

A woman with dark hair, wearing a dark blue blazer and a watch, is driving a car. She is looking out the window at a bright blue ocean with white waves. The car's interior is visible, featuring a digital dashboard with three circular gauges. The left gauge shows 'Vehicle Settings' and 'Press < to Lock'. The middle gauge shows a speedometer with '55 mph' and '001247 miles'. The right gauge shows a tachometer with 'D' and 'GTF'. The steering wheel has a Visteon logo. The background outside the car shows a coastline with green hills.

# Passion for Technology, People and Community

2021 Corporate Sustainability Report

Visteon®

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# From the CEO

## Passion drives our commitment to socially responsible business activities



Passion is at the heart of everything we do at Visteon. That's why "Passion for Technology, People and Community" is the theme of our 2021 Corporate Responsibility Report. This is our public report card of the company's global sustainability performance for 2020 unless otherwise indicated.

In all aspects of our business, we strive to balance profitable growth with the need to protect our environment and support the global communities where we do business.

Visteon's solutions for the global automotive industry advance the digital, electric and autonomous evolution of our OEM customers. Our products include digital instrument clusters, displays, Android-based infotainment systems, domain controllers and advanced driver assistance systems.

Beyond the cockpit, our wireless battery management system offers a scalable solution for electric vehicle manufacturers. Our proven, scalable

hardware and software solutions help OEMs reach their environmental goals by reducing vehicle mass, weight and power consumption.

**“ While Visteon's technology solutions help our OEM customers minimize the environmental impact of their products, we also continue to improve the environmental performance of our operations around the world. ”**

The company participates in the [Carbon Disclosure Project](#) to provide transparent reporting of its emissions data and carbon emission-reduction strategies. Our employee safety emphasis made us best-in-class for automotive and manufacturing companies once again in 2020.

We have strong relationships with our supplier base and expect them

to share our commitments to ethics and integrity, basic human rights and working conditions, and to reduce the environmental impact of their operations.

Due to the varied backgrounds and experiences of our 10,000 employees in 18 countries, diversity, equity and inclusion represents a key strategic focus for our company. Gender diversity is an important part of that effort, and we launched a significant initiative to cultivate a pipeline of impactful female leaders through our [Momentum](#) leadership development program and other professional development efforts.

It is important that we help the communities in which we operate grow along with us. That spirit is evident across all corners of the globe. I am proud of our employees for responding to the myriad of challenges the world encountered during 2020.

We remain steadfast in our mission to develop electronic technologies that help automakers offer a more enjoyable,

connected and safe driving experience. Visteon will always achieve those goals in a socially responsible manner to help ensure a better future for everyone.

Sincerely,

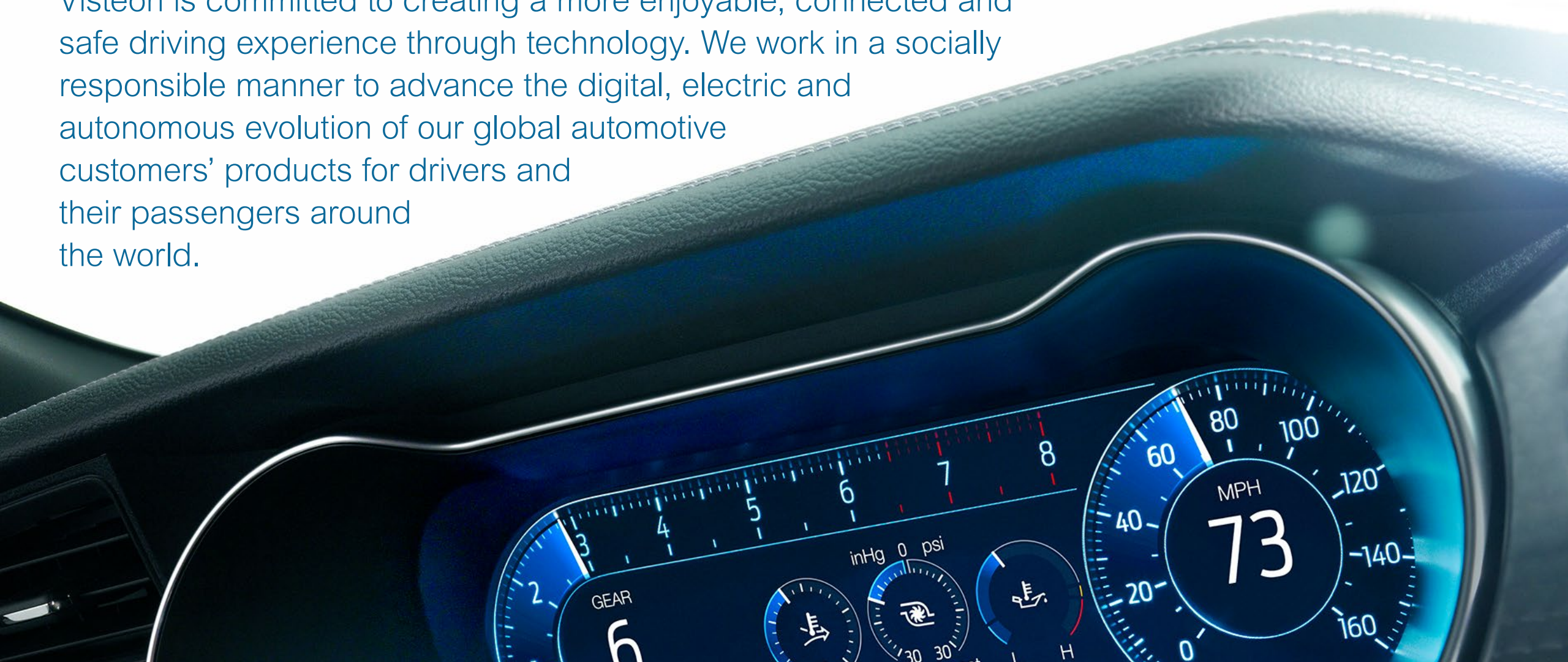
Sachin Lawande  
President and CEO



# Our Commitment to the Automotive Industry



Visteon is committed to creating a more enjoyable, connected and safe driving experience through technology. We work in a socially responsible manner to advance the digital, electric and autonomous evolution of our global automotive customers' products for drivers and their passengers around the world.



# Company Profile

Leading the transition to a more digital, connected and electrical future



Visteon is uniquely positioned to meet the evolving needs of global automakers because our products align with key industry trends. Our technology solutions are enabling the analog-to-digital transition in automotive cockpits, electrification of the powertrain and the evolution of advanced driver-assistance systems that enhance automated driving.

Our electronic solutions are dedicated to creating a more enjoyable, connected and safe driving experience within the ecosystem around the vehicle. To meet a broad set of industry needs, our product launches include an industry-first wireless battery management system for electric vehicles, multi-display systems, Android-based infotainment, digital clusters, and cockpit domain controllers. We are replacing traditional hard buttons, knobs and switches with modern control panels that use touch and haptics combined with displays to deliver a more refined experience.

We also embrace collaboration, making it easy for the company’s brightest app and algorithm developers to create game-changing applications for our platforms, from infotainment to advanced driver-assistance systems. Today, we are the first in the automotive industry to address the proliferation of electronic control units through our SmartCore™ cockpit domain controller solution.

We also plan to drive the next chapter in the cockpit revolution by creating even more advanced technology solutions based on artificial intelligence, augmented reality, driver monitoring and interior sensing.

**Position:** Global technology leader in automotive electronics dedicated to creating a more enjoyable, connected and safe driving experience.

**Headquarters:** Van Buren Township, Michigan, U.S.

**NASDAQ Stock Symbol:** VC

**2020 Revenue:** \$2.5 billion

**Core Business:** Leading the industry’s transition to digital automotive cockpits, electrification of the powertrain, and the evolution of advanced driver-assistance systems.

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

**Customers:** Major vehicle manufacturers worldwide.

**Employees:** Approximately 10,000 in 18 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:**



# Sustainability Strategy

Companies can make a difference



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.

Visteon's three pillars of sustainability provide a solid foundation for making a difference in our communities around the world.



## Inclusive Growth

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



## Environmental Protection

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



## Economic Viability

- Innovation
- Product quality
- Profitable growth



Celebrating World Tree Day in Palmela, Portugal

# Industry Associations

Working together to shape automotive technologies



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.



Founding  
Member



Member, Participant  
In Various Councils



Member, Participant In  
Various Workgroups



Member



Member



Member

# Awards



Visteon is proud to serve the world's automakers, and strives for excellence in all areas of our business

## Leading Technology Publication Recognizes Visteon's India Team

Visteon was named Auto Components Manufacturer of The Year by Auto Components India for its products, its role in shaping the future of automotive cockpit electronics and for making advanced technology affordable for mass-market applications. The following technologies strengthened Visteon's nomination:

- Android-based infotainment system for the Volkswagen Nivus
- Hybrid cluster and tripper navigation for Royal Enfield Meteor 350 two-wheeler in India and 78 other countries
- Instrument cluster for the Hyundai Creta, based on a platform developed for the Kia Seltos in 2019

## Mexico, China and India Plants Earn Ford Q1 Certification

Ford Motor Co. recognized three Visteon manufacturing facilities with Q1 Certification for outstanding performance: Chihuahua, Mexico; Chennai, India; and Shanghai, China.

Q1 accreditation is awarded to Ford suppliers that exhibit excellence beyond technical specification requirements in five critical areas: capable systems, continuous improvement, ongoing performance, superior manufacturing processes and customer satisfaction.

The Chennai plant earned a perfect score of 100.



Shanghai, China

# Awards



Visteon is proud to serve the world's automakers, and strives for excellence in all areas of our business

## Three Years of Exceptional Results for AAT

For the third-straight year, Visteon Automotive Electronics Thailand Ltd. earned the Top Supplier Award from AutoAlliance Thailand (AAT) for manufacturing excellence and support.

The prestigious award recognizes Visteon's exceptional results in quality, cost and delivery. It is also the company's fifth in six years from AAT, which also honored VETL for consistently outstanding performance. The company, which has had a manufacturing presence in Thailand for 22 years, built a plant strategically close to AAT operations in 2013.

## Visteon's China Sites Earn Industry Awards for Second-Straight Year

Shanghai Visteon Automotive Electronics (SVAE) received the 2020 Excellent Supplier Award for overall supplier performance from Jiangling Motors Co. Earning the award for two consecutive years reinforces a culture of excellence and agility at SVAE's technical centers in Shanghai and Wuhan.

Visteon China received GGAI's 2020 Annual Intelligent Connected Market Share Leader Award for technological, product and brand innovation within China's intelligent connected services chain. The award recognizes Visteon China's role as a Tier 1 supplier of automotive electronics solutions offering end-users a rich, networked experience for entry-level and luxury model vehicles.

## Bulgaria Earns Honors for Product Launch

Automotive Cluster Bulgaria (ACB) recognized Visteon with its R&D Solution of the Year award for the production launch of the SmartCore™ cockpit domain controller.

ACB, a nonprofit organization that supports business growth in Bulgaria and internationally, presented the award after the successful development and launch of Visteon's SmartCore cockpit domain controller with Daimler. The company's engineering team in Sofia played a critical role in supplying the technical excellence for product development and enhancing the overall quality of the road-ready platform.



ACB Award, Bulgaria



ACB Award, Bulgaria

# Environment

## Visteon is committed to reducing emissions

A cleaner, greener, healthier environment is important to Visteon's global business activities. We embrace our responsibility to reduce carbon emissions and manage the environmental impact of our business operations.

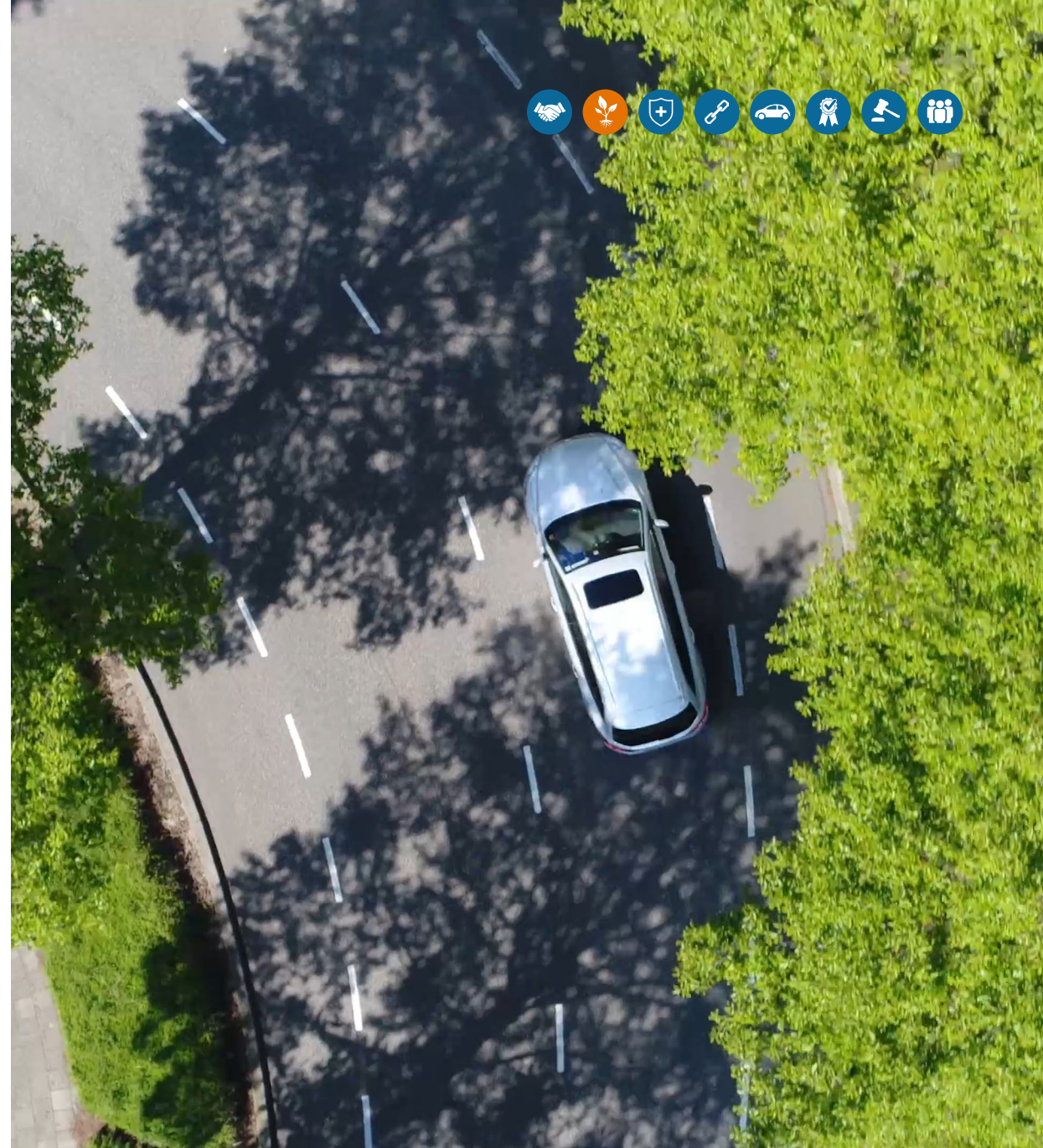
Environmental responsibility includes quantifying and reducing emissions that result primarily from electricity consumption, and minimizing the impact of activities throughout our global supply chain. Visteon approaches climate change and emissions-reduction efforts in several ways, including:

- Working to meet international targets for emissions reduction including reductions needed to keep global warming below 2C from pre-industrial levels
- Transparent climate change disclosure including annual reports to the [Carbon Disclosure Project](#)

- Investigating and procuring, where feasible, renewable energy to reduce the company's global carbon footprint
- Continuing to seek impactful and innovative energy efficiency projects in our operations

Visteon is committed to reducing air emissions, including carbon monoxide (CO), nitrogen oxides (NOx), particulate matter (PM), sulfur oxides (SOx), volatile organic compounds (VOCs) and hazardous air pollutants (HAPs). To help improve air quality, our facilities comply with federal, state, provincial, city, county and district requirements.

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



# Environment



## Fully compliant with global environmental, safety and health standards

Visteon was in full compliance with all customer product-related environmental, health and safety requirements in 2020. 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 manufacturing employees by sharing green initiatives in all of our communication channels.

Efforts to improve energy use included using VSD air compressors and chillers and installing renewable energy solar panel systems. We added automatic controls with sensors and timers to lighting systems, and LED light products are now used for illumination.

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. This includes reducing scrap, ensuring segregation of waste and implementing waste awareness campaigns for employees.

### 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
- Commitment to product chemical content transparency
- Reducing, reusing and/or recycling wastes 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

“ Visteon routinely engages in open dialogue with its customers regarding chemical and/or recycled content strategies. ”

# Environmental Targets for 2025



Visteon set the following targets as part of our commitment to environmental responsibility



## Greenhouse Gases

Reduce scope 1 and 2 CO2 emissions 25% from 2019 baseline

Increasing use of renewable energy will be a significant contributor to the reduction of greenhouse gases for our operations



## Energy Consumption

Reduce energy use 6% from 2019 baseline

Renewable energy to comprise 50% of total energy used at global facilities



## Waste Reduction

Reduce solid waste 5% from 2019 baseline

Recycle more than 90% of all solid waste



## Water

Reduce water consumption by 6% from 2019 baseline

Minimize water used in manufacturing processes

# Sustainability Programs



Visteon works with organizations to validate initiatives impacting the environment

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.



## Ford Motor Co.'s PACE Program

Partnership for a Cleaner Environment (PACE) helps Visteon and other Ford suppliers minimize their environmental impact by sharing details of its best practices for water, energy and carbon dioxide reduction.



## NQC Supplier Assurance

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

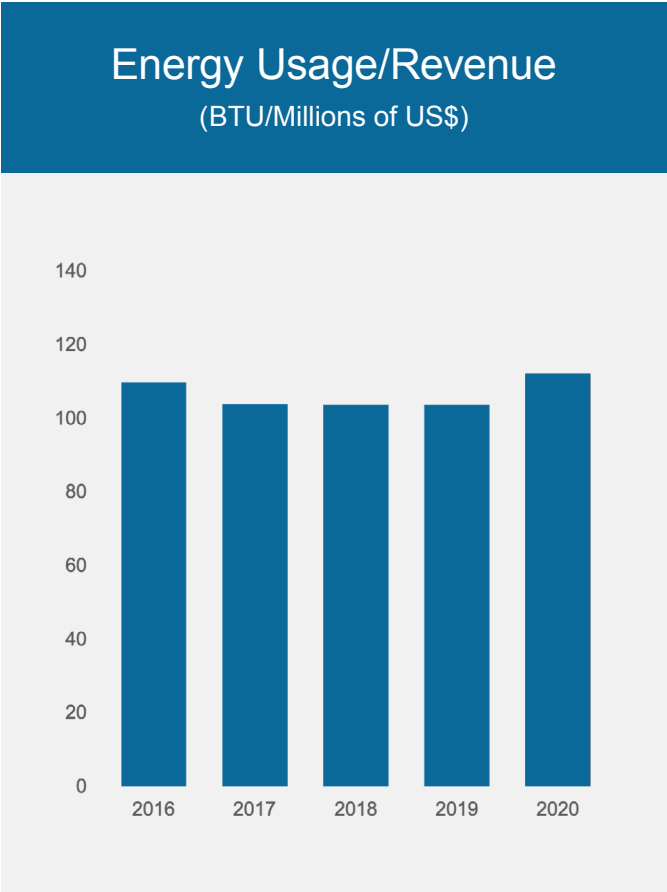
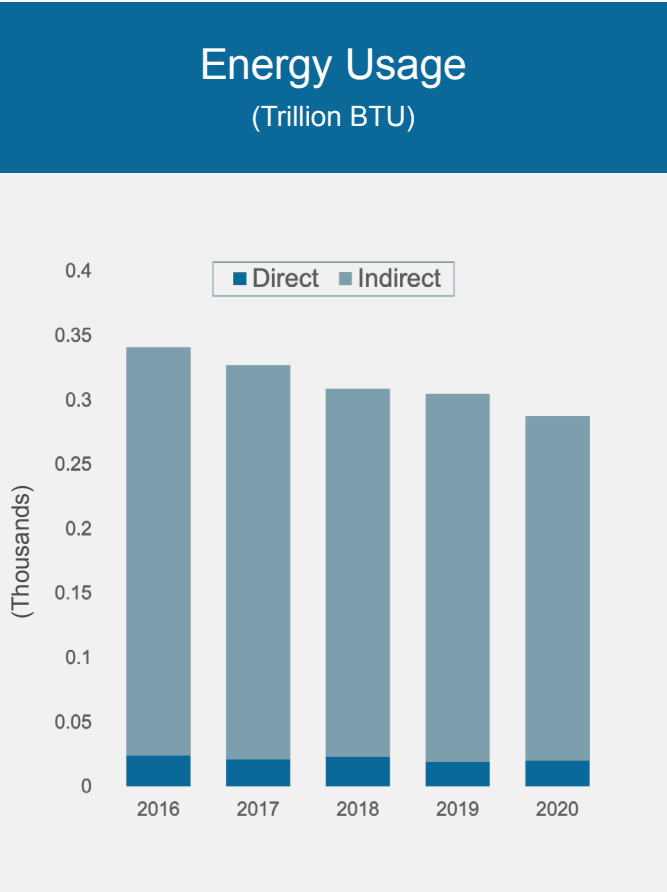


## Climate Disclosure Project (CDP)

Visteon has been a member and active participant in CDP since 2011, a nonprofit organization that collects and publishes climate and water use data.

# Environmental Metrics: Energy

Incorporating renewable sources as part of our energy profile

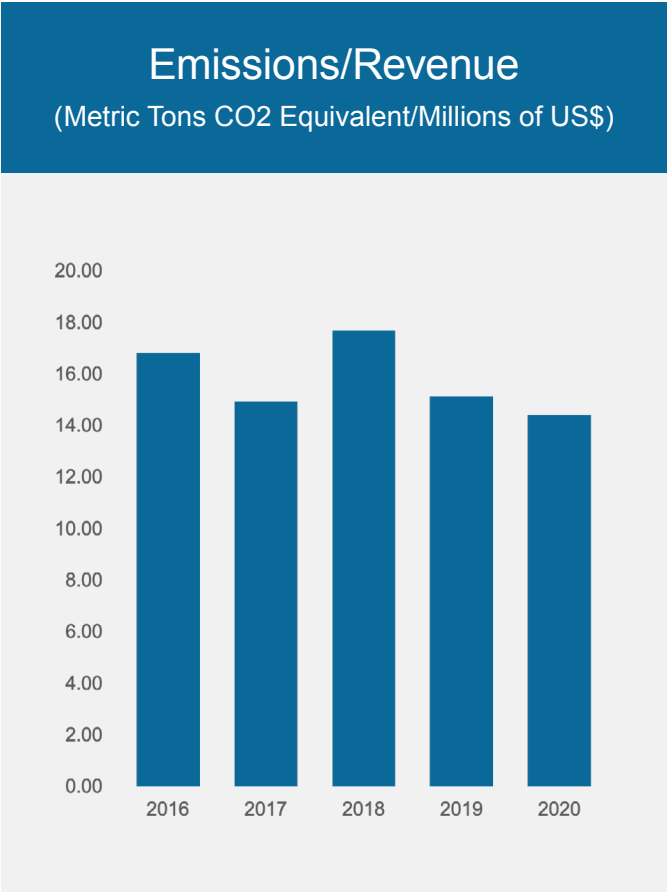
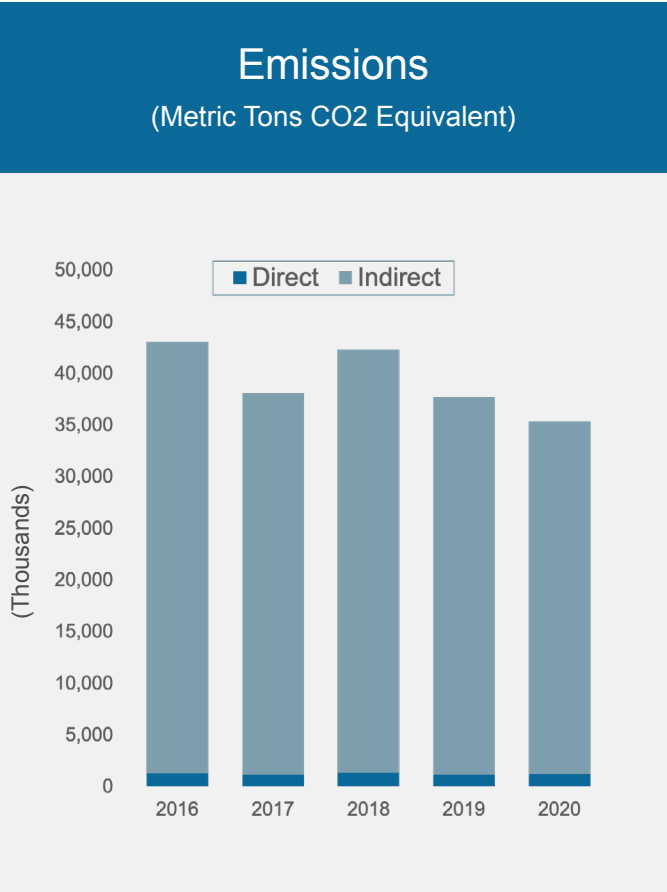


Solar panels, India

# Environmental Metrics: Emissions



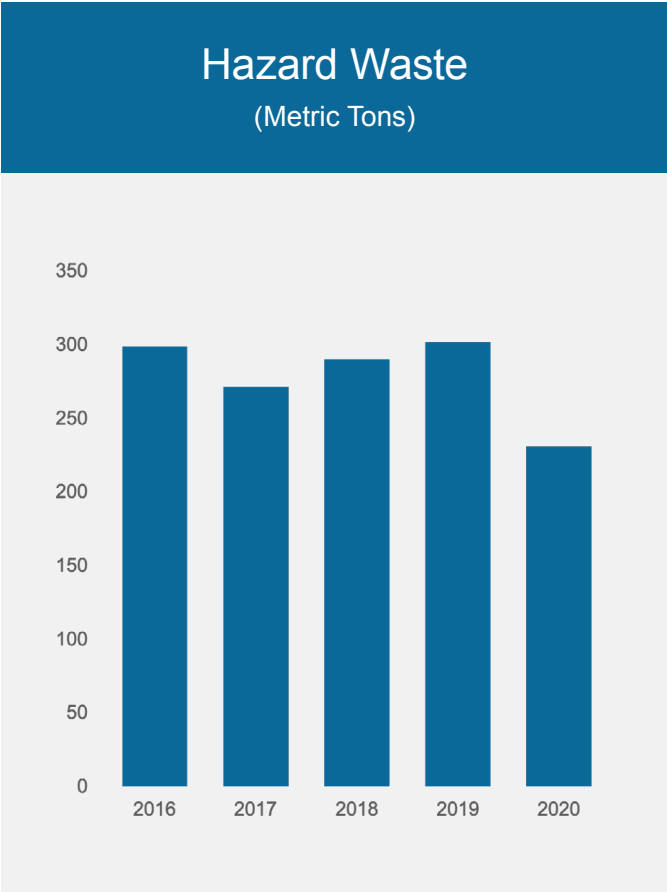
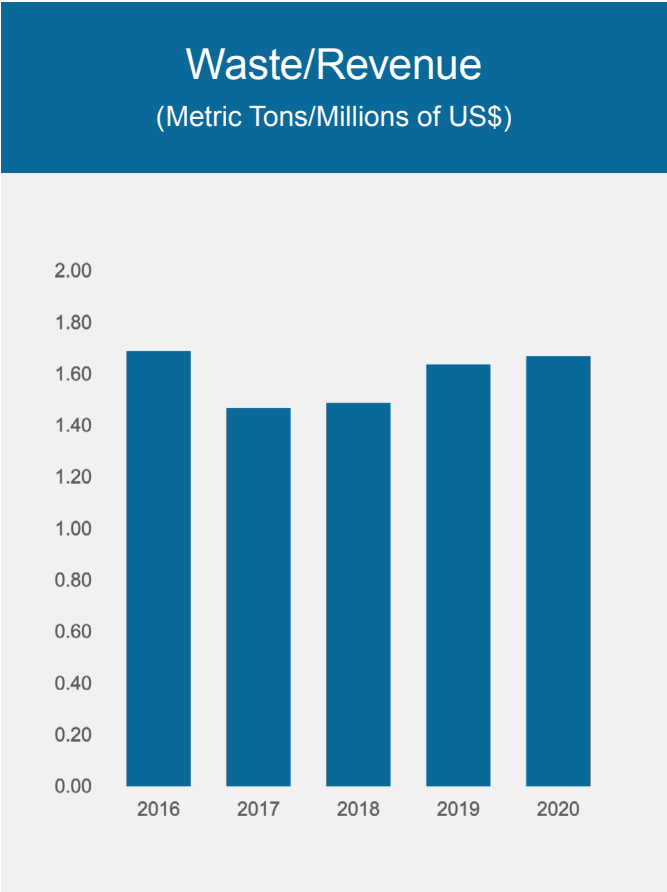
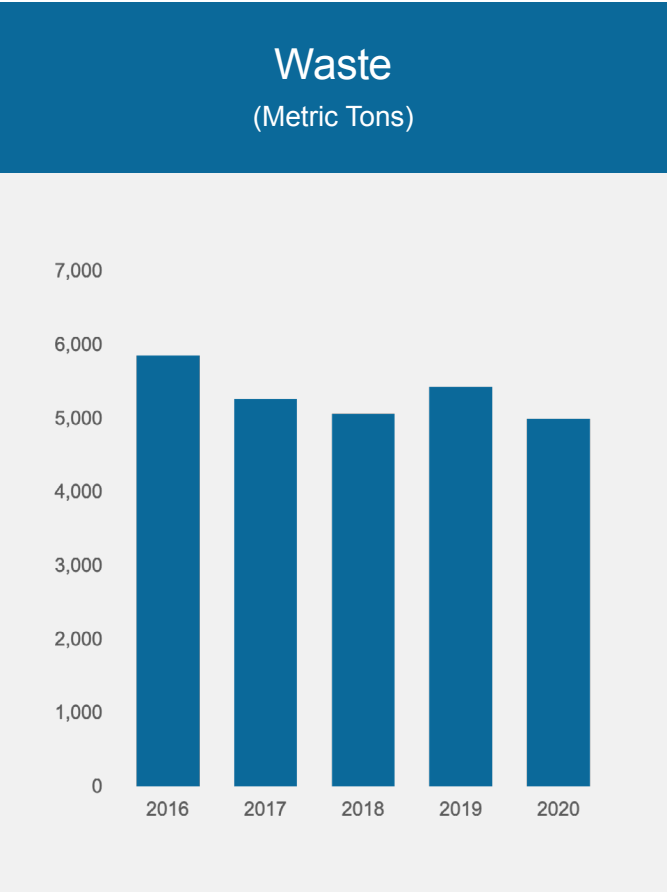
Visteon complies with all local requirements to reduce CO2 emissions and improve air quality



# Environmental Metrics: Waste

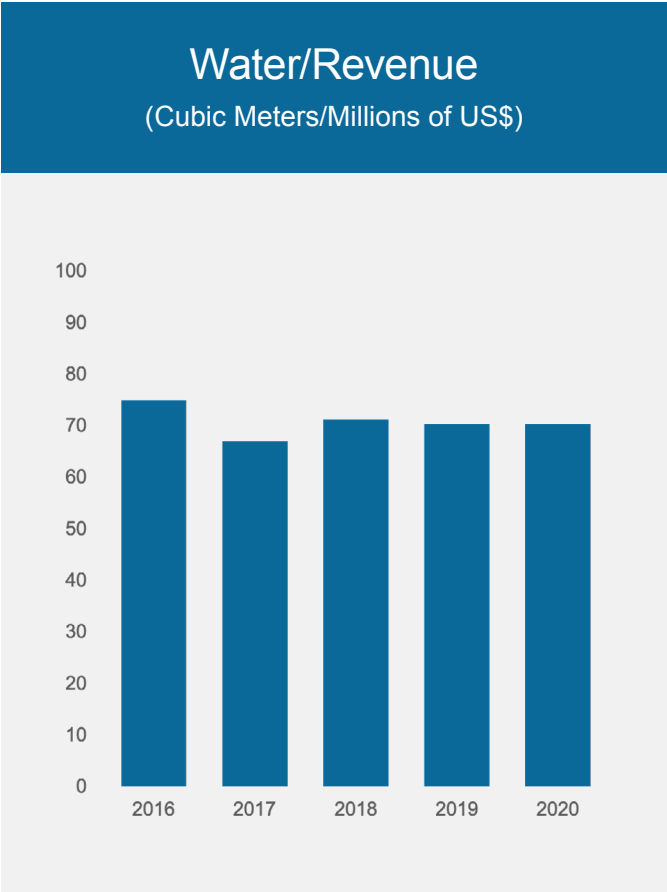
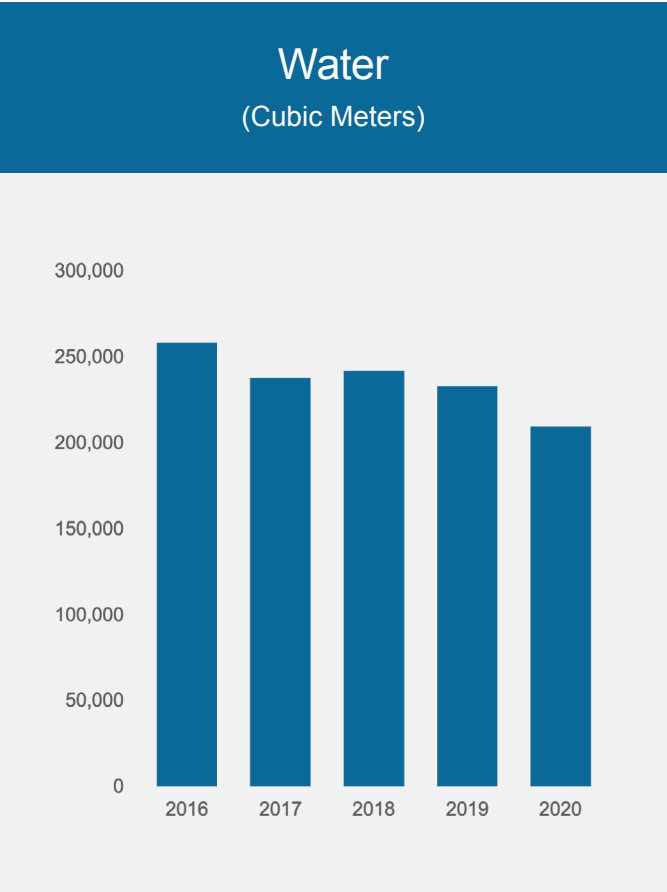


Visteon manufacturing facilities eliminated 36 tons of waste annually by replacing boxes with reusable plastic bins



# Environmental Metrics: Water

Minimizing water used in manufacturing facilities



# Environmental Health & Safety Successes



## Building a culture of safety, sustainability

### Seven Years and 3,000 Days of Safety

More than two dozen Visteon facilities have zero lost-time injuries, and two plants earned honors for achieving long-term safety records.

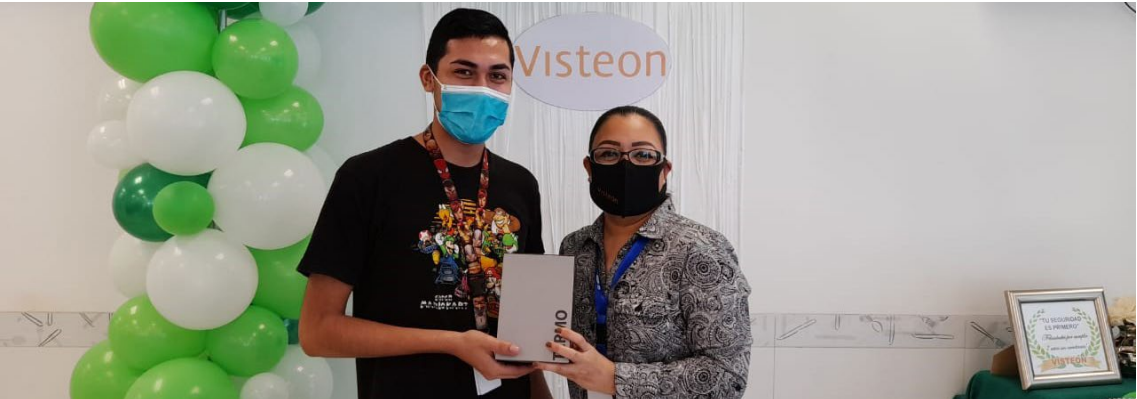
Employees in Reynosa, Mexico achieved seven years without a lost-time injury, thanks to a strong culture of safety that starts from the day an employee begins the onboarding process. The plant works hard to maintain a preventive mindset through regular safety training.

Employees at Visteon Electronics Russia celebrated 3,000 days without a lost-time case by reinforcing safety rules every day.

### Better Waste Management

Multiple global facilities are reducing waste by:

- Eliminating 36 tons of waste annually by eliminating carton boxes for 18 part numbers and replacing them with reusable plastic bins
- Replacing polythene used during assembly with cloth bags to avoid cover waste
- Eliminating carton box packing for local supplier deliveries and now use reusable plastic bins
- Reusing plastic containers instead of disposable pallets during end-item packing of customer products
- Replacing disposable employee head caps with reusable caps



Reynosa, Mexico



Visteon Electronics Russia

# Environmental Health & Safety Successes



Making a positive impact in our communities

## Visteon Recognized for Environmentally Conscious Behavior by Europe's Largest Nonprofit IT Company

Visteon Electronics Germany GmbH received a certificate from AfB gGmbH recognizing the facility's environmentally conscious practices and for making a positive social and ecological impact by working with the nonprofit organization to refurbish its old electronic hardware.

By handing over the used hardware to AfB, a certified waste management company, Visteon's IT team in Karlsruhe, Germany maintains a transparent, secure and ecologically responsible approach to its information and communication technology. In extending the product lifecycle, Visteon helps conserve natural resources, reduce emissions and create jobs for people with disabilities at AfB.

## Celebrating World Tree Day in Palmela, Portugal

Visteon's employees in Palmela, Portugal donated 65 trees to the municipal Parque Vernâcio Ribeiro da Costa for World Tree Day on March 21. The donation was in partnership with the Palmela City Council.

The United Nations established the observance in 2012 to celebrate and raise awareness of the importance of all types of forests. Organizations are encouraged to organize activities involving forests and trees, such as tree-planting campaigns.



Karlsruhe, Germany



Palmela, Portugal

# Health & Safety

## Our commitment to keeping employees safe



Visteon continues to champion aggressive safety goals and is targeting zero lost-time injuries for all facilities. Our recordable injury case rate was 0.01 per 100 employees, and more than two dozen manufacturing and technical centers had zero lost-time injuries in 2020. The company tracks near-misses and all first aid cases. We perform analytics on each incident and prioritize improvement actions.

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 OHSAS 18001 or 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, including updates on return-to-work health and safety protocols globally as a result of COVID-19.

### Covid Safety

To keep employees safe and maintain operations during the pandemic, we implemented new health-related measures, including:

- Wearing company-provided face masks at all times while on company property
- Temperature-taking protocols
- Increased hygiene, cleaning and sanitizing procedures at all locations
- Social-distancing
- Restrictions on visitors to our facilities
- Limiting in-person meetings and other gatherings



COVID relief fundraiser, Karlsruhe, Germany

# Health & Safety Metrics

Our goal is zero lost-time injuries



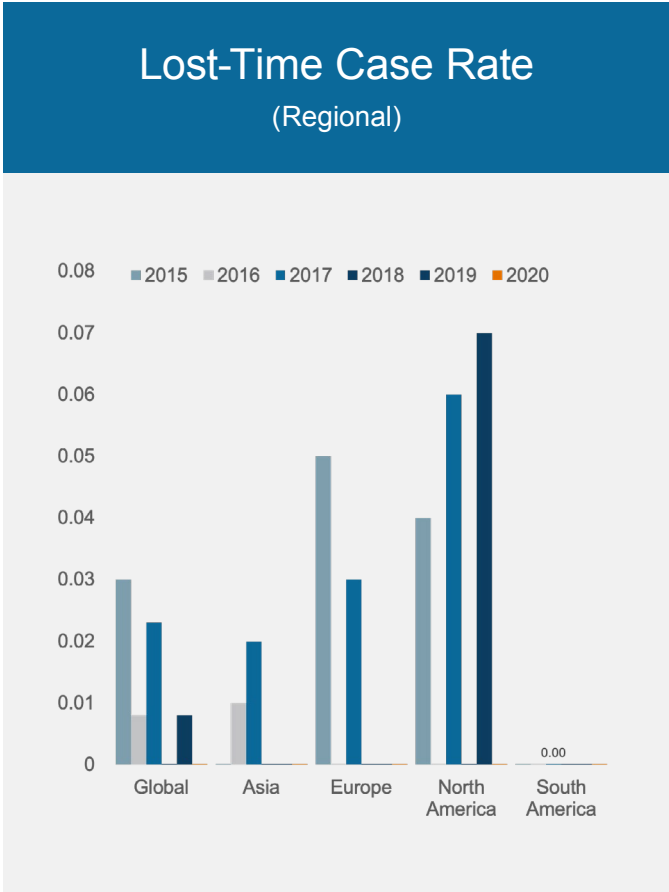
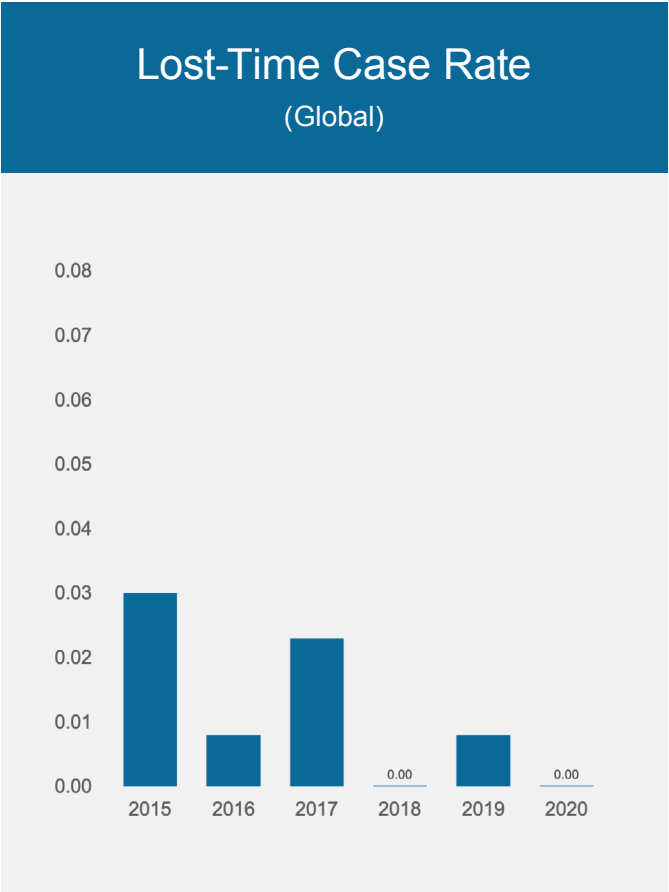
As part of our commitment to safety, Visteon tracks lost-time cases and recordable injuries to help us make improvements that reduce accidents.

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

**Lost-time case rate:** Number of work-related injuries and illnesses that result in time off work.

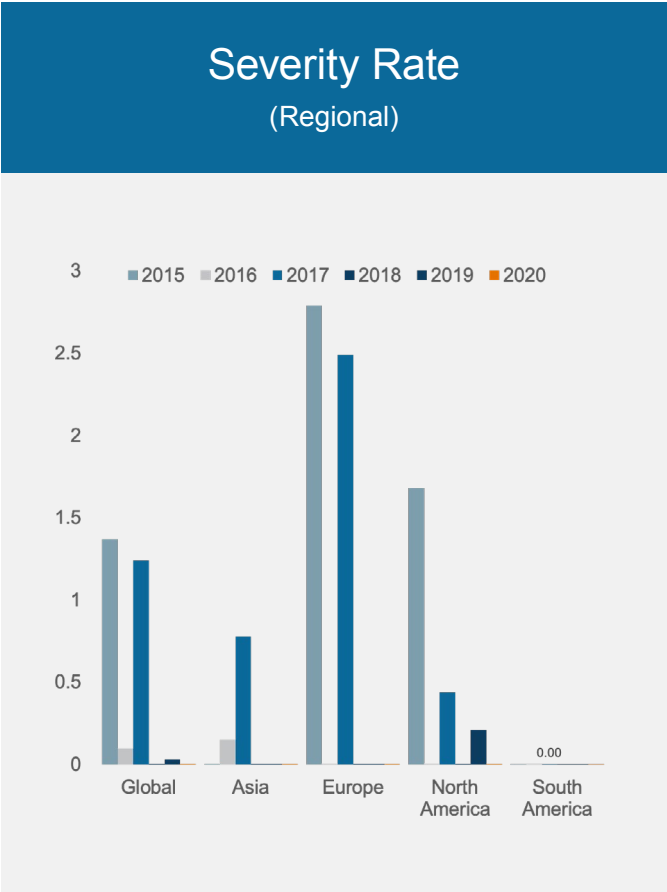
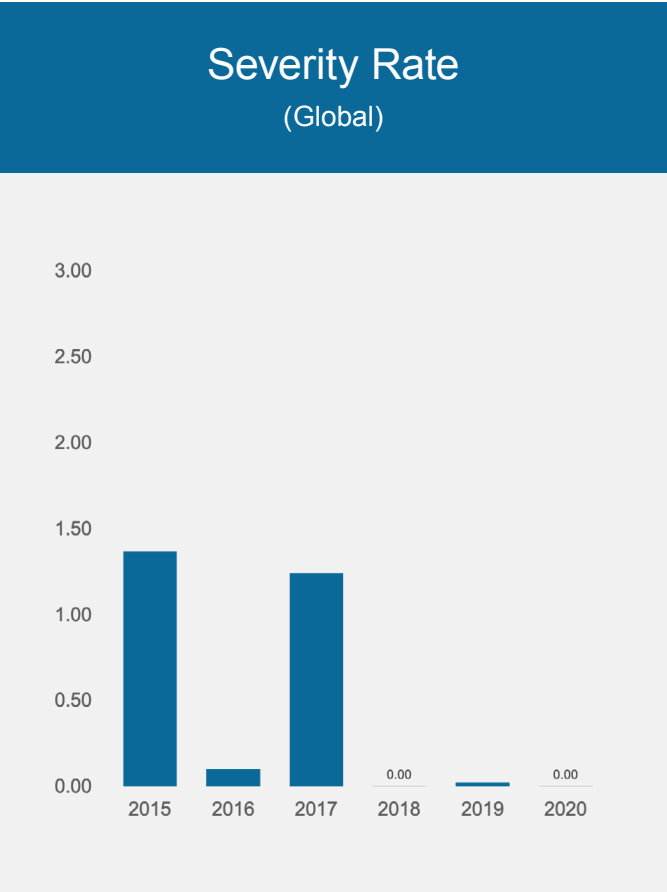
**Severity rate:** Number of days an employee misses (lost days) due to a work-related injury or illness.

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



# Health & Safety Metrics

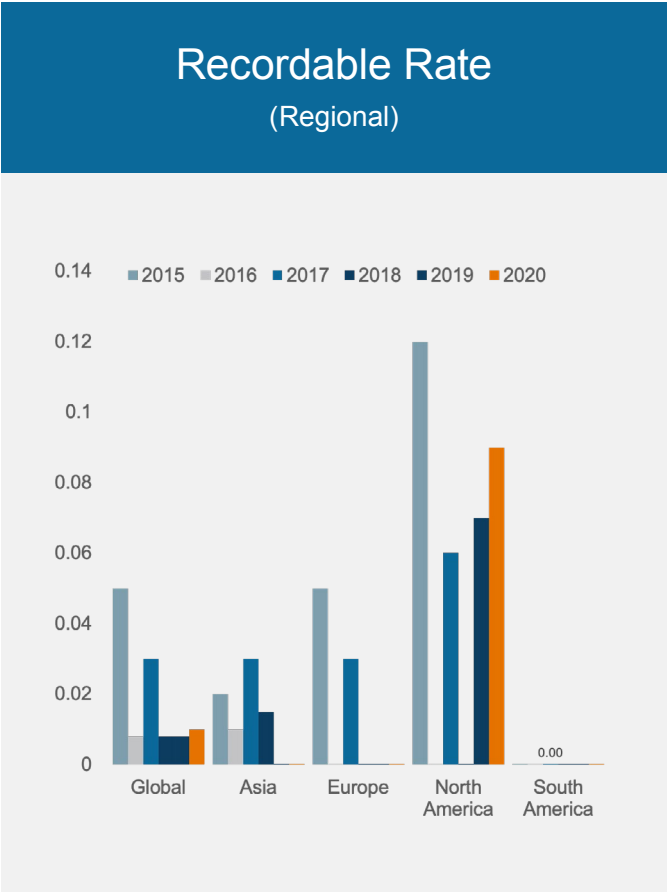
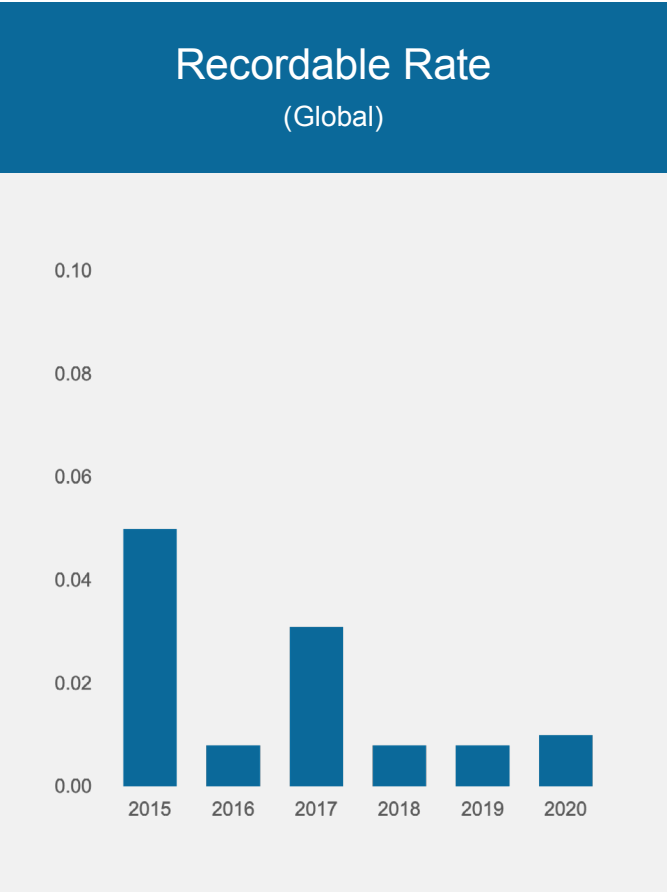
Creating a safe working environment for everyone



“Visteon has zero tolerance for unsafe acts or conditions.”

# Health & Safety Metrics

Creating a safe working environment for everyone



One recordable case occurred in 2020, but it did not result in any lost days of work.

“Visteon was once again best-in-class for safety among automotive and manufacturing companies in 2020.”

# Supply Chain

Visteon is committed to ensuring its suppliers are aligned with the company's sustainability principles.

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.

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.

“ By incorporating sustainability requirements into our procurement process and setting expectations for our suppliers, sustainability is cascaded through the entire 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



Visteon is committed to ensuring its suppliers are aligned with the company's sustainability principles.

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.



### A commitment to ethics and integrity

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

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.

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.



### Human rights and working conditions

Treating employees and suppliers with integrity and respect, providing a safe work environment and adhering to all applicable laws.

Through a combination of third-party assessments, on-site 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.



### Environment and sustainability

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

### Conflict Minerals

Visteon takes steps to ensure the components and materials in our products – regardless of where they are assembled or sold – 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.

We work closely with the Automotive Industry Action Group (AIAG) and 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 the [Visteon Conflict Minerals Report](#).

# Strategic Supplier Awards

Honoring those who exceed expectations



Every year, hundreds of companies uphold our supplier standards as they deliver goods and services that help us grow our leadership position in automotive cockpit solutions.

In December 2020, we recognized companies for partnering with us to help deliver new technologies to an evolving auto industry during a year challenged by the COVID-19 pandemic.

Several of the 2020 Virtual Strategic Supplier Award recipients are helping us change the automotive industry with innovation and revolutionary technologies. Our work with these suppliers offers OEMs and end-users a customizable and new age automotive experience.

Highly skilled and dedicated teams worked to innovate, create and meet goals that made an impact in an industry facing multiple challenges during the pandemic.

Companies received awards for Best Customer Focus, Best Delivery, Best Engineering and Innovation, Best Quality Supplier and Best Indirect Supplier. The company embodying all of the criteria of the other awards presented was named Supplier of the Year.

Visteon cited many of the honorees for responsive customer service and critical support during product launches for our OEM customers.

“ From supporting our core business activities with OEMs to joint work on a project that helped the communities where we live and work, each of the suppliers we honored stood by us during the challenges of 2020 – and exceeded expectations for excellence. ”

Sachin Lawande  
President and CEO  
2020 Virtual Strategic Supplier Awards



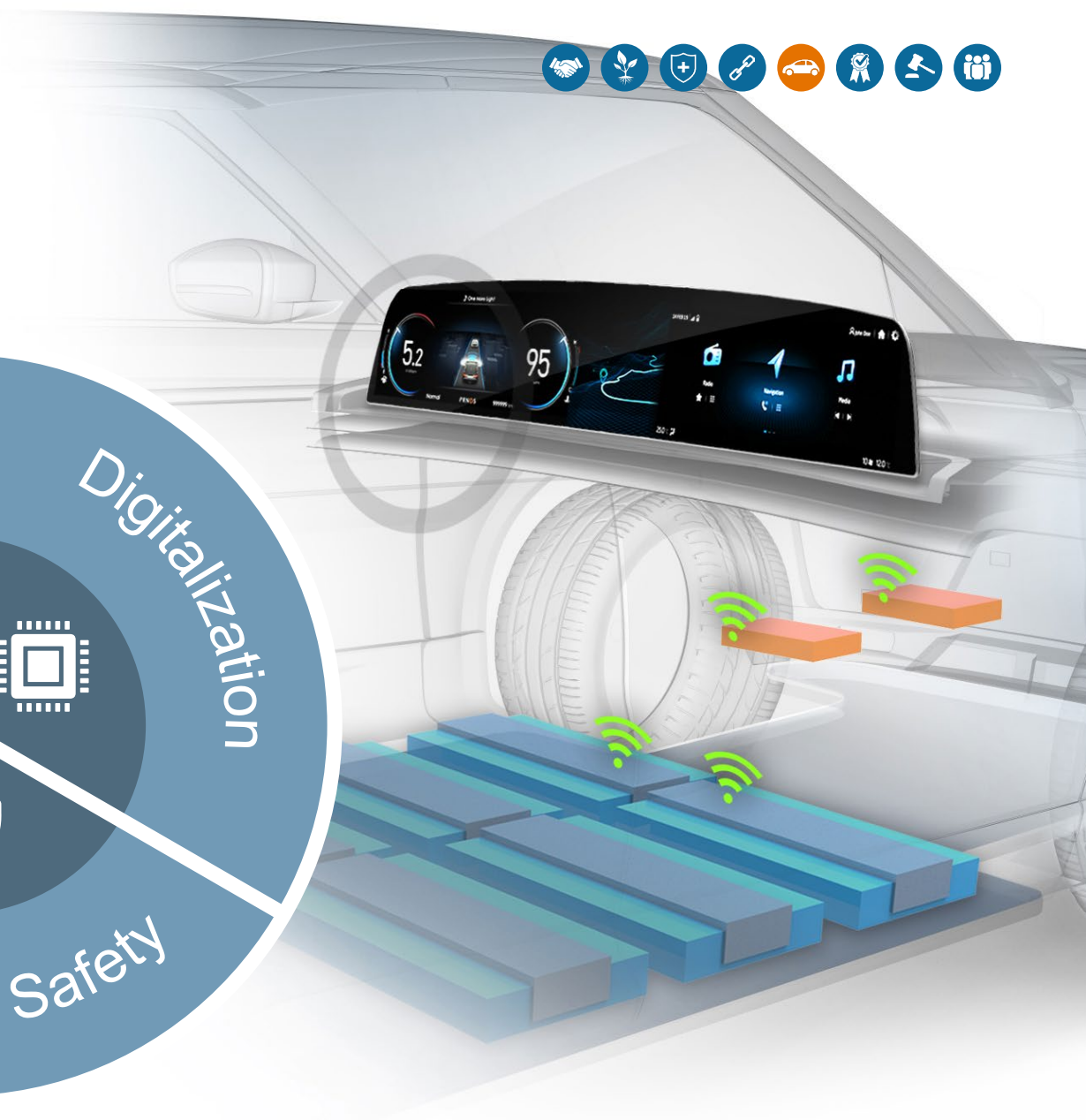
# Products

## Visteon products drive major industry trends

Visteon is evolving our portfolio of products to address three main trends in automotive electronics:

- Growing demand for digital cockpits
- Electrification of the powertrain
- More automated driving through advanced driver-assistance systems

Our products are powertrain-agnostic and can seamlessly work for electric vehicles as well as traditional vehicles.



# Products



## Electrification electronics: Wireless battery management system critical to EV state of health and charge

As market share for electric vehicles continues to grow, Visteon has introduced the industry's first production-intent, [wireless battery management system](#) (BMS).

Electric vehicles need enormous amount of power to operate, and batteries for EVs are made from hundreds or even thousands of battery cells to deliver the required power. Traditional battery management systems use wired connections between the electronic components, adding cost, weight and space as well as additional work to manufacture the battery pack. The connectors and wires of the harness are prone to mechanical failures that are expensive to fix.

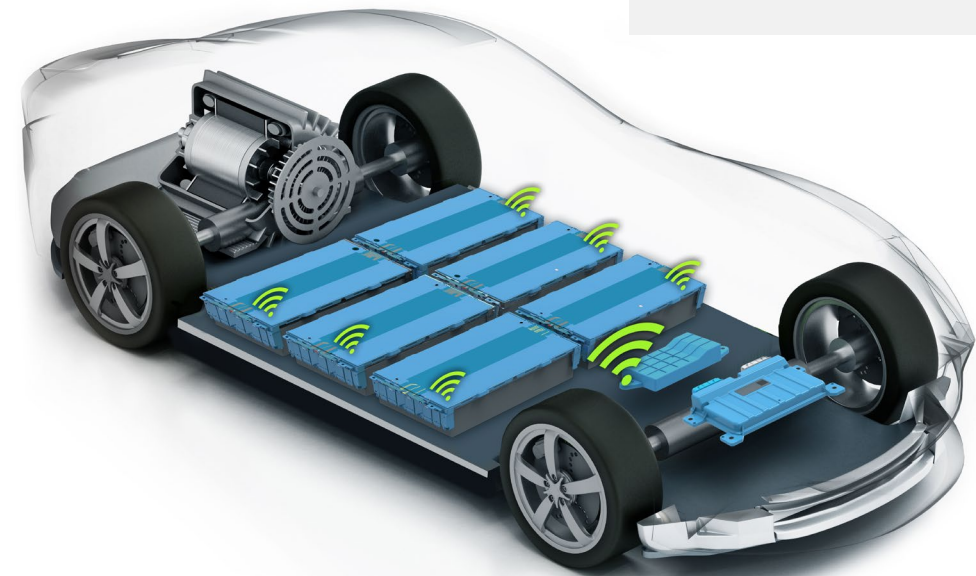
Visteon's wireless BMS technology replaces the wired connections with a highly secure and reliable wireless communication technology that eliminates these limitations. This wireless solution keeps a constant eye on battery health

and operation, helping automakers enhance vehicle and passenger safety and improve overall quality and reliability. Its versatile modular design is customizable and scalable for any EV platform and reduces vehicle cost, weight and space.

We are working with GM to introduce this solution on all planned EV models powered by their Ultium batteries. The wireless BMS system will help ensure the scalability of Ultium batteries across GM's future lineup, covering all brands and vehicle segments, from heavy-duty trucks to performance vehicles.

Our GM wireless BMS business win was quickly followed by a second award from a separate global OEM and will launch initially in 2023. Similar to our first win with GM, there will be additional follow-on launches as the automaker adds more vehicle models to their electric platform. We look forward to presenting this solution to other interested OEMs.

“ Visteon's wireless BMS technology replaces the wired connections with a highly secure and reliable wireless communication technology. ”



# Products



## MicroZone™ delivers richer display and is an effective alternative to OLED solutions for lower power consumption

Visteon's new [microZone™](#) is the industry's first display technology offering automakers premium optical performance and an effective alternative to OLED solutions at a competitive price without sacrificing reliability or lifespan.

Visteon created microZone to match consumer-grade display quality and survive the rigors of the automotive environment. microZone surpasses traditional display technologies across several critical categories, including the delivery of optical performance comparable with mobile devices that consumers have come to expect, as well as color gamut, contrast and brightness levels.

This is especially important as vehicle manufacturers look for new ways to reduce power consumption in the cockpit without compromising color contrast, quality and brightness.

microZone can meet these performance targets at a power consumption on par with traditional LCD technology due to key enabling innovations developed in-house at Visteon.



# Products



## SmartCore™ cockpit domain controller simplifies driver interaction

Our industry-first [SmartCore™](#) domain controller technology continues to build momentum in the industry because of its ability to combine the functions of multiple ECUs into a single box. It can control clusters, infotainment, telematics, surround-view cameras, driver monitoring and rear-seat entertainment — all from a single box.

Integrating control of these functions on a single ECU reduces signal latency, eliminates excessive wiring and saves considerable weight. The hardware can be used more efficiently, eliminating the need to duplicate interfaces for memory, display and video in separate ECU boxes.

Making its debut in Daimler's Mercedes-Benz A-Class in 2018, SmartCore has become the industry-leading cockpit domain controller across light-duty vehicles as well as the commercial and two-wheeler market segments. Visteon launched the first SmartCore system for an electric vehicle with a manufacturer in China and has multiple programs under

development with other OEMs based on this technology.

We are incorporating the 3rd Generation Snapdragon™ Automotive Cockpit Platforms into the next-generation SmartCore platform, which creates an infotainment ecosystem that safely delivers integrity-level information to drivers and advanced driver assistance systems (ADAS). SmartCore Gen 3 integrates a multi-display environment to support instrument clusters, infotainment, rear seat entertainment, connectivity security and telematics.

Visteon and ECARX are using Qualcomm® Snapdragon™ Automotive Cockpit Platforms to develop intelligent technologies and share research to commercialize an integrated cockpit project for a variety of vehicle platforms starting in 2021. The three companies are working to deliver the technology and creativity for a high-quality cockpit experience across multiple segments.



# Visteon Quality

## Committed to over-delivering on customer expectations

More than ever, customers want to work with companies committed to delivering the highest level of quality. A culture of total quality in everything we do creates lasting relationships built by demonstrating integrity, trust, commitment and dependability.

Visteon is committed to meeting all customer and industry quality requirements and has 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 take a structured approach to problem solving. All operations and employees follow Visteon's quality management system and product safety processes.



# Visteon Quality Awards

Recognizing some of our best solutions



## Quality Statement

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.

To acknowledge the range and creativity of the prevention initiatives and problem-solving solutions implemented by our global teams, Visteon's Quality Award program recognizes individual and team contributions in three categories:

- Continuous improvement
- Prevention of recurrence
- Six Sigma initiatives

Quality Award submissions can be made by teams of up to 10 individuals from multiple global locations. Teams can consist of Visteon employees, contractors, suppliers, purchased services personnel and interns. Regional coaching is also available to offer guidance and feedback through the process.

"We are committed to delivering high-quality solutions that exceed expectations to minimize performance issues."



# Governance

## Ethics and Integrity Policy: Committed to the highest standards

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. 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 2020, all new employees and 93% 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 general counsel regarding the company’s ethics and compliance program including any reported incidents.



### 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.

# Human Rights and Working Conditions

Treating employees with respect and valuing differences



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 general counsel 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 combat modern slavery and use of conflict minerals
- 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.



# Board of Directors

Committed to social responsibility



The board of directors believes a commitment to positive environmental, social and governance-related business practices strengthens Visteon, increases connections with shareholders and helps the company better serve OEMs and communities where we operate.

Visteon’s commitment to social responsibility extends to the environment, anti-corruption and trade compliance; responsible sourcing; human rights; labor practices; and employee health and safety. The board and management are developing a multi-year roadmap to enhance our 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 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 has established five standing committees:

- Audit
- Corporate Sustainability and Governance
- Finance and Corporate Strategy
- Organization and Compensation
- Technology

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



Francis Scricco  
(Chairman)



James Barrese



Nomi Bergman



Jeffrey Jones



Sachin Lawande



Joanne Maguire



Robert Manzo



David Treadwell

# Cybersecurity

## Safeguarding Visteon's business



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

Visteon's IT 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.

**“ Security awareness, along with robust enterprise security technology, is business-critical.”**

Through the end of second quarter 2021, Visteon has not experienced a cybersecurity-related incident that has resulted in material loss of data or financial loss.

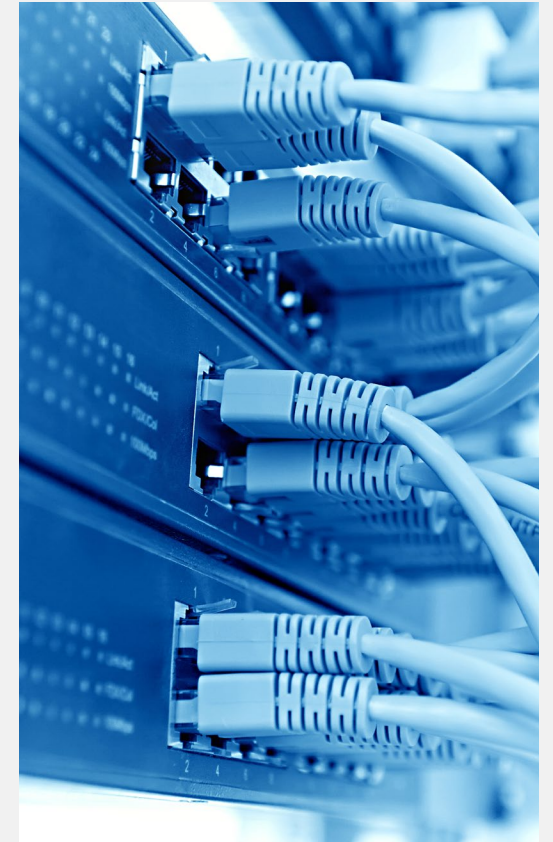
### Visteon's Frontline Defense Against Cyberattacks

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



# Diversity, Equity and Inclusion



## An opportunity to make an impact

Diversity equity 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



### Equity

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



### Inclusion

Creating an environment where everyone feels they belong

# The Employee Journey

## DEI leads to better talent and business results



Diversity, equity 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

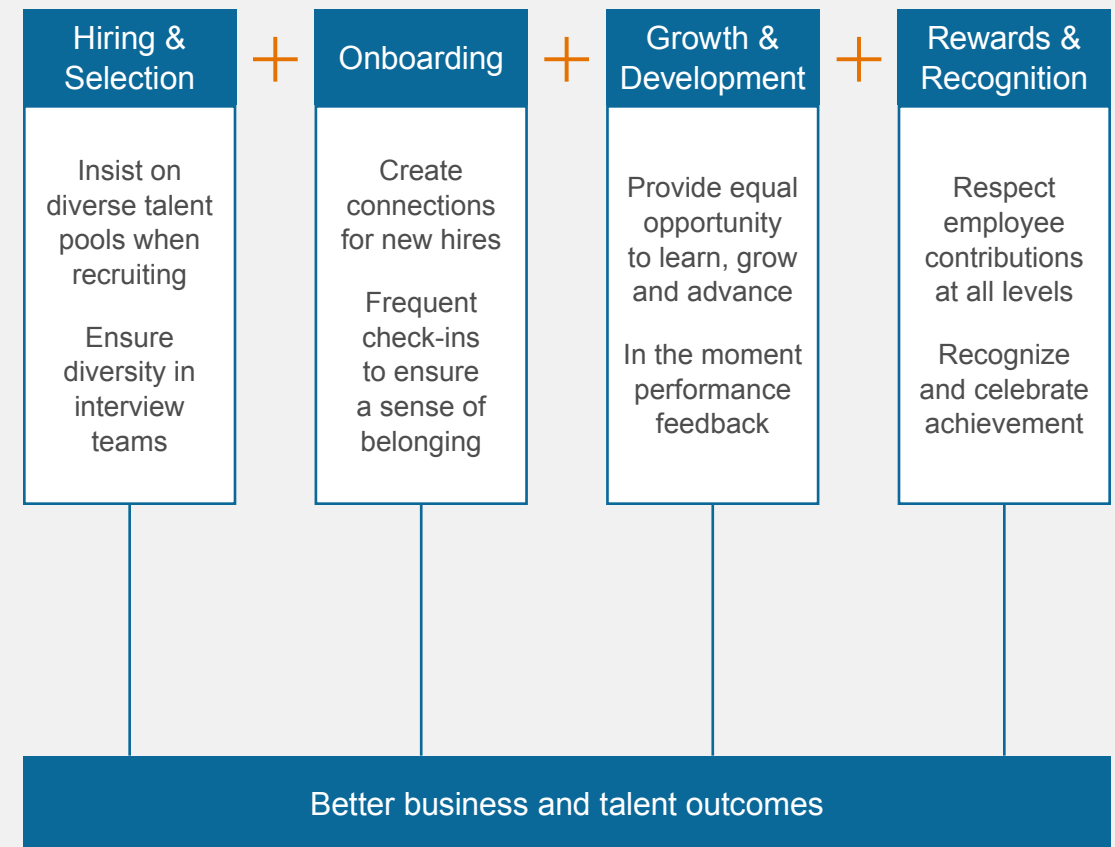
### Visteon respects employee contributions, and:

- 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

Incorporating DEI into all aspects of the employee journey results in better business and talent outcomes.



# Managing COVID

Visteon is stronger now than before the pandemic



There is no simple way to sum up 2020: The COVID-19 pandemic disrupted lives and livelihood around the world. The damage caused by the pandemic resulted in the contraction of virtually all major economies, and the global economy will take a few years to fully recover.

The impact was particularly significant on the global automotive industry, with overall industry production volumes decreasing 16% in 2020 over 2019. The speed and the magnitude of the drop forced the industry to take difficult decisions to survive the downturn, and Visteon was no exception. The company put in place cost-control measures to ensure our financial viability.

Despite the uniquely challenging environment, we developed a robust set of operating procedures to protect the health and safety of our employees from the virus and set out to assist first-responders.

Local health authorities recognized our manufacturing plant in Chihuahua, Mexico for its exemplary measures. And, in the early days of the pandemic when personal protective equipment was in short supply, the Visteon team manufactured and donated tens of thousands of face shields to medical professionals throughout the world.

“ Despite COVID-19 restrictions, we did not let the pandemic affect our commitment to customers.”

Visteon launched a record number of new products with global OEMs – a remarkable achievement even in a normal year. When the industry started to return to levels that are more normal in the second and third quarters of 2020, we won new business at almost pre-COVID-19 levels while simultaneously expanding our product and

customer portfolio. In addition to significant new business wins in digital clusters, infotainment and displays, we successfully expanded our business in the emerging electric vehicle segment with a wireless battery management solution that has great potential for growth.

Finally, the cost-control measures, coupled with new business wins and product launches, have helped the company maintain strong financial liquidity, improve profit margin and position us for strong growth in the years ahead. In many ways, the company is stronger now than it was prior to the pandemic.



Manaus, Brazil

# Managing COVID

## Supporting communities during challenging times



### Sharing Our Safe Plant Restart Protocols

We shared our safe return to-work protocols – aligned with World Health Organization recommendations and country-specific regulations – throughout the automotive industry.

Protocols at Visteon’s Chihuahua, Mexico plant have been praised as a role model within the industry.

### 70,000 Face Shields for Global Medical Staffs

Our global workforce designed, manufactured and delivered nearly 70,000 face shields to protect medical staff at hospitals.

We continue to support vulnerable people, communities and institutions with donations, food and other provisions.

### Coronavirus Task Force Safeguards Business and Employees

The pandemic created unprecedented challenges for our industry and company. Our global Coronavirus Task Force has monitored the pandemic since the outset, sharing best practices, adjusting policies and procedures to safeguard employees and ensure business continuity.

### Employees in Germany Help Out During Pandemic

Visteon’s technology center in Karlsruhe, Germany supported young and vulnerable members of the local community affected by the COVID-19 pandemic.

With so many charitable events being postponed or canceled, employees took part in virtual runs and bike rides – an exciting activity that promoted fun, a healthy lifestyle and team spirit, all while helping to raise money for charity.

### Visteon Europe Teams Fight Against COVID-19

In 2020, our teams across Europe stepped up against COVID-19 and helped to improve the overall situation by producing and donating protective face shields to nurses and doctors in local hospitals; grocery shopping for elderly people; raising funds for charity and donating personal computers to students for access to online education during the lockdown.



Palmela, Portugal



Michigan, USA



Palmela, Portugal

# Employee Engagement

## Learning, growing and making an impact

The world's best automotive electronics and software talent is driving the future of the industry from Visteon facilities in 18 countries. Our employees learn, grow and advance their careers while also making an impact on the global automotive industry.

By working on multiple projects with the world's leading vehicle manufacturers and across a variety of functions, our talent is a significant driver of research and development investment and a key contributor to the global economy. Their innovation and talent fuel Visteon's ability to create a more enjoyable, connected and safe driving experience.

Through their work, our employees gain valuable experience in leading-edge automotive electronics and software technology solutions that are driving the digital, electric and autonomous evolution among our global automotive customers.

Recognizing and rewarding impactful achievements is an important part of our company because it helps build a global business that is innovative, agile, customer-focused, and entrepreneurial.

Our culture is inclusive, supportive and values employee well-being.

This approach has helped position Visteon for growth. Multiple business wins, successful product launches for a growing base of top-tier OEM customers and first-to-market technologies support the growth of important trends such as electric vehicle technology.



# Leadership Programs



## Momentum: Elevating women in leadership

Nearly two dozen women are taking part in a yearlong professional development program designed to help Visteon cultivate a strong pipeline of engaged female leaders.

### Momentum:

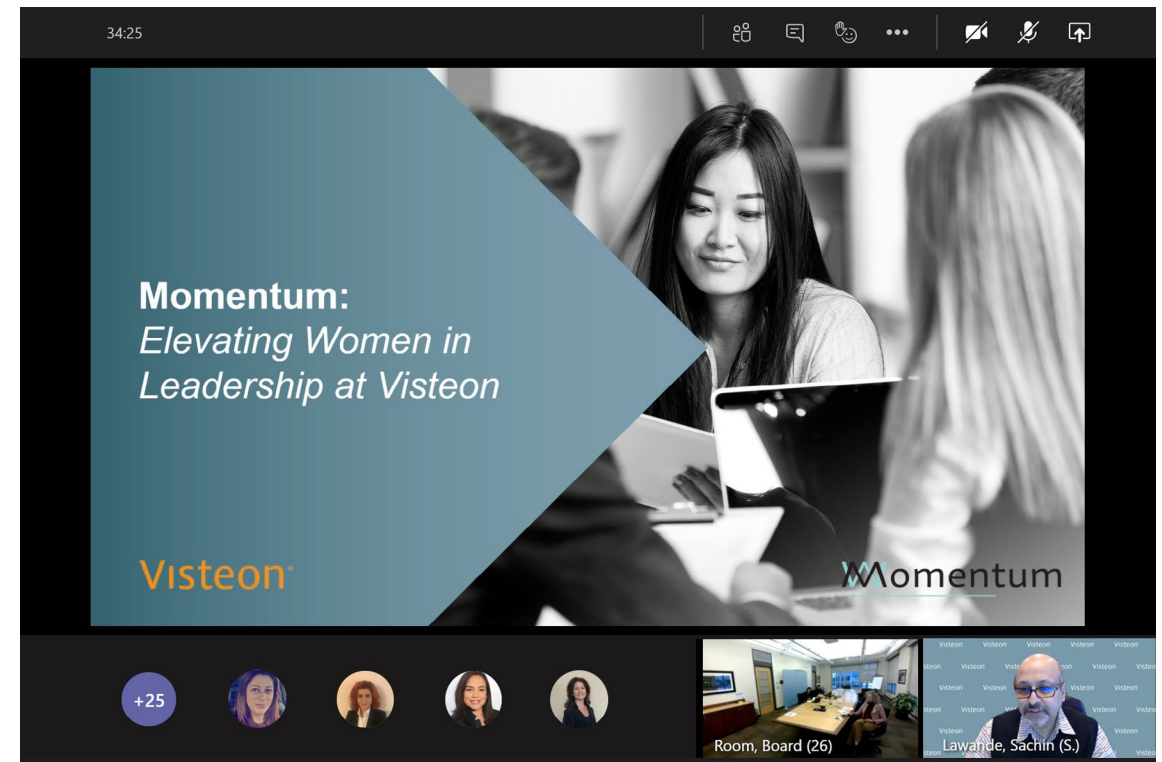
- Elevating Women in Leadership includes interactive workshops, personal skills assessments, individual leadership coaching, mentors to guide participants and a final capstone project based on their learnings that is presented to the senior leadership.

Participants were nominated by their managers and represent multiple regions, business functions and roles.

They begin the program by completing an online self-assessment that evaluates their strengths based on eight leadership dimensions and offers development suggestions.

Eight interactive workshops help participants examine their mindsets and beliefs, elevate their strategic communication and sharpen their influential networking skills.

The modules were developed through extensive research on the best ways to develop women for leadership roles and include perspectives from around the world.



Virtual kickoff of year-long Momentum leadership program for women

# Leadership Programs

Building capabilities to meet tomorrow's challenges



Visteon supports the next generation of business leaders and innovators through professional development programs that showcase their technical expertise and ability to elevate work processes and business results within their chosen fields.

“ More than 2,500 courses support the development needs of 10,000 employees who use Visteon’s learning management tool to learn, grow and advance their careers.”

### 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.

### FutureMakers: Recognizing Positive Impact

The FutureMakers program recognizes employees who have made a positive

impact on Visteon’s business growth and technology expansion.

FutureMakers drives the kind of entrepreneurial spirit, cultural diversity and innovation mindset that the company needs for continued growth through important recognition and rewards.

Visteon counts on its FutureMakers to drive the company’s competitiveness through their leadership and technical expertise.

### Ongoing Education: Tuition Assistance Available to Help Employees Grow

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.



Sofia, Bulgaria

# Employee Resource Groups

## Supporting Visteon's 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 five employee resource groups:

- Straight Allies and Gay Employees (SAGE)
- Visteon African Ancestry Network (VAAN)
- Visteon Asian Indian Association (VAIA)
- Women in Visteon (WIV)
- Visteon Asian Pacific Employee Network (VAPEN)



National Coming Out Day, Visteon headquarters

# Community Outreach

## Building strength in our communities



Helping our communities grow with us is an effort we take very seriously. We support the regions where we live and work through corporate contributions and employee volunteer initiatives.

From providing food, shelter, health care and school supplies to volunteering and mentoring activities, Visteon has funded programs to improve the lives of children and support education globally. We have also funded and provided employee support for local programs that preserve and protect the environment, including the establishment of parks and the protection of wildlife.

Visteon employees fully embrace this corporate commitment and actively participate in supporting our communities. Whether it is teaming up to plant trees, collecting household essentials for families in need, cleaning a neighborhood or promoting a healthier lifestyle, Visteon employees find ways to have a positive impact on their local communities.

### Championing Educational Initiatives in Bulgaria

As the automotive industry in Bulgaria continues to develop rapidly, demand for engineers is also rising. Visteon and Technical University in Sofia have developed a four-year [automotive electronics degree-based program](#) to educate, inform and establish a new generation of technical talent in the country.

The curriculum incorporates modern theories and best practices within today's automotive industry, covering a wide range of topics including specialized electronics modules, process monitoring and control systems in vehicles – from concept design to testing of the final product.

The goal is to provide a sustainable environment for the students and help them integrate into the business world. Visteon's collaboration with the

Technical University extends beyond this current program. The company continues to teach and support young talent, giving them the chance to gain practical experience during internship programs, summer practices and the [in-house engineering academy](#), which has graduated more than 90 participants.

“We are proud of Visteon’s work and the impact you have made in Bulgaria

and the industry as a whole,” said Herro Mustafa, U.S. ambassador to Bulgaria, during a [visit to the Visteon Bulgaria facility](#).

Visteon also supports a high school in the city of Burgas that teaches computer programming, offering courses on software technologies, artificial intelligence and mechatronics to more than 100 students.



U.S. Ambassador to Bulgaria Herro Mustafa visits Visteon's European technology center in Sofia

# Community Outreach

Giving back in a multitude of ways



## Visteon Brings Holiday Cheer to Families in Local Communities

Despite challenges created by the global coronavirus pandemic, employees from the company's global headquarters in Van Buren Township, Michigan helped support those less fortunate during the holiday season.

Donations of presents and money were collected for Operation Good Cheer. These contributions benefit infants, children, teenagers and adults with disabilities, many of whom reside in foster care, group homes and residential treatment facilities throughout the state.

A second initiative, The Holiday Food Basket Program, feeds underprivileged families in Southeast Michigan each year. Financial donations from employees were used to purchase food items such as turkey, vegetables, rice, stuffing and potatoes.

## Employees in Portugal Contribute through Visteon Cares Initiative



Employees at Visteon's technology center and manufacturing facility in Palmela, Portugal, have given regular support and contributions to community events in the region.

Through the [Visteon Cares program](#), the company promoted equality in the workplace, helped underprivileged children and enhanced animal protection during 2019 and 2020.

## India Employees Volunteer to Help People in Remote Regions



More than 25 Visteon India employees participate in the facility's volunteering program called Aasha (the hope), which focuses on programs for scholarships, clean drinking water and infrastructure needs at schools in remote villages.

They also distribute prosthetics to physically challenged people and help those who are facing economic difficulties obtain medical services. Volunteers

also donated more than 100 prosthetic devices to people in Maharashtra state and in North Karnataka for people who have lost a limb to accidents, disease or birth defects.

“ Giving back to the community and promoting good citizenship are important parts of Visteon's culture. ”

Employees at technology centers in Chennai, Bangalore and Pune also distributed more than 1,100 grocery kits to people in remote villages and funded food and nutritional programs for residents of homes for the elderly as well as special needs children and rehabilitation centers.

They also supplied medicine and hygiene products to a palliative care center in Bangalore.

# Visteon®

