



Adient Sustainability Policy



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Creating a sustainable future
together

Introduction

Adient is committed to fostering a sustainable future through responsible environmental stewardship, ethical governance, and social responsibility. This policy outlines our long-term commitments and principles that guide our operations, product development, and stakeholder engagement. It reflects our alignment with global standards and expectations, including ISO 14001 and ISO 50001, and supports our commitment to advancing sustainable practices in automotive seating solutions.

Scope

This Policy applies to all Adient wholly owned subsidiaries and those entities in which Adient has a controlling interest, including manufacturing sites, warehouses, technical centers, and offices, consistent with the financial control approach. We encourage our contractors and suppliers to align with the principles outlined in this Policy as well as those in our [Global Supplier Standards Manual](#).

The Executive Vice President of Global Sustainability is responsible for overseeing and implementing this policy.

Approach to Sustainability

We integrate sustainability into our core business strategy by embedding sustainability principles across all levels of our organization, ensuring that these values shape our decision-making, operations, and long-term vision for growth. We do this by:

- > Identifying, documenting, and managing key initiatives — such as energy efficiency, waste reduction, and responsible sourcing — and ensuring these efforts are coordinated across the organization.
- > Reducing product carbon footprint and promoting circularity by integrating environmental considerations into design, increasing recycled content, and minimizing virgin material use where feasible.
- > Proactively addressing risks, opportunities, and resource needs to ensure our sustainability initiatives are consistently executed, measurable in their results, and continually refined for greater impact.
- > Monitoring, measuring, and reviewing sustainability processes and data to assess progress toward objectives and determine if adjustments are required.

Material Topics

At Adient, we focus on the sustainability issues that matter most to our business and our stakeholders. To identify these priorities, we conduct a double materiality assessment, which looks at sustainability from two perspectives:

- > **Impact Materiality:** How our operations and value chain affect people, the environment, and society.
- > **Financial Materiality:** How sustainability-related risks and opportunities could impact Adient’s business performance and long-term value.

For each material topic, we aim to:

- > Define clear objectives and the associated risks and opportunities
- > Outline the scope of our policies across operations, supply chain, and geographies
- > Assign accountability at the highest levels of our organization
- > Align with recognized standards and stakeholder expectations
- > Make our policies accessible to those who need them

Our Strategic Priorities

Guided by our most recent double materiality assessment described above, we have identified the following strategic priorities — our most significant sustainability topics — where we can create the greatest impact for our business and stakeholders.



Climate Action and Natural Resources. Improve energy efficiency in our operations, reduce the carbon footprint of our finished products, and develop processes that protect our planet’s natural resources.



Sustainable Materials, Products and Circular Economy. Identify materials and manufacturing methods that minimize our environmental impact and promote a circular approach to product development.



Diversity and Inclusion. Promote a culture of inclusion that celebrates the diversity of our employees, suppliers and customers, and empowers them to always act with integrity.



Human Rights and Workforce. Uphold human rights, strive to eliminate harassment and discrimination in all its forms, and ensure our suppliers abide by these same values.



Corporate Governance. Implement and oversee robust corporate sustainability policies, practices and processes, and operate our business ethically and in accordance with applicable laws and regulations.



Health and Safety at Work. Protect the mental and physical health, safety and overall well-being of our employees, customers, suppliers and any other individuals using our premises.

Sustainability Vision and Mission

Vision

Together, we are committed to creating a sustainable future for our employees, customers, and communities.

Mission

- > **Products:** Our ambition is to be the leading supplier of sustainable seating products that meet the expectations of our customers while improving our environmental and social impact.
- > **Processes:** We will drive continuous improvement in sustainability in our operating processes with a deliberate and focused partnership with our suppliers and customers.
- > **People:** We value a collaborative and inclusive culture where our people and partners feel empowered to be the change they want to see.

Our Key Environmental Initiatives

To reduce our environmental footprint and support a more sustainable future, we focus on the following key initiatives:

- > Reducing greenhouse gas emissions
- > Improving energy efficiency
- > Conserving water and ensuring water security
- > Promoting circular-economy principles
- > Reducing landfill waste

Adient's Commitments and Actions

Climate Change

Adient is committed to protecting the environment by reducing its climate impact and continuously improving the sustainability of its operations, products, and supply chain. Our approach includes:

- > **Sustainable Design:** Designing sustainably by integrating environmental and energy considerations into product and process development:
 - Leveraging innovative technologies and materials to reduce environmental impact and increase recycled content.
 - Planning facilities and manufacturing systems with long-term sustainability in mind.
- > **Operational Management:** Managing operations to reduce emissions and improve energy performance:
 - Identifying and addressing significant environmental and energy aspects at each site.
 - Reducing energy use, greenhouse gases, air emissions, and waste, while exploring sources of renewable energy.

- > **Employee Engagement:** Empowering employees to contribute to climate goals through training and engagement:
 - Ensuring teams are informed, qualified, and motivated to support energy management.
 - Encouraging the use of energy-efficient equipment and tracking site performance through defined metrics.
- > **Supplier Collaboration:** Partnering with suppliers to strengthen climate performance across the value chain:
 - Promoting transparency and education on material selection to empower stakeholders with information about environmental impact and recycled content.
 - Engaging suppliers with strong sustainability systems and supporting their improvement efforts.

Sustainable Product Design and Circular Economy

We are committed to using resources responsibly and promoting a circular economy across our operations and value chain. Our approach includes:

- > **Circular-design Thinking:** Maximizing the use of resources by creating durable, repairable, reusable and recyclable products
- > **Reducing Virgin Material Use:** Where feasible, decreasing our reliance on virgin resources and increasing the incorporation of secondary (recycled) materials in our products and processes.
- > **Sustainable Sourcing:** Ensuring the responsible sourcing and use of renewable resources throughout our supply chain.
- > **Ongoing Focus:** Continuing to enhance our policies and practices to align with global standards and support customer expectations for sustainable raw materials.

Biodiversity — Forests and Water

Forests and water are critical [natural resources](#), and Adient is committed to managing them responsibly across our operations and supply chain. Our approach includes:

- > **Deforestation Commitment:** Upholding Adient’s [Deforestation Commitment Statement](#) and promoting transparency into Adient’s impact on sustainable land and agricultural practices.
- > **Water Management Strategy:** Execute Adient’s internal 2025-2030 Water Management Strategy, which includes:
 - Conducting periodic water risk assessments to analyze Adient’s current risks and opportunities.
 - Ensuring sites that are in regions of high water stress are following preventive measures for water conservation.
 - If required, monitoring specific water quality factors and treating and/or providing engineering controls to waste-water management or discharges.
 - Executing global initiatives that reduce water consumption and support long-term water security.

Pollution and Waste

Adient aims to reduce pollution and manage waste responsibly. Our approach includes:

- > **Waste Handling:** Utilizing the waste-management framework outlined in ISO 14001 to implement waste management programs at Adient's sites globally and adhering to global, regional, and local legislative requirements for waste transportation and discharge, including but not limited to requirements outlined in the Stockholm Convention, Basel Convention, and Minamata Convention.
- > **Waste Policy:** Monitoring waste key performance indicators, tracking waste-reduction efforts, reducing the amount of waste sent to landfill, and increasing waste recycling efforts.
- > **Hazardous Substances:** Periodically screening Adient's products for the presence of hazardous substances per the International Material Data System (IMDS) and requiring suppliers to submit IMDS data sheets for products.
- > **Chemicals Management:** Managing direct and indirect chemicals through IMDS screening, supplier compliance, and ISO 14001-based storage and handling controls.
- > **Soil and Water Contamination:** Implementing ISO 14001 procedures for spill prevention, stormwater management, and site-level controls to protect soil and water quality.
- > **Incident Prevention and Response:** Maintaining processes to prevent environmental incidents and ensuring effective controls to limit impact if they occur.

Human Rights

Adient is committed to respecting human rights across its operations and supply chain as outlined in our [Human Rights Policy Statement](#). Our approach includes:

- > **Labor Standards:** Prohibiting forced, bonded, indentured, child, or involuntary prison labor and requiring compliance with all applicable laws on working age, wages, and hours; additionally, prohibiting the worst forms of labor, slavery, and exploitation.
- > **Workplace Fairness & Freedom of Association:** Upholding discrimination and harassment-free environments and protecting employees' rights to organize and bargain collectively.
- > **Risk Mitigation:** Identifying, assessing, and remediating human rights risks through global site reviews, stakeholder engagement, and oversight by our sustainability steering committee.
- > **Supplier Expectations:** Requiring suppliers to follow Adient's [Global Supplier Standards](#) and [Ethics Policy](#), conduct due diligence, and prevent human rights violations in their own supply chains.

Diversity and Inclusion

Adient fosters a culture of inclusion that values the unique contributions of every individual and strengthens our business through diverse perspectives and equitable opportunities. Our approach includes:

- > **Talent Development:** Hiring and developing the best and brightest talent by creating pathways for growth and advancement at all levels.

- > **Inclusive Culture:** Creating an environment where employees can be their authentic and best selves as outlined in our [Diversity & Inclusion Commitment Statement](#).
- > **Supply Chain:** Building an inclusive supply chain that fosters innovation and economic development through greater supplier choice.
- > **Community Investment:** Investing in the communities where we operate to support long-term social and economic well-being.

Health and Safety

Adient is committed to protecting the health, safety, and well-being of its workforce through proactive risk management, continuous improvement, and collaborative engagement. Our approach includes:

- > **Prevention:** Preventing injuries and occupational illnesses through continuous improvement of our Health and Safety Management System.
- > **Hazard Reduction:** Eliminating hazards and reducing health and safety risks across all operations.
- > **Compliance:** Complying with or exceeding applicable legal and site-specific safety requirements and maintaining a health and safety management system globally that is certified to the ISO 45001 Occupational Health and Safety standard.
- > **Collaboration:** Partnering with employees and worker representatives to set, review, and achieve health and safety objectives.

Business Conduct Ethics

Adient is committed to operating with integrity, transparency, and accountability through strong governance, ethical leadership, and a culture of compliance. Our approach includes:

- > **Governance Oversight:** Providing [oversight](#) through our Board of Directors and Sustainability Steering Committee, which meets quarterly to guide sustainability strategy and performance.
- > **Ethical Standards:** Defining expectations for ethical behavior in our [Ethics Policy](#), including anti-bribery, anti-corruption, fair competition, and respectful workplace conduct.
- > **Compliance Framework:** Maintaining compliance with all applicable laws and internal controls, supported by governance documents such as our Code of Conduct and committee charters.
- > **Reporting Channels:** Enabling reporting through the Adient [Integrity Helpline](#), a confidential, 24/7 resource available in multiple languages for employees and stakeholders to raise concerns without fear of retaliation.

Cybersecurity

Adient is committed to safeguarding the confidentiality, integrity, and availability of information for our customers, suppliers, employees, and stakeholders. We operate a risk-based Information Security Management System aligned with leading standards, including the Trusted Information Security Assessment Exchange (TISAX), International Organization for Standardization (ISO) / International Electrotechnical Commission (IEC) 27001 standard for Information Security Management Systems, and

the National Institute of Standards (NIST) and Technology Cybersecurity Framework (CSF), with oversight from executive leadership and regular reporting to the Board of Directors.

- > **Governance & Risk Management:** Maintaining a documented cyber risk register, conducting annual enterprise risk assessments, and embedding cybersecurity into corporate governance.
- > **Identity, Access & Third-Party Security:** Implementing Zero-Trust principles to guide system and data protection; enforcing phishing-resistant multi-factor authentication (MFA), managing user access through Identity Governance and Administration (IGA) and Privileged Access Management (PAM), and regularly reviewing access rights; and assessing suppliers based on risk, including security clauses in supplier contracts, and ensuring data exchanges with suppliers are secure.
- > **Monitoring, Resilience & Culture:** Centralizing threat detection and response; regularly testing incident response and disaster recovery plans; and promoting a strong security culture through role-based training, phishing simulations, and transparent reporting of key metrics.

Through these measures, Adient ensures robust protection, operational resilience, and continuous improvement in cybersecurity practices.

Product Safety

Adient's seats are a critical part of vehicle safety systems, and product safety is a top priority. Our approach includes:

- > **Governance and Process:** Managing product safety concerns through the potential product safety concern (PPSC) process and cross-functional oversight.
- > **Training and Accountability:** Reinforcing safety culture by requiring annual Ethics Policy training and certification for salaried employees globally each year.
- > **Continuous Improvement:** Enhancing safety protocols by applying lessons learned from global field actions and recalls.

Sustainable Value Chain

Adient promotes sustainability throughout its supply chain by engaging suppliers and embedding responsible practices. Our approach includes:

- > **Supplier Governance:** Overseeing supplier compliance and risk management through a global Center of Excellence.
- > **Risk Assessment & Mitigation:** Identifying and addressing sustainability gaps through third-party assessments and corrective action plans.
- > **Performance Monitoring:** Evaluating supplier sustainability using our Supplier Scorecard, which integrates sustainability metrics.

Additional Resources

For more information on sustainability at Adient, visit www.adient.com/sustainability or email sustainability@adient.com.

Version History

Version	Publication Date	Notes
1.0	March 3, 2026	Initial version of policy