

Adient's Commitment to Diversity 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

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.

Mission: Adient is committed to driving an inclusive culture that celebrates our differences and empowers our people. We will enrich our company's culture through the recruitment, retention and development of talent globally, representing different backgrounds and cultures. By integrating diverse experiences and perspectives 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 diversity and inclusion 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 diversity and inclusion 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 diversity and inclusion councils to further promote a diverse and inclusive culture locally and establish diversity and inclusion priorities and initiatives for each region. Each respective council has individuals or sub-committees focused on topics such as training, talent retention, and communications. Representatives from all three councils meet on a regular cadence globally to share ideas and best practices. The councils have an assigned executive sponsor, and 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

For over 30 years, we have recognized the importance of diversity and inclusion — in both our own workforce and our supply base — in fueling strong business performance. When we promote supplier diversity, it helps drive innovation, enhance competitiveness, and support economic growth in all our communities. Driving supplier diversity and inclusion to mirror the consumers who sit in our seats reflects our commitment to inclusivity and our responsiveness to the changing demographics and needs of our customers.

For more information, read our [statement of commitment to global supplier diversity and business development](#).

Additional Information

For more information about diversity and inclusion, human rights and sustainability at Adient, please visit www.adient.com/sustainability.

