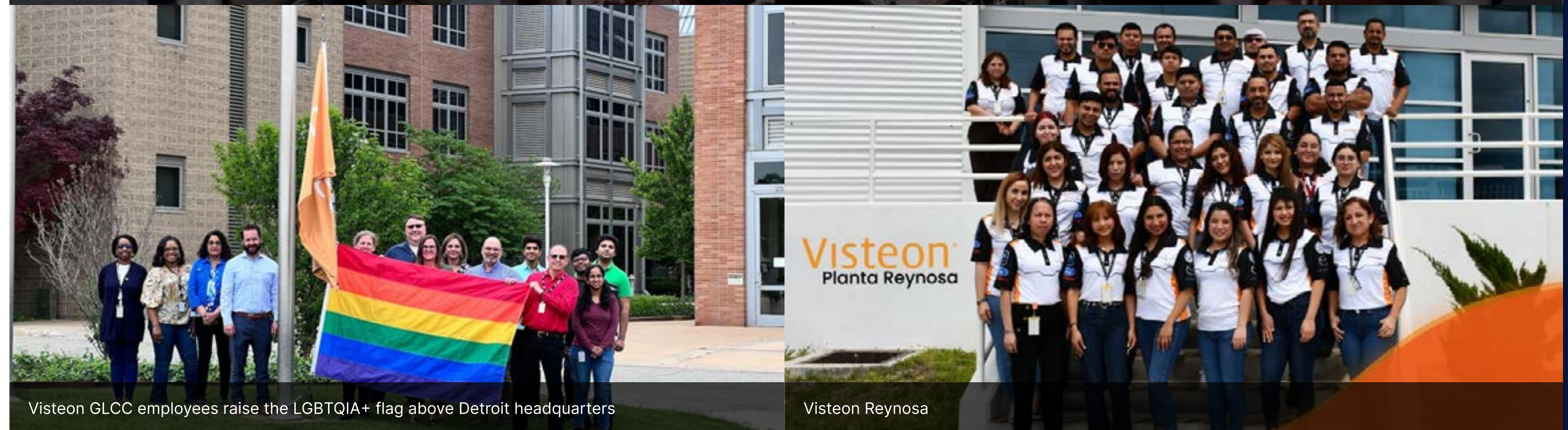
Employee resource groups are open to salaried, hourly and retired employees, as well as active agency contractors.

Visteon has three employee resource groups:

- Straight Allies and Gay Employees (SAGE)
- Women in Visteon (WIV)
- Reynosa Women's Network (RWN)



Women in Visteon (WIV) celebrate International Women's Day



Visteon GLCC employees raise the LGBTQIA+ flag above Detroit headquarters

Visteon Reynosa



# The Employee Journey

Incorporating DEI into all aspects of the employee journey



Diversity, equality and inclusion (DEI) is a key component of the Visteon employee experience. Our employee journey reflects the diversity of the Company's workforce.

From the start, Visteon:

- Recruits from diverse pools of talent
- Conducts candidate interviews by diverse teams
- Makes it clear that all employees have equal opportunity to learn, grow and advance their careers

For new hires, we:

- Create the right connections and schedule frequent check-ins
- Ensure they have a sense of belonging and inclusion
- Make sure they understand what is expected of them

Visteon respects employee contributions, and:

- Trains managers to drive employee success and continuous improvement by giving in-the-moment feedback
- Values employee contributions at all levels and recognizes and celebrates their achievements

The benefits of a diverse and inclusive environment create:

- Stronger working relationships with customers, suppliers and our communities
- Better ideas, thoughtful dialogue and, ultimately, greater innovation
- Talent retention and higher productivity





# Employee Engagement

Making an impact on the future of mobility



Visteon employees are excited to learn, grow and advance their careers while improving our organization and business along the way. One way we learn about improvements is through anonymous, global surveys. For the past two years, Visteon has hosted annual surveys measuring how people feel about their work, teams and the organization which has allowed us to identify areas to focus our attention.

The “Have a Say” survey is an online, anonymous listening tool for leadership to gain insights directly from employees. Seventy-four percent of salaried employees participated in the most recent global survey. Leaders prioritized areas of focus, action plans, assign tasks to team members and track progress. Our workforce feels Visteon is a good place to work and would recommend others joining the organization. Among Visteon employees, these areas scored the highest:

- diversity, equality and inclusion
- customer focus
- business direction

In response to employee feedback, Visteon expanded professional development digital course offerings, enhanced user applications and streamlined some of its key business processes.

In addition, we listen to employees throughout the year with the opportunity to participate in global and regional Town Halls, Life as a Leader sessions, quarterly business updates (where employees can ask questions) and regional newsletters shared virtually. We actively monitor our employee retention and turnover performance, and our leadership is focused on understanding and minimizing employee departures.

Recognizing and rewarding impactful achievements is an important part of our Company because it helps build a global and diverse business that is innovative, agile, customer-focused and entrepreneurial. This approach helped position Visteon for growth and resulted in multiple new business wins, successful product launches and first-to-market electric vehicle technologies.



Kristin Trecker, Visteon's Senior Vice President and Chief People Officer, speaks to Visteon Bulgaria's 2022 FutureMakers



# Leadership Programs

Committed to investing in leaders who will drive tomorrow's innovations



## Momentum



Daniela Terenzi, Vice President of People Experience and Culture, visits with Momentum participants in Sofia, Bulgaria

Since 2021 when Visteon kicked off its groundbreaking women in leadership program, Momentum has seen a 40 percent increase in participation, including participants from all over the world and from different backgrounds including engineering, finance, HR, sales and manufacturing. The year-long professional development program cultivates strong and strategic female leaders, building their confidence to take new roles with increasing responsibility and removing barriers to gender diversity in the workplace. Momentum is already making strides within the organization as 60 percent of women from the program's first year have advanced to higher roles.

## Visteon RISE Early Career Program



Visteon India welcomes RISE participants

RISE is a program for recent or soon-to-be graduates in hardware, software and mechanical engineering, supply chain or electrification, looking to gain experience in the automotive and technology industries.

RISE prioritizes professional development in the first two years that a candidate works at Visteon, with a balanced mix of hands-on experience, professional development and mentoring. Participants get the opportunity to work on challenging assignments which expose them to various facets of the automotive industry as it shifts to software-defined electric vehicles.

## FutureMakers



Sachin Lawande, President and CEO at Visteon, celebrates FutureMakers at Visteon India for consistently elevating Visteon's performance

The FutureMakers program recognizes employees who have made a positive impact on Visteon's business growth and technology expansion. FutureMakers drive the kind of entrepreneurial spirit, cultural diversity and innovation mindset that fuels the Company's future growth. The 2022 class of FutureMakers honored 179 employees from 16 different countries across 36 different Visteon entities and facilities.



# Leadership Programs

Investing in employee professional growth and development



## Visteon Technical Ladder

The Visteon Technical Ladder is a technical professional community that recognizes employees who accelerate the development of strategic core competencies linked directly to the Company's product portfolio and related technologies.

The Company's Technical Ladder Review Board benchmarks specific skill sets within the industry to determine the learning frameworks and capabilities needed to drive a culture of innovation.

Employees can move up the technical career ladder by demonstrating increasing levels of skill, knowledge and expertise in their field to an exacting standard. In addition to technical understanding and judgment, candidates must demonstrate creativity and innovation, communication and leadership qualities and the aptitude to manage and mentor others in their specific professional area.

## DevOps

Visteon's DevOps community is an active and vibrant collaboration space for engineers to not only learn about the DevOps practices but also build stronger relationships between colleagues and collaborators.

The community encourages a culture of continual experimentation, learning from failure, knowledge-sharing and streamlining processes and acts as a forum for participants to seek answers to specific questions, obtain advice and contribute to improvements. In 2022, the Visteon DevOps Community gathered to learn from 26 presenters who conducted 23 sessions. Since 2020, Visteon has hosted 104 sessions.

## Tuition Assistance

The Visteon Tuition Assistance Program (TAP) is a voluntary, afterhours educational opportunity to help employees learn, grow and advance their careers. TAP helps distinguish Visteon as a leader in recruiting, retention and development policies through quality education and training opportunities.

TAP is applicable to full-time salaried Visteon employees on U.S. payroll and begins 12 months after the last date of hire. Participants may receive up to US\$5,000 for tuition and mandatory fees per calendar year.

## Online Learning Management Tools

More than 2,500 courses support the professional development needs of employees who use Visteon's learning management tool to learn, grow and advance their careers.



Visteon hosts Women in Tech Summit at GLCC



# Community Outreach

Making a difference in our communities



## Serving in our Local Communities

Visteon employees in Southeastern Michigan took part in a day of community outreach with Life Remodeled, a Detroit-based non-profit organization. Each year, Life Remodeled invests \$5 million in cash, labor and materials into one Detroit neighborhood. Visteon has supported Life Remodeled since 2015.

Visteon Bulgaria partnered with the “Help for Persons with Developmental Challenges Foundation” to repair and transform a home to make it suitable for children, young adults and parents with a place for energy therapy, psycho-relational motor skills games and a small greenhouse.

For their Child Day Celebration, Visteon Reynosa employees delivered presents to three orphanages in Reynosa, hosted a Christmas celebration for students of Escuela Primaria Lazaro Cardenas and visited with and delivered presents to residents at the Casa Hogar del Adulto Mayor in Reynosa.

Employees at Visteon's Van Buren campus donated and delivered 86 holiday food baskets to Tyler Elementary School, Our Lady of Loretto, Focus Hope and families in Huron Township.

Government schools in Karnataka and Maharashtra and three villages near Pune, Maharashtra are benefitting from new and repaired water filters thanks to Visteon India's initiatives.

Visteon employees in Bulgaria dedicated their Christmas bazaar to preparing homemade pastries, Christmas cards and decorations and donated nearly 3,000 BGN to local charity initiatives.

Visten Portugal organized outreach for people affected by the earthquake in Turkey in November, supporting relief efforts with clothes and other goods.

## Investing in Education

For the 17th year, Visteon China has supported Shanghai Sunrise, a non-profit volunteer organization that is committed to the education of underprivileged children in the greater Shanghai children. Through student sponsorships, Visteon has ensured that 50 young children who otherwise would not have been able to continue their education have been able to complete their high school or university education.

Visteon India hosted “Lab on Bike” that covered 26 schools in Ron and Shiggaon Districts of Karnataka reaching more than 2,500 students and 30+ teachers with science and health lessons. In addition, the India team donated 330 tables, 2,400 mats, 100 benches, 800 exam pads, a smart TV and a computer to government schools and students in Karnataka, Maharashtra and Tamilnadu.

## A Positive Environmental Impact

Visteon's office in Rayong, Thailand participated in a tree planting event which targeted increasing the forest and habitat area for animals in the Pluakdaeng District. As a result of this initiative, Visteon Thailand has planted over 300 trees which decrease global carbon dioxide levels.

In Bulgaria, dozens of Visteon colleagues took part in an “Adopt a Beehive,” campaign aiming to prevent bee extinction and supporting beekeepers and honey producers. Bulgaria also participated in “Clean Bulgaria in One Day,” a mass ecology event held in September to aid in clean up efforts.

Visteon Portugal donated trees as part of a reforestation effort in the Palmela municipality following a fire in the region.

Employees of Visteon Amazonas participated in a community service project in which they worked to revitalize the local landfill, as well as planted 50 seedlings with the Industrial Workers Community.

Visteon's facility in Reynosa, Mexico led a reforestation campaign called Adopta Un Arbol, delivering 150 trees appropriate for the region.



Visteon Thailand plant more than 2800 trees in an effort to increase the forest area, reduce the global warming effect and create a safe habitat for the animals



Visteon Southeastern Michigan employees participate in Life Remodeled community service initiative



# Community Outreach

Making a difference in our communities



## Athletes for Change

Visteon's Validation and Design team in Bulgaria held a charity foosball tournament to raise funds for people in the Karlovo region impacted by a major flood.

Visteon Bulgaria employees participated in a Run2gether charity run through the city of Sofia in support of a more inclusive world and equal opportunities for all. Run2gether aims to promote social inclusion in the community by pairing up runners with disabilities and guide-runners to foster a shared experience and create a bond of friendship that goes beyond their differences.

Visteon Germany hosted a virtual charity run and bike event where donations were taken for each kilometer a team member ran or biked in support of the local non-profit Children and Youth ARCHE Karlsruhe eV.

## Workforce Initiatives

Visteon Chihuahua's Women's Committee continued the United Hands program. Through this program, Visteon Chihuahua extended job offers to Raramuri women, the largest native ethnic group in the region. Visteon continues to add Raramuri women to its workforce.



The Governor of Chihuahua visits Visteon Chihuahua and signed agreement to protect women in manufacturing

In 2022, Visteon Chihuahua also launched the Beethoven program, which provides job offers to citizens with a hearing disability. Visteon Chihuahua currently has four employees in this program who have been provided hearing aids, benefitting their quality of life and their professional experience.

In 2022, Visteon Amazonas launched the Visteens program, which aims to train young adults for the job market. Topics including Six Sigma concepts, ESG concepts, lean manufacturing and job interviews are taught by Visteon employees who volunteered to be instructors.



Visteon Amazonas launches Visteens program to help prepare teenagers for future jobs

## Visteon Initiatives Support Women and Children

In cooperation with the Governor of Chihuahua, Maria Eugenia Campos Galvan, Visteon Chihuahua and the Chihuahua Women's Institute launched the Juntas En Tu Empresa program to provide support and protection to women who are trying to escape violence.

Visteon's Validation and Design team in Bulgaria organized a charity movie screening to raise money for Easter food packages in support of single mothers in Sofia. Visteon India also donated sleeping bunkers and groceries to an orphanage in Maharashtra.

Visteon Bulgaria organized a charity fundraiser selling handmade martenitzas to collect financial support for the Dechitsa Foundation in Sofia and Nikola Vazptsarov Home for Children Deprived of Parental Care in Roman, Bulgaria.



# Community Outreach

Making a difference in our communities

## Medical and Life-Saving Impacts

Visteon India donated an ambulance equipped with life-saving medical devices to an NGO-Ayush Seva to benefit those in need.

Visteon Bulgaria collected and donated plastic bottle caps in support of "Caps for Future" – a cause that recycles plastic bottle caps to purchase incubators and ambulances for infants born prematurely.

Visteon France held first-aid training exercises for employees to ensure colleagues are properly trained to provide first-aid support in the event of an emergency.

Visteon India distributed 476 prostheses across 17 different locations to people affected by amputations.



Visteon India cuts the ribbon on new ambulance





# Task Force on Climate-Related Financial Disclosures

## Governance and strategy



### **Describe the Board of Directors oversight of climate-related risks and opportunities.**

Visteon's Board of Directors has assigned its Corporate Sustainability and Governance Committee oversight responsibility for the Company's environmental, social, and governance (ESG) strategy and activities, including those climate-related aspects in alignment with the Task Force on Climate-related Financial Disclosures (TCFD). The Corporate Sustainability & Governance Committee has four regularly scheduled meetings per year where ESG matters are a standing agenda item. The Committee Chair provides a summary to the entire Board of Directors of the ESG issues covered and ESG considerations are woven into the Board of Director's discussion of topics such as strategy, product development and operations.

### **Describe management's role in assessing and managing climate-related risks and opportunities.**

In addition to the Chief Executive Officer, global ESG leadership is supported by the following executives:

- The Senior Vice President and Chief Legal Officer is responsible for Visteon's overall ESG efforts, as well as governance matters and reporting
- The Senior Vice President, Operations, Supply Chain and Procurement is responsible for environmental, product, and process sustainability including supply chain matters
- The Senior Vice President and Chief People Officer is responsible for social aspects

### **Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.**

Refer to Visteon's 2022 CDP Climate Change Response C2. Risks & Opportunities – C2.2a

### **Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.**

Refer to Visteon's 2022 CDP Climate Change Response C2. Risks & Opportunities – C2.3a and 2.4a

### **Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.**

Although Visteon has not performed a formal climate scenario analysis, we have reviewed different scenarios and believe that combinations of physical and transition risks will vary geographically rather than globally. If a business as usual scenario plays out, then global temperatures will be well above 2°C, and physical climate risks are expected to be more frequent and intense. Conversely, if governments and high-emission sectors accelerate their efforts toward low carbon economies and lower global temperatures, then physical risks are expected to decrease, and companies may face greater transition risks. Visteon's approach to assessing and managing risks accounts for these different climate-related scenarios.





# Task Force on Climate-Related Financial Disclosures

Risk management, metrics and targets



## **Describe the organization's processes for identifying and assessing climate-related risks.**

Refer to Visteon's 2022 CDP Climate Change Response C2. Risks & Opportunities C2.2

## **Describe the organization's processes for managing climate-related risks.**

Refer to Visteon's 2022 CDP Climate Change Response C2. Risks & Opportunities C2.2

## **Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.**

Climate-related risks are integrated into Visteon's enterprise risk management process which utilizes an annual risk assessment consisting of board member and management level employee interviews and surveys which identify changes to the Company's overall risk exposure and environment including climate change risks. Based on the results, a heat map is created and presented to the Board of Directors and senior leadership for discussion and identification of mitigation strategies.

## **Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.**

In 2022, Visteon tracked the following metrics relevant to climate-related risks and opportunities:

- Scope 1 GHG emissions by country/region and by facility
- Scope 2 GHG emissions by country/region and by facility
- Energy consumption, including natural gas and purchased or acquired electricity
- Energy generation, including electricity and heat
- Total waste (non-hazardous and hazardous)
- Water withdrawals and consumption

## **Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.**

In 2022, Visteon's absolute Scope 1 and 2 GHG emissions were 3,940 and 38,508 metric tons CO<sub>2</sub>e, respectively. We began collecting Scope 3 emissions data relevant to our organization in 2022.

## **Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.**

In 2020, Visteon set the following two goals for 2025:

- 25% reduction in Scope 1 and 2 emissions at our facilities
- 50% renewable energy sourced globally

These climate change goals will be compared with a 2019 baseline.

We recently announced longer term emissions reduction goals for 2030 to reduce Scope 1 and 2 absolute emissions by 45% (2019 baseline) and Scope 3 emissions by 25% (2021 baseline).



# Sustainability Accounting Standards Board Index

This index references Visteon's voluntary reporting against the Sustainability Accounting Standards Board (SASB) Auto Parts Sector Standard



Code	Topic	Metric	Response/Comment
TR-AP-130a.1	Energy Management	Total Energy Consumed Percentage Grid Electricity Percentage Renewable	107,780 megawatt hours (MWh) 97% 70%
TP-AP-150a.1	Waste Management	Total Amount of Waste from Manufacturing Percentage Hazardous Percentage Recycled	6,950 metric tons 3% 92%
TP-AP-250a.1	Product Safety	Number of recalls issued; total units recalled	Visteon issued no product recalls.
TP-AP-410a.1	Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency and/or reduce emissions	Visteon is developing an approach to determine the metric "% revenue from products providing resource efficiency benefits" and may share updated data in our next report.
TP-AP-440a.1	Materials Sourcing	Description of the management of risks associated with the use of critical materials	Refer to Visteon's 2022 Conflict Minerals Report.
TP-AP-440b.1	Materials Efficiency	Percentage of products sold that are recyclable	Visteon's products meet its customers' requirements for recyclability in accordance with the European End of Life Vehicle Directive (ELV). This is validated through the International Material Data System (IMDS).
TP-AP-440b.2		Percentage of input materials from recycled or remanufactured content	
TP-AP-520a.1	Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	None



# About This Report



This Sustainability Report contains information about Visteon's financial and nonfinancial results that are not presented in accordance with Generally Accepted Accounting Principles (GAAP). Specifically, environmental (i.e., CO2e emissions, water consumption and waste disposal), workforce, community involvement, product quality and governance metrics are nonfinancial, non-GAAP measures. This report has been prepared in accordance with the Sustainability Accounting Standards Board ("SASB") and Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. Unless otherwise noted, all data is as of December 31, 2022, and references to currency are expressed in U.S. dollars (USD).

In this Sustainability Report, we make statements concerning our expectations, beliefs, plans, objectives, goals, strategies and future events or performance. Such statements are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 and relate to trends and events that may affect our future financial position and operating results. Terms such as "will," "may," "could," "would," "plan," "believe," "expect," "anticipate," "intend," "project," "target," and similar words or expressions, as well as statements in future tense, are intended to identify forward-looking statements. Forward-looking statements should not be read as a guarantee of future performance or results and will not necessarily be accurate indications of the times at or by which such performance or results will be achieved.

Forward-looking statements are based on information available at the time they are made and/or management's good faith belief as of that time with respect to future events and are subject to risks and uncertainties and may differ materially from those expressed in or suggested by the forward-looking statements. These risks and uncertainties include factors detailed in the reports we file with the Securities and Exchange Commission, including those described under "Risk Factors" in our most recent Annual Report on Form 10-K and our Quarterly Reports on Form 10-Q. These forward-looking statements speak only as of the date of this communication. We expressly disclaim any obligation or undertaking to disseminate any updates or revisions to any forward-looking statement contained herein to reflect any change in our expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.





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