

## Adient’s Commitment to Diversity, Equity and Inclusion

At Adient, we recognize the importance of diversity in enhancing our culture and driving strong business performance, and we strive to create an open and inclusive environment where all people are supported and able to fully contribute and benefit from the success of our business. We are committed to advancing diversity and career development through inclusive leadership and talent management processes. We value and respect the diversity of our employees, directors, suppliers, customers and communities and empower them to always act with integrity.

We promote a diverse and inclusive culture by:

- > Hiring and developing the best and brightest talent
- > Creating an environment where employees can be their authentic and best self
- > Building an inclusive supply chain that fosters innovation and economic development through greater supplier choice
- > Investing in the communities in which we operate

### Our Diversity Vision & Mission



**Diversity Equity Inclusion**

**DE&I Vision:** To be a premier employer that champions an inclusive and equitable work culture enriched by our diversity, where all employees are valued and respected.

**DE&I Mission:** Adient is committed to driving an inclusive culture that celebrates our differences and empowers our people. Through progressive programs and initiatives, we will enrich our company’s culture through recruitment, retention and development of diverse talent throughout the organization. By integrating the values of diversity, equity and inclusion into the way we do business, we are a better partner to our employees, suppliers, customers and communities.

### How We Manage Diversity

The highest levels of Adient’s management support our DE&I practices with alignment and commitment at all levels within the organization. Our Chief Legal and Human Resources Officer — who reports directly to the CEO — oversees Adient’s global talent processes to attract, develop and retain our most valuable assets: our people. Adient’s President and CEO signed the CEO Action for Diversity and Inclusion CEO Pledge, and we work with industry organizations such as the Center for Automotive Diversity, Inclusion and Advancement (CADIA) to help create the guidance to achieve our DE&I goals. In addition to our global talent practices, each region is empowered to implement localized programs to further drive performance and development in line with the needs of the business and the local labor market.

We have also established regional DE&I Councils to further promote a diverse and inclusive culture locally and establish DE&I priorities and initiatives for each region. Each respective council has individuals or sub-committees focused on topics such as training, talent retention, and communications. The DE&I Councils receive metrics twice per year to help guide and inform their initiatives, and every four weeks, representatives from all three councils meet with the global VP of Sustainability to report on progress, share ideas and resources, identify new goals or focus areas, and plan upcoming initiatives. The executive leadership team and the Board of Directors routinely review Adient’s diversity initiatives.

## Creating an Inclusive Culture

We believe it's our responsibility to respect and uphold the rights of our people — including women, minorities and other protected groups — and do not tolerate discrimination or harassment. We are committed to creating an inclusive workplace and welcoming ideas and perspectives from all backgrounds and cultures to build better products and enhance the communities we serve. We believe our commitment to human rights and a workforce free from discrimination and harassment is evident in our Human Resources, Safety and Procurement policies and practices.

Globally, our people continue to drive a diverse and inclusive culture through employee-run Business Resource Groups (BRGs). BRGs are voluntary, employee-initiated groups of Adient employees who share common interests, issues, backgrounds, characteristics or pursuits; they offer opportunities to gather socially and share ideas and similar interests outside normal work groups. These groups also help engage, retain and develop employees through personal development activities, peer support and mentorship, and direct interaction with Adient's senior leadership. Adient's BRGs are integral to creating an open and inclusive environment where all our people are supported.



## Community Engagement

At Adient, we know that when we are positively contributing to our communities, we are also building a stronger organization. We endeavor to contribute positively to the communities in which we operate. Through our employees and the Adient Foundation, we have contributed to numerous organizations that support health and social services, education, culture and the arts, and civic activities.

## Supplier Diversity

Engaging with women-, minority- and veteran-owned businesses has been a cornerstone of our business since 1993 and is evident in our track record of exceeding \$1 billion in diverse spending every year. Our ongoing relationships with diverse suppliers are imperative to our success and enable innovation across our supply chain while strengthening our go-to-market capabilities. And when we partner with diverse-owned businesses, we promote economic growth — both in the automotive seating industry and throughout our communities. For more information, read our [statement of commitment to global supplier diversity and business development](#).

