



Our Commitment Global Supplier Diversity & Business Development

It is our commitment that diverse business concerns shall have equal opportunity to compete for contracts and/or subcontracts held by Adient. Purchases of goods and services shall be made from such concerns to the fullest extent possible, consistent with this commitment and the efficient performance of our operations. In addition, Adient will assist in developing and strengthening diverse businesses. This commitment supports our customers' expectations and provides Adient with a competitive advantage that contributes to the overall growth and expansion of our business.

In carrying out this commitment, Adient will ensure that:

1. Every employee, who is delegated the responsibility to directly or indirectly commit the expenditure of corporation funds for the purchase of goods and services, shall encourage meaningful engagement of diverse businesses.
2. Management and technical assistance is offered where appropriate to assist diverse business concerns in becoming stronger suppliers in their area of expertise.
3. All key suppliers understand that they are expected to adopt similar initiatives.

Overall company coordination of the process shall be the responsibility of the Vice President of Global Procurement, but all of our business leaders are expected to support Adient's commitment to our objectives.

A diverse business is defined as a company that is certified to be at least 51 percent owned, managed and controlled by one or more minority persons, or non-minority women, or a small business that conforms to guidelines established by the United States Small Business Administration, or a historically underutilized business based on local country definitions.

A handwritten signature in blue ink, appearing to read "B. McDonald", with a long horizontal flourish extending to the right.

Bruce McDonald
Chairman and Chief Executive Officer
Adient

