



May 23, 2022

Subject: Conflict Minerals

To Adient Suppliers:

On August 22, 2012, the U.S. Securities and Exchange Commission (“SEC”) adopted final rules to implement reporting and disclosure requirements related to “conflict minerals,” as directed by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The rules require manufacturers who file certain reports with the SEC to disclose whether the products they manufacture or contract to manufacture contain “conflict minerals” that are “necessary to the functionality or production” of those products.

“Conflict minerals” refers to gold, as well as tin, tantalum, and tungsten and their compounds, regardless of where they are sourced, processed or sold. The U.S. Secretary of State may designate other minerals in the future. The intent of these requirements is to further the humanitarian goal of ending violent conflict in the Democratic Republic of the Congo (DRC) and in surrounding countries, which has been partially financed by the exploitation and trade of conflict minerals.

As of 2021 Adient is including the so-called Conflict Affected and High Risk Areas (CAHRA) as defined by the EU Conflict Minerals Legislation (2017/821 EC) into the scope of this request.

Adient is dedicated to conflict free sourcing and will continue to require Conflict Minerals information from our suppliers for the reporting year 2022.

Our 2022 Supplier Expectations are:

- **Declaration Scope**
 - The 2022 survey companies will be requested to report on **company level**.
- **Timing**
 - Our suppliers are requested to send the 2022 Conflict Minerals Declaration **within 30 days after receiving this letter**.
 - **Full year updates are required in December 2022 latest** if the supplier response rate (Q6 CMRT) is below 100%.
- **Method of Reporting**
 - Conflict Minerals Reporting Template (CMRT). Only **Version 6.2** or later versions will be accepted in 2022.
<http://www.conflictreesourcing.org/conflict-minerals-reporting-template/>
- **2022 Reporting requirements**
 - Please **add your Adient vendor number** as your company-unique identifier in line 12 of the CMRT. Your Adient vendor number is located on the purchase order. If you need further support locating your number, please reach out to your buyer.

- **The response rate** of your suppliers (Question 6 in CMRT) is expected to be **100% by end of the reporting year.**
- **Smelter information shall be complete** (including the following information (1*) metal, (2) smelter look-up, (3*) Smelter Name (1), (4*) Smelter Country, (5) smelter identification, (6) source of smelter identification number, (7*) smelter city, (8*) smelter facility location: State/Province, (9*) location (country) of mine(s) or if recycled or scrap sourced, enter “recycled” or “scrap and in accordance with available RMI data **by December 31, 2022.**
* *mandatory for not certified smelters*
- When selecting **“unknown” as an answer for Question 3 in the CMRT** please contact RMI (<http://www.responsiblemineralsinitiative.org>) to initiate the entry of the smelter into the RMI smelter database and encourage the smelter to participate in a certification scheme.
- For CMRT Question 3 and 4 please **add the smelter identification ID** to the comments field **for all smelters sourcing from DRC or CAHRA countries**
- **Suppliers reporting smelters of concern*** are requested to closely monitor their supply chain and take the necessary measures to **suspend business** with these smelters. For affected smelters and countries please refer to additional information that will be distributed...
**Please refer to the supplier training for a definition of a smelter of concern*
- **Training**
 - Training material for suppliers is available on the supplier portal as part of the Conflict Minerals documents in the Corporate Responsibility section
<http://www.adiant.com/suppliers/corporate-responsibility>
 - The RMI offers training possibilities and guidance on their web page
<http://www.responsiblemineralsinitiative.org/training-and-resources/>
- **Reference Links**
 - <http://www.adiant.com/suppliers/corporate-responsibility>
 - <https://www.adiant.com/wp-content/uploads/2021/11/Compliance-Supplier-LetterNov2020.pdf>
 - <https://www.aiag.org/corporate-responsibility/social/conflict-minerals>
 - <http://www.sec.gov>
 - <http://www.responsiblemineralsinitiative.org>
 - <http://www.oecd.org/corporate/mne/mining.htm>

Please use **AE-Conflict.Minerals@adiant.com** for any Conflict Minerals related communication.

We would like to thank all our suppliers who have already supported this initiative in 2021 for their continuous engagement.

Sincerely,

Mikail Rosen

Jeffrey Fertuck

Razzaaq McConner

VP Procurement EMEA

VP Procurement AP

VP Procurement NA