

2022 Corporate Sustainability Report



Visteon®

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From the CEO

Committed to a sustainable future

Once-in-a-lifetime changes are taking place in the auto industry. Electrification is changing the fundamental nature of vehicles. New technologies are moving vehicles from mere transportation to computing devices on wheels. Climate change is requiring new approaches to manufacturing. Societal changes are driving new ways to work together and to support the communities where we operate.

At Visteon, we see these changes as offering extraordinary opportunities for our company and our people. As a global technology company serving the mobility industry, we're not following trends, we're leading the way.

“ People around the world are eagerly waiting for electric vehicles that will reduce greenhouse gas emissions. Visteon's core technologies are helping our OEM customers bring those electric vehicles to market. ”

Electrification, however, is not the only big change occurring in the industry. Today, people expect their vehicles to provide the same safe, reliable and user-friendly experience they get from their smartphones.

Our OEM customers are turning to our innovative product portfolio to deliver that experience. We are the digital cockpit leader for cars, trucks and two-wheelers. And, we're using our foundational experience in battery management to provide the industry's first wireless battery management system. We also understand that how we make our products is just as important as what we make. The scale of our manufacturing requires a true vision for a sustainable future.

We have committed to set longer term greenhouse gas (GHG) emission reduction targets aligned with the Science Based Targets initiative (SBTi), and are providing disclosures aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework in this report.

Our people, of course, are the key to Visteon taking advantage of the extraordinary opportunities in the changing auto industry. As a multicultural organization, we embrace human differences and harness the power of our employees' varied backgrounds, cultures and experiences to create a competitive edge.

We also value relationships with the many people, organizations and communities we interact with on a daily basis. As members of these communities, our employees

have developed initiatives to respond to the special challenges and opportunities of these regions.

Our work to create a more connected, clean and safe driving experience goes hand-in-hand with our commitment to uplift the communities in which we operate and protect our environment. I invite you to read through our 2022 Corporate Sustainability Report to learn more.

Sincerely,

Sachin Lawande, President and CEO



Company Profile

Supporting the industry shift to electric vehicles

As a global technology company serving the mobility industry, Visteon is changing the way people connect with the world through their vehicles each and every day. Our technologies support and enable the connected and electric revolution of the mobility industry: digital instrument clusters, displays, Android-based infotainment systems, domain controllers, advanced driver assistance systems and battery management systems.

Our first-to-market smart wireless battery management system (smartBMS) solution is the centerpiece of a growing electrified product line that will help automakers reduce the complexity, weight and materials used to manufacture electric vehicles and enhance the ownership experience for their customers.

Visteon's advanced display technologies brings to vehicles the same kind of image quality consumers enjoy on their smartphones, televisions and other electronic devices. Our proprietary and patent-pending technology delivers screens in all shapes and sizes to provide occupants with exceptional optical performance. MicroZone™, for example, is a first-of-its-kind display solution that delivers a premium experience, while meeting stringent automotive environmental reliability requirements.

Offering consumers a choice of connected services has become a critical requirement for new vehicles. Visteon's SmartCore™ cockpit domain controller solution, for example, helps auto manufacturers provide reliable instrument cluster and infotainment integration for their next-generation cockpits. The AllGo App Store gives OEMs the ability to deliver driver-centric content such as navigation, parking, charging locations, audio and podcast playback through pre-loaded apps that are customized for the vehicle.

At Visteon, our passion for innovation will continue to drive the next chapter in the cockpit revolution by creating even more advanced technology solutions that provide a more connected, clean and safe driving experience.

At a Glance

Position: Global technology company serving the mobility industry, dedicated to creating a more connected, clean and safe driving experience.

NASDAQ Stock Symbol: VC

2021 Revenue: \$2.77 billion

Headquarters: Van Buren Township, Michigan, United States

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), 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

Social Media:     



Our Beliefs and Values

Work with the best in 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 treat each other with respect and embrace our differences



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



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

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: Inclusive Growth, Environmental Protection and Economic Viability.

At Visteon, monthly energy, waste and water data (volume and cost) is collected in an online central 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.

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, reuse and recycle

Economic Viability

- Innovation
- Product quality
- Profitable growth



Sofia, Bulgaria

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.



American Center
for Mobility

Founding
Member



OESA

Member, Participant
In Various Councils



CLEPA
European Association of Automotive Suppliers

Member, Participant In
Various Workgroups



Fiev
ÉQUIPER
LE FUTUR
DE L'AUTOMOTIVE

Member



RESPONSIBLE
MINERALS • INITIATIVE

Member



AIAG
Automotive Industry Action Group

Member

Awards

Committed to innovation, diversity and environmental stewardship

Wireless Battery Management System Receives Innovative Enterprise Award

Visteon's ground-breaking wireless battery management system received the Innovative Enterprise Award at the 2021 China Automotive Innovation Forum. The award recognized the industry-leading technology that is reducing the complexity and weight of materials used in electric vehicles, as well as enhancing ownership experiences. The forum was hosted by the publication *Automobile & Parts*.

Visteon Named a Technology Innovator and a Top Supplier

Visteon was recognized with two auto industry awards by the Gasgoo organization, an automotive industry information service platform. The first award was another accolade for Visteon's industry-leading wireless battery management system, which received the organization's 2021 Golden Award for this important new technology. The second recognition came as Visteon was named one of the Top 100 Suppliers in China. The annual Gasgoo Awards promote the development and growth of the automotive industry by highlighting promising companies and promoting advanced technologies.

Visteon's Chihuahua Site Earns Honors for Environmental Practices

Mexico's Secretary of Urban Development and State of Chihuahua recognized Visteon's Chihuahua facility for its good voluntary environmental practices and compliance with the state's environmental obligations.

Among the practices cited were correct disposal of waste and emissions into the atmosphere and responsible consumption of non-renewable energies.



Chihuahua, Mexico

Visteon India Earns Award for Advancing Diversity and Inclusion in Technology

Visteon India earned an Advancing Inclusion in Technology award at the 5th Edition D&I Vision & Innovation Summit Awards organized by Transformance Forums. As a multicultural organization, Visteon embraces human differences and harnesses the power of its employees' varied backgrounds, cultures and experiences to create a competitive edge. The India team is proud to work in an environment where the contributions of all employees are valued.



Visteon India

Environment

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

In 2021, the company committed to set 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. Following SBTi validation, which will put a focus on the company's emissions across all its facilities and supply chain across the globe, Visteon will ensure its best efforts to both achieve and surpass the identified targets.

We consider climate change to be an urgent issue and are devoting resources to move towards net-zero emissions by 2050 at the latest.

As we are currently on the right track to fulfil our 2025 targets, and pushing forward our 2030, more rigorous commitments under SBTi, our roadmap to net-zero 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
- Procurement of 100% renewable energy power purchase agreements
- Work closely with our partners to reduce emissions across our supply chain

- Carefully monitor our progress on energy and emission reductions, while communicating the expected improvements to our employees, customers, investors, and other stakeholders.



Air Quality

Visteon is committed with local air quality improvement, 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.



Visteon Romania

Environment

Fully compliant integrated environmental, health and safety management system

Visteon was in full compliance with all customer product-related environmental, health and safety requirements in 2021. 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.

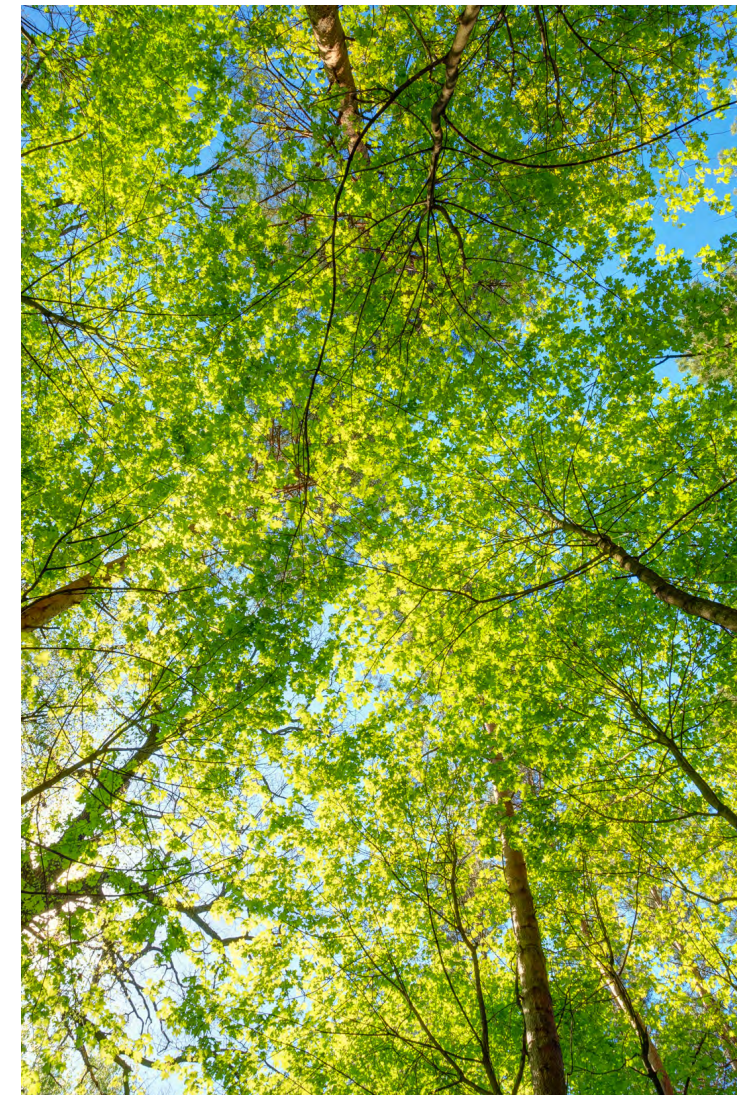
Visteon collects and reports 100% of its product chemical content to the International Material Data System (“IMDS”), a global data repository that contains information on materials used by the automotive industry.

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.

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



Environmental Targets for 2025

On track and still aggressively targeting further improvement

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

H₂O

Water

Reduce water consumption by 6% from 2019 baseline

Minimize water used at Visteon sites



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 97.3% of the electricity used at our facilities in 2021 was powered through the grid and the remaining 2.7% came from on-site solar installations in China and India.

We have also 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.

At our manufacturing facilities, this includes reducing scrap, ensuring segregation of waste and implementing waste awareness campaigns for employees.



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 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.

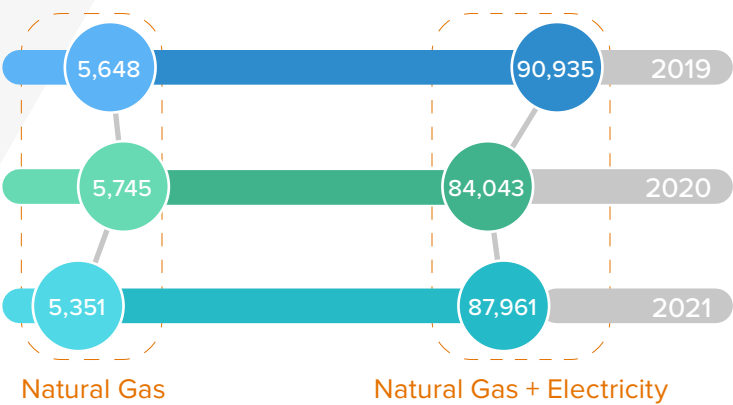
Beginning in 2022, Visteon will utilize the CDP to gather emissions data directly from its supply chain partners.

Environmental Metrics: Energy

Increasing renewable sources as part of our energy profile

Energy Consumption

MWh (Natural Gas / Natural Gas + Electricity)



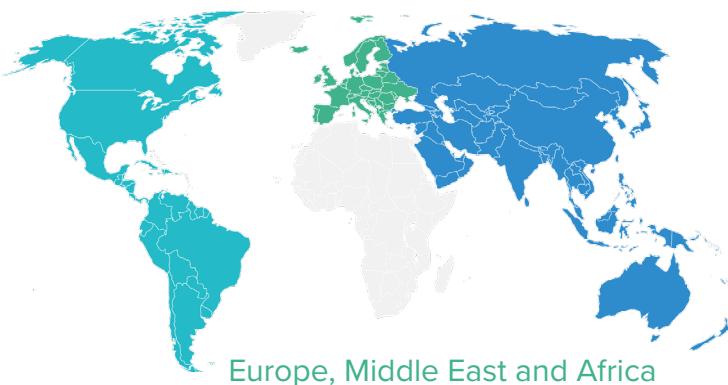
Energy Consumption by Region

Americas

Natural Gas: 308 MWh
Electricity: 25,642 MWh

Asia

Natural Gas: 824 MWh
Electricity: 30,781 MWh

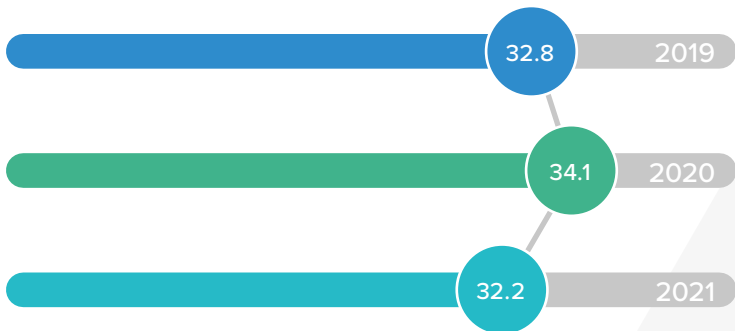


Europe, Middle East and Africa

Natural Gas: 4,219 MWh
Electricity: 26,187 MWh

Energy Intensity

MWh per million US\$ Revenue



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

Environmental Metrics: Emissions

The future of electric vehicles is now

The electric vehicle market is growing in regions across the globe, but in France the future has already arrived. Sales of electric vehicles outpaced gasoline-powered ones for the first time ever in a recent quarter.

Our newly refreshed vehicle fleet at our operations in France is made up of 10 percent hybrid or all-electric models.



Visteon France

And, our team members are enthusiastically trading gas for electric as they make their own personal vehicle purchases.

We are also investing in electrical vehicle charging stations at our facilities. These charging stations help ensure our employees and visitors have a safe and secure place to charge their vehicles while working.



Palmela, Portugal



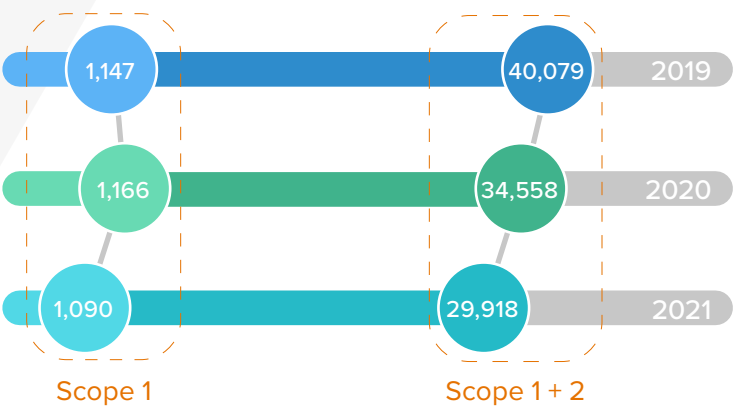
Palmela, Portugal

Environmental Metrics: Emissions

Successfully decreasing our GHG emissions over the years

GHG Emissions

Metric Tons CO₂ equivalent



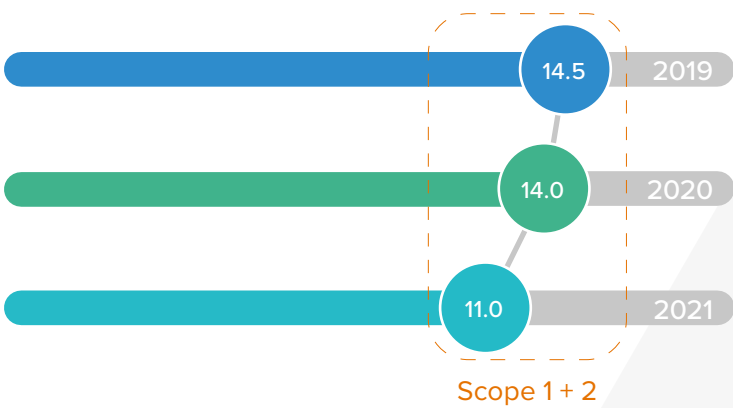
(Scope 1: The direct emissions created from operations, primarily natural gas used for heating. Scope 2: The indirect emissions from purchased electricity, steam, heating and cooling consumed by the reporting company.)



Approximately one quarter of the electricity currently used by the Chennai, India location is generated by onsite solar panels. Additional solar power installations are planned for our facilities in Hiroshima, Japan, Pamela, Portugal and Rayong, Thailand within the next few years.

GHG Emissions Intensity

Metric Tons CO₂ equivalent per million US\$ revenue



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

Environmental Metrics: Waste

“Reduce, reuse and recycle” mindset is embedded in our daily 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. We are creating packaging that uses less materials, and we continue to increase the amount of waste and excess materials we

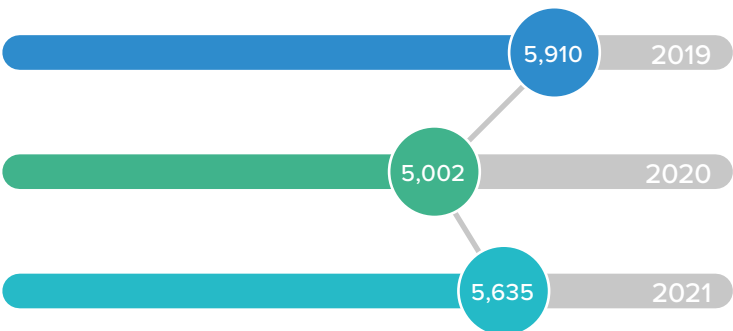
divert to recycling. We are also implementing simpler measures as well, such as moving away from single use plastic cups and bottles in our offices.

In 2021, 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.

“ Thirty-six tons of waste reduced annually through utilization of reusable bins. ”

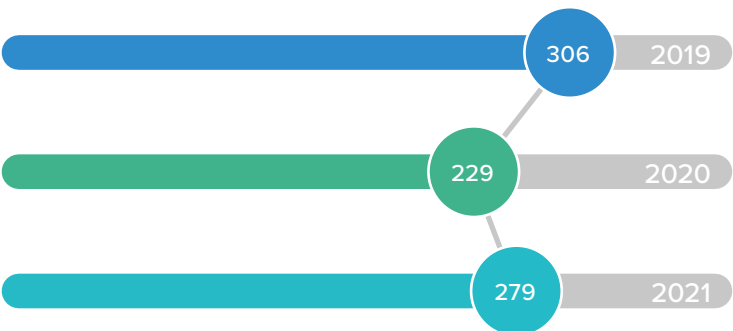
Waste

Metric Tons



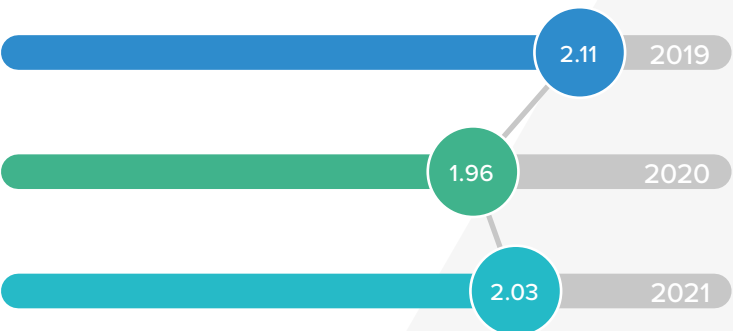
Hazardous Waste

Metric Tons



Waste / \$ Revenue

Metric Tons per million USD revenue





Environmental Metrics: Water

Minimizing water used in manufacturing facilities

Visteon promotes water reduction projects at all of our locations around the world.

Our continuous improvement and environmental teams share best practices from successful projects such as these:

- Identifying opportunities to reduce consumption, increase water recycling and repair leaks
- Using water-saving bathroom, kitchen and cafeteria fixtures with automatic shut-off valves
- Ensure 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
- Optimization of water usage in the facility gardens
- Employees are encouraged to report leaks or other water losses observed

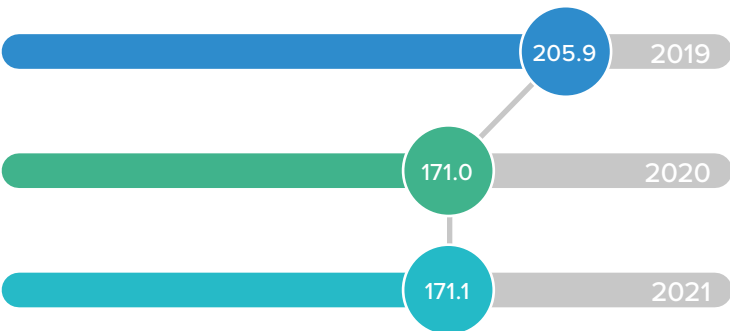
Water discharges are primarily sanitary and discharged to the municipal sewers or point-source discharge under a permit.

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.

“ In 2021, Visteon had no significant spills that impacted the environment. ”

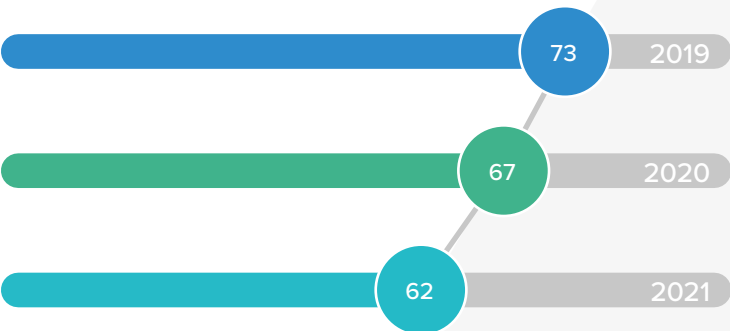
Water Usage (Absolute)

Cubic meters (000s)



Water Usage (Intensity)

Cubic meters per million USD revenue



Environmental Metrics: Water

Protecting our water sources

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.

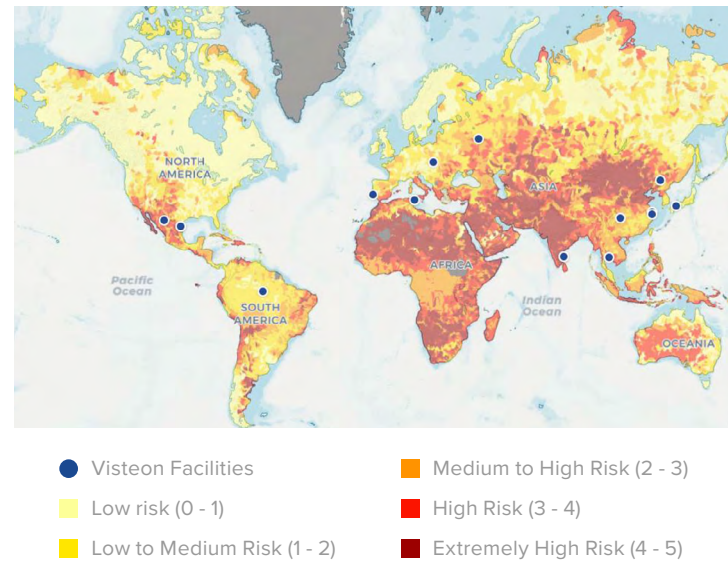
We identify areas where we operate that are water scarce and take action to reduce our water consumption accordingly while also meeting high levels of compliance with best practices in lower-risk areas.

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.

“ Most of the water Visteon uses is from municipal sources. Visteon does not directly use water from lakes or rivers. ”

In 2021, 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 below). With that knowledge, we continue to evaluate water management practices, risks and challenges across our global locations.

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 2021 was 33,574 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 site-specific basis.

Health & Safety

Certified health and safety management system

Visteon continues to champion aggressive safety goals and is targeting zero lost-time injuries for all facilities. Our recordable injury case rate was 0.00 per 100 employees, and all of our more than two dozen manufacturing and technical centers had zero lost-time injuries in 2021. While these are tremendous results, we know how important it is to remain diligent. Visteon 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 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.

Visteon enacted COVID safety protocols such as social distancing, face masks on company property, restrictions on visitors to our facilities and other actions to keep employees safe during the pandemic.

We continue to monitor the latest health guidance as the COVID risk factors change around the world.



Chihuahua, Mexico

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.

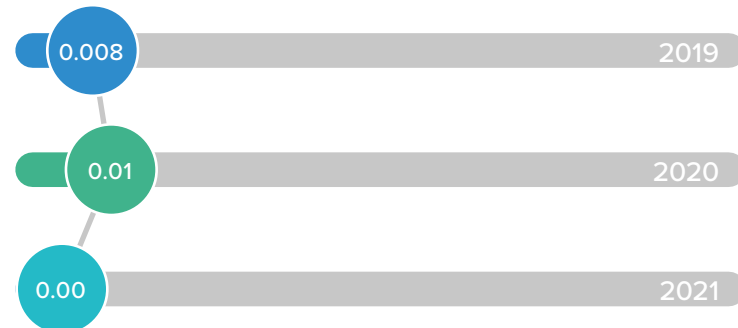
Severity rate: Number of days an employee misses (lost days) due to a work-related injury or illness.

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



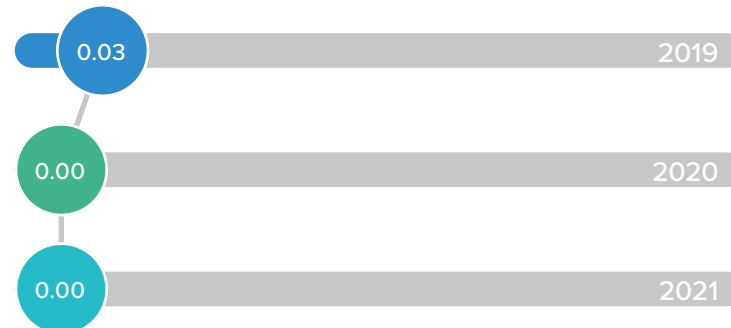
Lost Time Case Rate

Global



Severity Rate

Global



Recordable Injury Rate

Global



Environmental, Health & Safety Successes

Grassroots efforts build a culture of safety, sustainability

Songjiang Plant Leads in Workplace Safety in Shanghai Region

Visteon’s Songjiang manufacturing plant was recently recognized for being a leader in workplace safety in the Shanghai, China area.

In a region where many of the world’s leading corporations have manufacturing plants, Visteon’s Songjiang plant was recognized by the local government for its workplace safety leadership. The plant earned the Shanghai Safety Demonstration Culture Company award, based on an extensive review of its practices including an on-site audit and review by environment, health and safety experts. The award was given by the Shanghai Work Safety Association of the Shanghai Emergency Management Bureau.

Chihuahua Site Uses Less Energy to Get the Job Done

Using less energy is always a good idea. That’s true not only for vehicles, but also for sites in their supply chain. The new Visteon Mexico Business Center in Chihuahua opened in 2021 to serve as a center of excellence and to support regional operations.

Built with our sustainability goals in mind, the site was designed to be energy efficient and is delivering on that promise. We’re currently evaluating a renewable solar energy project for the business center, which would reduce its environmental footprint even further.

Chihuahua is just one example of our commitment to reduce our energy use by 6 percent from 2019 levels and to grow our use of renewable energy to 50 percent of total energy used at our facilities around the world.

Palmela Plants a Tree for the Future

In support of World Tree Day, a representative from Visteon’s Palmela, Portugal site joined the town’s mayor in planting a carob tree. The carob tree was a fitting choice for the ceremonial event.

Carob trees are native to Portugal, where they are known as alfarrobeira. The species has been cultivated for over 4,000 years for its edible beans and as an ornamental shade tree.

Today, it is especially valued for its environmental benefits that include its drought resistance.



Palmela, Portugal



Environmental, Health & Safety Successes

Global commitment to safer, more environmentally friendly communities

Visteon Thailand Recognized for Environmental Stewardship and Safety Leadership

Visteon Thailand has been recognized for its achievements in both environmental protection and workplace safety.

The manufacturing plant received the Green Industry Award by the Thailand Ministry of Industry. The award was given based on the success of the systemic environmental management process that is in place to plan, monitor, revise and improve Visteon Thailand's environmental performance. The organization received a Level 3 designation in the nationwide initiative, which denotes that

its operations have achieved the third step in a five-level scale. Level 3 designation is earned by manufacturers who are using a comprehensive plan to assure their operations achieve environment goals and promote continuous improvement, as well as meet other environmental targets. The government's award program is designed to support environmentally friendly manufacturing.

For its workplace safety accomplishments, the plant was awarded a Silver Level Certificate of Achievement by the Thailand Ministry of Labor. The award recognized the plant's achievement in working more than 3.1 million cumulative hours at the "zero accident" level.

The plant celebrated its safety successes on National Safety Day, with special events and prizes for safety competition winners.

Reynosa Site Celebrates Eight Years Without Lost-Time Injuries

Aggressive safety measures in Reynosa, Mexico, that exceed the country's regulatory standards are paying off for more than 200 employees who celebrated eight years without a lost-time injury at the site from 2014-2021.

Employee safety is the first priority at the plant, while reinforcing the importance of following safety rules is a daily activity.

The Reynosa site emphasizes safety starting on the day employees begin their onboarding process. Reynosa's occupational safety measures are designed to create a preventive culture through regular training and rules for working safely.



Visteon Thailand



Reynosa, Mexico



Environmental, Health & Safety Successes

Achieving milestones in safety and green manufacturing processes

Chennai, India Celebrates 20 Years of Returning Home Safely

Every day for 20 years, every single employee who walked into Visteon's plant in Chennai walked out at the end of the workday to return home safe and injury free. With that achievement, the Visteon Electronics India manufacturing plant became the company's first manufacturing facility to reach 20 years with zero lost-time cases.

"This accomplishment reflects Visteon's commitment to providing a safe and healthy workplace. Our intended



Chennai, India

outcome is to have zero employee accidents for many years to come," said Prashant Kirloskar, VEI plant manager.

The plant's safety record was attributed to the use of effective standards, work practices and operational elements, which are regularly reviewed by management. The team also prioritized behavioral safety and ergonomics, providing training and conducting third-party audits.

3,000 Accident-Free Days in Brazil

Visteon's manufacturing plant in Manaus, Brazil recently reached the milestone of eight years – nearly 3,000 days – without an accident.

To keep employees at the Manaus plant safe, as well as our other 10,000 employees at more than 40 facilities, Visteon relies on a workplace safety system.

Ensuring a safe workplace is a key focus for all our leaders. Each job and each task is planned and evaluated to avoid injuries. If an accident does occur, its cause is identified so that corrective and preventive actions can be taken at all sites. Lost-time cases and recordable injuries are tracked to help make improvements.

Visteon India Earns Green Manufacturing Challenge Award

Visteon's plant in Chennai, India, has been awarded the India Green Manufacturing Challenge (IGMC) for its eco-friendly work by the International Research Institute for Manufacturing (IRIM).



The IGMC recognizes companies that have shown consistent progress in improving sustainability factors associated with their manufacturing facilities. The program encourages the adoption of green manufacturing processes through training, evaluation and recognition.

Supply Chain

Ensuring consistent, high standards across the supply chain

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.

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.

“ Collaboration is key to the low-carbon transition. That's why we're asking our suppliers to disclose their GHG emissions via the CDP reporting platform. ”

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 endeavor to hold our direct suppliers to the same standards and sustainability principals with respect to their operations.

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.

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, 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.

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.

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 – 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 the [Visteon Conflict Minerals Report](#).

Products

Innovative new products for a changing market

Visteon is constantly innovating new products for an ever-changing automotive market with a focus on three trends that are defining the future of the industry:

- Electrification technologies that support the global growth of electric vehicles (EVs).
- Advanced Display Solutions that enable the evolution toward a digital cockpit with larger and more immersive reconfigurable surfaces.
- Connected Car Solutions to help auto manufacturers integrate over-the-air software updates and Android-based infotainment for their next-generation cockpits.

Visteon's history of producing battery management systems and digital cockpit electronics places us in a good position to support the industry's shift to electrification.



Products

Wireless battery management systems maximize EV energy use and reduce complexity

As the global mobility industry undergoes a once-in-a-century electric transformation, Visteon is evolving its electrification electronics capabilities to include a variety of intelligent systems for battery management and integrated power electronics.

Our first-to-market smart wireless battery management system (smartBMS) solution is the centerpiece of a growing electrified product line that will help automakers reduce the complexity, weight and materials used to manufacture electric vehicles and enhance the ownership experience for their customers.

Wireless BMS technology replaces traditional wired connections with a secure and reliable wireless communication technology.

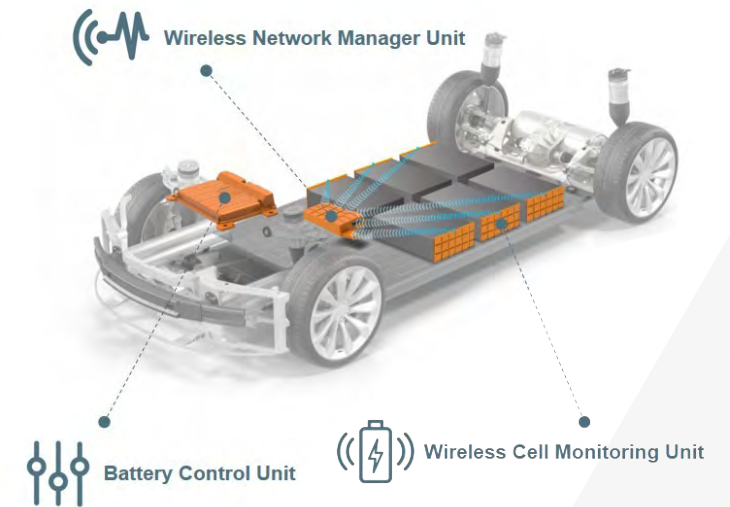
The smartBMS system platform delivers highly accurate battery cell measurement and maximizes the energy use per cell required for better vehicle range. Visteon's wireless system will help to ensure the scalability of batteries across future EV lineups, from performance vehicles to heavy duty trucks.

Visteon is working to grow its electrification capabilities beyond its smart wired and wireless BMS solutions. This

includes integrated power electronics components – a new smart junction box, DC/DC converter and on-board charger – that were designed to reduce the complexity of EV architecture through a single package design.

“ Our first-to-market smart wireless battery management system (smartBMS) solution is the centerpiece of a growing electrified product line. ”

These are just a few examples of how Visteon technologies are supporting and enabling the electric evolution of the mobility industry.



Products

Advanced display technologies offer low power consumption at market-leading levels

Visteon's advanced display technology brings to vehicles the same kind of image quality consumers enjoy on their smartphones, televisions and other electronic devices. Our capabilities in the design and manufacture of large, complex displays are state-of-the-art, especially in curved lens and in optical bonding of the different components. While important for improving safety and the user experience, large, curved and multi-displays also enhance a vehicle's design aesthetic.

MicroZone™ is Visteon's first-of-its-kind solution to the demand for a high-quality, premium experience display that meet stringent automotive environmental reliability requirements. It provides automakers a high-dynamic range display solution with a longer lifespan and low-power consumption at a lower cost than OLED systems. MicroZone™ is considered the first automotive display to achieve superior optical performance without sacrificing vehicle reliability, having passed rigorous automotive qualification requirements.

Visteon has developed an array of additional innovations that provide a superior user experience for driver information and in-vehicle infotainment, including TrueColor image enhancement that improves optimal visibility for better legibility and safety in ambient light

conditions; active privacy technology and a unique avatar display that reduce driver distraction; and AI-powered low light enhancement to improve the image quality of camera feeds at dusk and at night.

“ MicroZone™ is Visteon's first-of-its-kind solution to the demand for a high-quality, premium experience display that meets stringent automotive environmental reliability requirements. ”

These advanced display technologies employ power consumption significantly lower than any other automotive display technology currently available to help support the growth of the EV market.



Products

Delivering a more connected, personalized and safe driving experience

Visteon is at the forefront of the integrated infotainment, safety and security features that are the hallmarks of the connected car evolution.

Vehicle manufacturers are quickly adopting over-the-air software updates and Android-based infotainment ranging from maps and parking to charging locations along with enjoyable entertainment experiences for passenger displays.

“ Visteon’s fourth-generation SmartCore™ cockpit domain controller brings all of this information together seamlessly across multiple displays in the cockpit. ”

Over-the-air update capability keeps software-enabled features running smoothly and the cockpit experience new and fresh. To further satisfy the ever-increasing demand for personal connectivity, Visteon developed the Android-based AllGo App Store to deliver a portfolio of apps useful for automakers and their customers.

It offers native applications as well as the ability to download the most popular mobility apps directly into

the vehicle. This solution provides the opportunity for developers to create new and OEM-proprietary applications that add value, while meeting consumer demand for an experience rivaling smartphone and other connected devices.



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 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 take 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 and enable them to apply scientific methods in a sustained push toward ever-higher levels of product excellence and process efficiency.

“ In 2021, we invited all employees to participate in Six Sigma Yellow Belt certification—regardless of the function they support—to ensure an even deeper understanding of quality, customer focus and continuous improvement throughout the organization. ”

A new Customer Quality Six Panel system uses technology to centralize quality information for easy access across the company. And, in September, we hosted our first Quality Month 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

Recognizing 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.

“ Quality is not an event or a single process, it is a culture of discipline and hard work – and always doing the right things and doing them in the right way. ”

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 2021, 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 2021 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 and Integrity Policy

Dedication 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.

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 2021, all new employees and approximately 98% 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

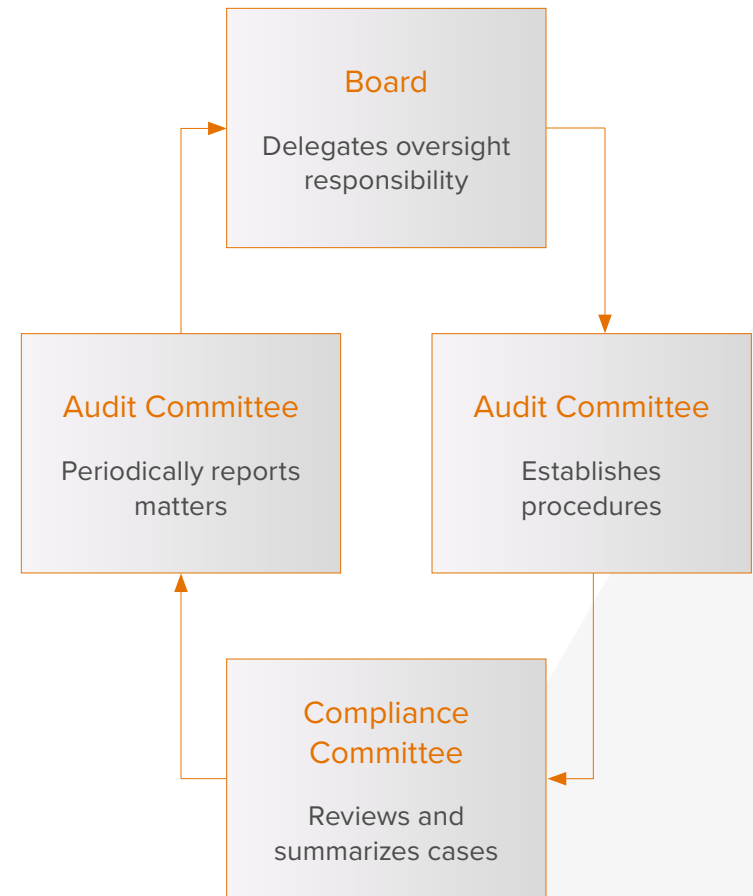
counsel, who chairs the Compliance Committee, regarding the company’s ethics and compliance program including any reported incidents.

Governance

Visteon has a robust Compliance Program Review that ensures accountability at the highest levels of the organization. The board 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 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.



Ethics and 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.

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; and
- 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 and 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 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

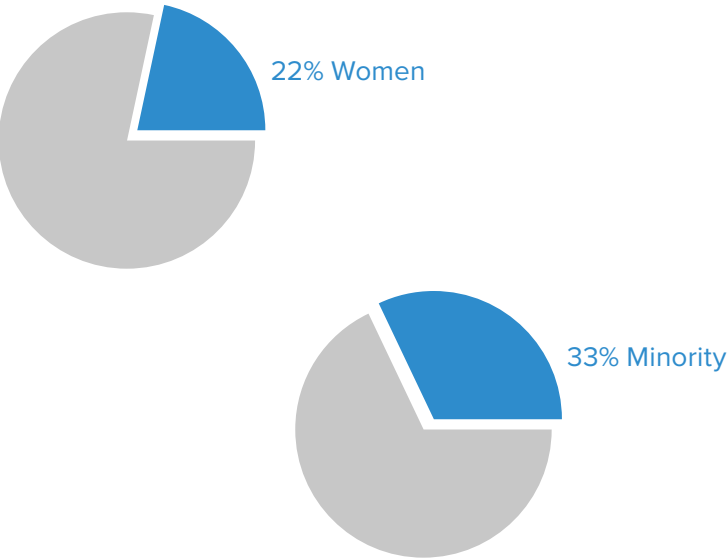
The Board of Directors believes that a commitment to positive environmental, social and governance-related business practices strengthens the company, increases its connection with the stockholders and helps it to better serve its customers and the communities in which it operates. The full board oversees sustainability matters directly as part of its strategic review of the company's operations, products and innovation. The board 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 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 four standing committees: for Audit; Corporate Sustainability and Governance; Organization and Compensation; and Technology.

The principal functions, composition and charters of each committee can be found at www.visteon.com.



As disclosed per the Nasdaq board diversity listing standards

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

Governance & Sustainability	9
Automotive Industry	5
Senior Leadership	9
International Business	7
Financial Literacy	8
Technology/Systems	4
Marketing/Sales	5
Academic/Research	2
Military Service	1
Government/Public Policy	2



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.

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 board.

We believe that it is important to communicate regularly with stakeholders regarding areas of interest or concern. Visteon's stakeholders 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.

Risk Management Issues

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 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 May 2022, 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

Diverse perspectives for a competitive edge

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



Womens Day, Tunisia



The Employee Journey

Incorporating DEI into all aspects of the employee journey

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

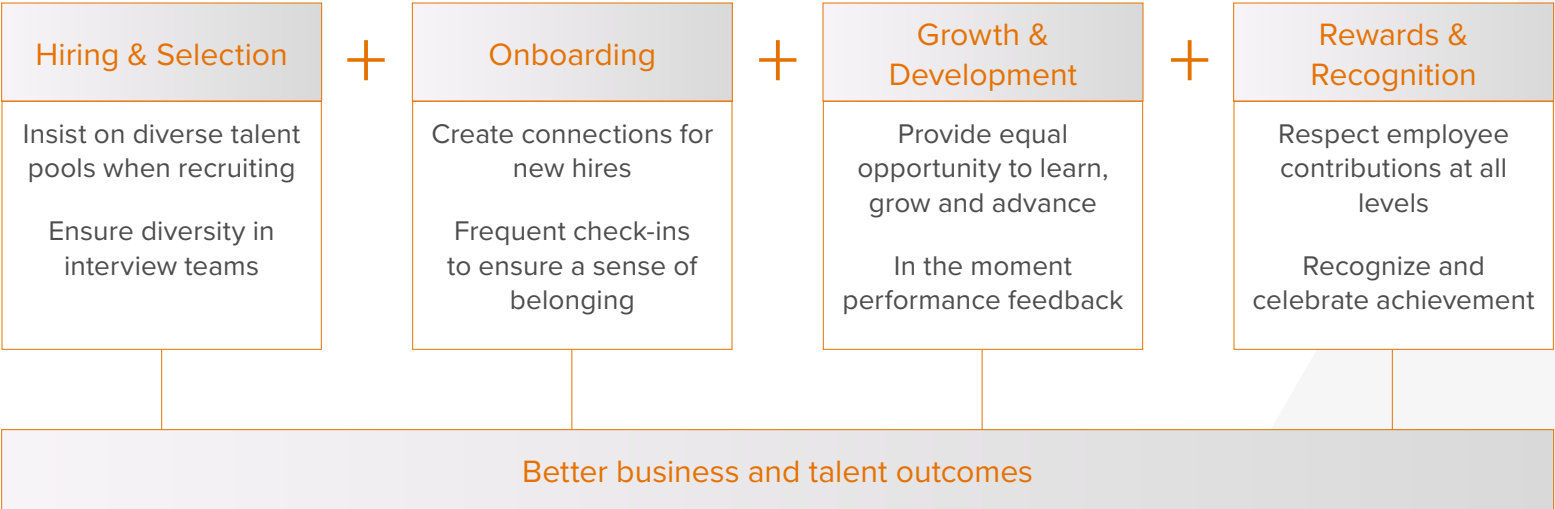
“ Incorporating DEI into all aspects of the employee journey results in better business and talent outcomes. ”

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

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



Visteon Tunisia

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 clean, connected and safe driving experience.

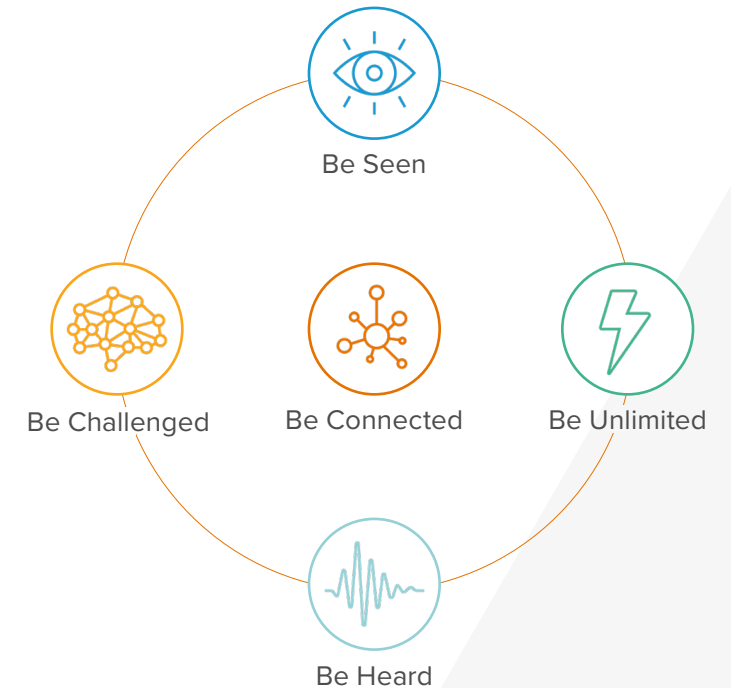
Through their work, our employees gain valuable experience in leading-edge automotive electronics and software technology solutions that are driving the digital, electric and autonomous evolution among our global automotive customers.

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.

Employee Value Proposition Statement



Leadership Programs

Strong leadership principles guide our actions

Visteon is committed to investing in leaders who will drive tomorrow’s innovations.

Our talented team is a significant driver of research and development investment and a key contributor to the global economy. And, our Leadership Principles assure that we hold ourselves to the highest standards in every step we take, every single day.

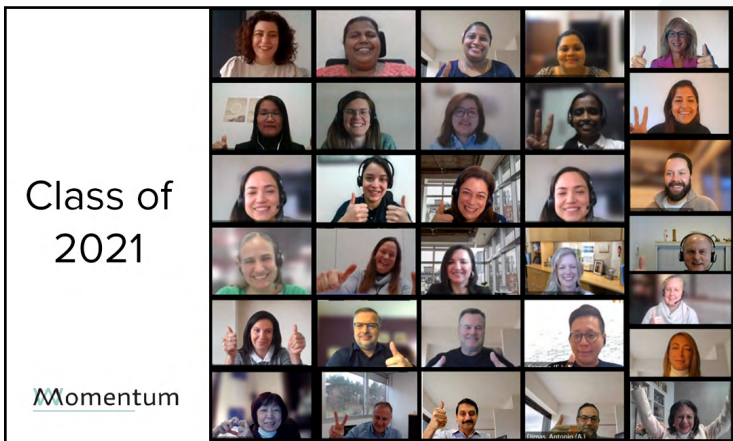
Visteon supports the next generation of business leaders and innovators through a variety of professional development programs that showcase their technical expertise and ability to elevate work processes and business results within their chosen fields.

Leadership Principles



Momentum

In 2021, Visteon graduated its first class of nearly two dozen women in the Momentum: Elevating Women in Leadership program. The year-long professional development program was designed to help the company cultivate a strong pipeline of female leaders and included interactive workshops, personal skills assessments, individual leadership coaching, mentors to guide participants and a final capstone project. Visteon named its second class of Momentum participants in May 2022.



Leadership Programs

Investing in tomorrow's leaders

FutureMakers

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.



FutureMakers, Tunisia

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

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 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.

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 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)



Pride Month, Van Buren, Michigan, USA

Community Outreach

Making a difference in our communities

Two Global Locations Celebrated Major Anniversaries

Two Visteon locations celebrated major anniversaries in 2021. Visteon Portugal's technical and manufacturing operations in Palmela celebrated its 30-year anniversary.

More than 1,000 employees from 24 nationalities work at the site and joined in the celebration.

Employees at our technical center in Sofia, Bulgaria held

a celebration to mark its 20th anniversary. Employees showed their pride, teamwork, and dedication by wearing anniversary sweatshirts during the celebration.

Engineering Academy in Sofia, Bulgaria

For the past seven years, the team in Sofia has offered an engineering academy to develop the talent and potential of Bulgarian students and provide them with the opportunity to work for the leaders in the automotive industry on a global level.

A team of 21 enthusiastic students graduated from Visteon's engineering academy this year. The students were tutored by a group of Visteon's leading technical experts. The exercises, examinations and team assignments were prepared by experienced Visteon engineers involved in various global projects for automotive electronics, so the tasks the students encountered reflect the real-life challenges and assignments faced by professionals working in automotive engineering.

The training program was conducted in collaboration with academics from local universities.



Palmela, Portugal



Sofia, Bulgaria

Community Outreach

Grassroots efforts can change lives for the better

Youth Training Program Launched In Brazil

Visteon Amazonas implemented a training program for children of employees who are 14 to 18 years old. The “Visteens” program brought young students to the facility where they learned about the company and its technologies. The group also learned about Yellow Belt certification, 5S-housekeeping, LinkedIn profile creation, DISC profile, INDUSTRIA 4.0, interview tips and first aid.

Participants completing the program received qualification certificates to help differentiate themselves as they begin to enter the labor market. The inaugural Visteens program focused on young children of direct and indirect

employees, as well as children of our partner companies in food service, safety, hygiene, and transportation. There are future plans to extend the reach of the program to the local community.

Visteon Romania Employees Ran Races to Benefit Local Charities

Employees participated in the 7th annual “Timotion,” which is Timisoara’s biggest mass running event that focuses on friendship, community, hope and involvement.

Timotion is a non-profit event, powered by volunteers. Visteon employees participated in the races and raised funds for several different cancer charities, as well as special needs programs and educational causes.



Visteon Romania

Visteon Employees Help Families with Food, Yardwork

Employees at Visteon’s Van Buren campus helped trim overgrown brush and weeds on vacant properties and provide free yardwork for senior citizens, veterans and people with disabilities as part of Life RemodeledSM, an organization dedicated to the intentional and equitable revitalization of Detroit neighborhoods.

They also donated food items to Forgotten Harvest, a local non-profit that helps families in need.



Michigan, USA



Visteon Amazonas

Community Outreach

Supporting communities during COVID, remaining diligent

Chihuahua, Mexico Makes Vaccinations More Accessible to Employees

The team at Chihuahua Visteon worked with the State COVID Vaccination Campaign and obtained special vaccination hours and transportation arrangements to make sure all employees were able to receive their 3rd COVID vaccination shot.

UK Celebrates Employees Returning to Office

The Visteon team in the UK held a celebration as employees returned from remote working to a new facility in Chelmsford, UK. The special event was focused on giving everyone the opportunity to reconnect in person and recognized them for their hard work during challenging times.

Employees Construct Temporary COVID Wards

Employees in India volunteered to distribute food and medical kits to the needy and helped create temporary wards for those who are sick. Each ward contained 25 beds and were constructed to bring functional care facilities to the people of Chennai, North Karnataka and Sangli.

Distributing Medical Kits and Relief Materials to Communities

Visteon India employees delivered critical medical kits to the Chiplun areas to assist in the fight against COVID. The kits, which included PPE, sanitizers and oximeters were given to the local government and police. We also partnered with NGOs to deliver relief materials to residents in Bhor, Sangli, Chiplun, Kalyan, tribal communities near Pune, villages in North Karnataka, communities (including tribal) in Bangalore, and Tamil Nadu and Chennai.

Visteon India Task Force Aids Impacted Employees

A COVID Task Force was created to identify other ways to support impacted employees. The Task Force procured oxygen concentrators and oximeters for each Visteon location in India. A special health insurance policy was introduced to provide additional COVID-related hospitalization coverage for employees and their immediate family members. Employees could also get access to salary advances for immediate financial needs. Visteon also organized vaccination drives in Bangalore, Chennai and Pune for employees and their family members.



Visteon India



Visteon India



Task Force on Climate-Related Financial Disclosures

1. Governance

Recommended Disclosure	Visteon Response
Describe the board’s oversight of climate-related risks and opportunities	<p>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).</p> <p>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’s discussion of topics such as strategy, product development and operations.</p>
Describe management’s role in assessing and managing climate-related risks and opportunities	<p>In addition to the Chief Executive Officer, global ESG leadership is supported by the following executives:</p> <ul style="list-style-type: none">• 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.



Task Force on Climate-Related Financial Disclosures

2. Strategy

Recommended Disclosure	Visteon Response
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Refer to Visteon’s 2021 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 2021 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	<p>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.</p> <p>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.</p>



Task Force on Climate-Related Financial Disclosures

3. Risk Management

Recommended Disclosure	Visteon Response
Describe the organization’s processes for identifying and assessing climate-related risks	Refer to Visteon’s 2021 CDP Climate Change Response C2. Risks & Opportunities C2.2
Describe the organization’s processes for managing climate-related risks	Refer to Visteon’s 2021 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	<p>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.</p> <p>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.</p>



Task Force on Climate-Related Financial Disclosures

4. Metrics and Targets

Recommended Disclosure	Visteon Response
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<p>In 2021, Visteon tracked the following metrics relevant to climate-related risks and opportunities:</p> <ul style="list-style-type: none">• 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	<p>In 2021, Visteon’s Scope 1 and 2 GHG emissions were 1,090 and 28,828 metric tons CO₂e, respectively. Scope 3 emissions are relevant to our organization, however, have not yet been calculated.</p>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<p>In 2020, Visteon set the following two goals for 2025:</p> <ul style="list-style-type: none">• 25% reduction in Scope 1 and 2 emissions at our facilities• 50% renewable energy sourced globally <p>These climate change goals will be compared with a 2019 baseline.</p>

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