Corporate Sustainability Report 2018
Driving Toward a Sustainable Future

Just as Visteon is committed to being the leading provider of cockpit electronics for automakers, we are also dedicated to the highest level of corporate sustainability and social responsibility. Our 10,000 employees around the world are helping make cars smarter and safer while allowing drivers to be more connected with each other and the world. At the same time, we are devoted to upholding high ethical standards wherever we operate, maintaining a workplace free of harassment or discriminatory treatment.

This report highlights Visteon’s sustainability performance and activities across our global operations in 2017, and outlines our 2018 targets. I am proud that Visteon achieved 12-year bests in virtually every key sustainability metric in 2017, including employee safety, energy usage, emissions and waste reduction.

While our business is evolving with new technologies and opportunities — such as those presented by connected car and autonomous driving trends — our commitment to corporate responsibility across the 18 countries where we operate remains steadfast. From our technology innovations to our strategic partnerships and collaborations, we take seriously our role to contribute to a safer, cleaner, more sustainable world.

In 2017, we achieved outstanding safety results. Our lost-time case rate of 0.023 was equivalent to less than one employee lost-time injury for more than 8 million hours worked. This placed Visteon well within the top 5 percent of all industries, and is considered best-in-class for automotive and manufacturing companies. We had zero lost-time injuries at 90 percent of our global facilities in 2017, as we continue to embrace a no-injury mindset.

Visteon is striving to make the world’s roadways safer through innovative technology. Our products are designed to keep people safe, alert and informed on the road, and we’re also dedicated to improving people’s lives and communities in other ways. Through corporate contributions and our employees’ generosity, Visteon supports hundreds of charitable causes in all corners of the world. Our employees’ caring spirit in 2017 ranged from supporting science, technology, engineering and math education in the U.S. and Europe; to raising money for cancer research in the UK and Germany; to donating funds and school supplies for underprivileged students in India and China; to supporting flood relief efforts in India.

We continue to emphasize environmental performance. Visteon again voluntarily participated in the Carbon Disclosure Project in 2017, publicly sharing emissions data and carbon emission-reduction strategies. We are dedicated to developing environmentally sound technology — from cockpit solutions for electric vehicles to our SmartCore™ domain controller, which consolidates electronic control units to save materials, power and cost.

As Visteon continues to transform as a technology leader, we remain committed to the highest standards of corporate responsibility in all facets of our business.

Sachin Lawande
President and CEO
Visteon Corporation has a longstanding commitment to corporate sustainability and citizenship. In support of this commitment, we are providing this report as a summary of the company's 2017 corporate responsibility activities. Included are highlights of company initiatives, practices and achievements related to ethics and governance, diversity, environment, health and safety, and community involvement.

Visteon is committed to achieving success and delivering value for customers and shareholders in today's dynamic automotive marketplace. As a technology-driven company focused on cockpit electronics and the road to autonomous driving, Visteon has a world-class workforce and an unwavering dedication to corporate sustainability.
Visteon is at the epicenter of the connected car driving revolution, with one of the broadest cockpit electronics portfolios in the industry. Visteon designs, engineers and manufactures vehicle cockpit electronics products and connected car solutions that deliver a rich, connected experience for drivers and passengers.

Visteon is well-positioned to address emerging cockpit electronics trends, with a variety of innovative solutions including SmartCore™ domain controllers and our DriveCore™ autonomous driving platform. Named a top-five Tier 1 supplier for connected car solutions by ABI Research, Visteon is technology-driven, flexible and enjoys a diversified customer base and broad global footprint.

**VISION:** A top-three cockpit electronics player delivering a rich, connected cockpit experience for every car from luxury to entry

**HEADQUARTERS:** Van Buren Township, Michigan, U.S.

**PRESIDENT AND CEO:** Sachin Lawande

**2017 REVENUE:** $3.2 billion

**NASDAQ STOCK SYMBOL:** VC

**CORE BUSINESS:** Automotive cockpit electronics

**PRODUCTS:** Instrument clusters, head-up displays, information displays, infotainment, audio systems, telematics, SmartCore™ cockpit domain controllers, and DriveCore™ autonomous driving platform

**CUSTOMERS:** Major vehicle manufacturers worldwide

**EMPLOYEES:** Approximately 10,000 in 18 countries

**QUALITY CERTIFICATION:** Visteon Corporation is certified to the ISO/TS16949 technical specification for quality management systems. The company requires its supply chain to have third-party certification to ISO/TS 16949 by an IATF-recognized certification body.

**WEBSITE:** www.visteon.com
Visteon’s ethics and compliance program is based on the company’s ethics and integrity policy. This policy describes the company’s expectations regarding the standards of behavior and conduct of employees. It underscores our dedication, at all levels of the organization, to the behaviors underlying our ethical standards. The policy is translated into 10 languages and distributed to our employees throughout the world. The company also maintains an ethics “hotline” and encourages employees to report any concerns or failures in compliance. Visteon has implemented a process under which employees can bring any concerns regarding matters of ethics and compliance to the direct attention of Visteon’s Audit Committee. Through an annual report presented to the Audit Committee, the company describes its activities and compliance within our ethics areas.

Code of Basic Working Conditions

As an extension of our ethics and compliance program, Visteon adopted its own Code of Basic Working Conditions in 2006. This code sets requirements and expectations related to the following areas:

» Child labor
» Compensation
» Forced labor
» Freedom of association and collective bargaining
» Harassment and discrimination
» Environment, health and safety
» Work hours
» Responsibility and implementation

The issue of sexual harassment in the workplace is receiving heightened attention in the wake of many highly publicized cases involving other organizations. Visteon is committed to a corporate culture free of harassment or discriminatory treatment of any form. We consider sexual harassment illegal and a violation of one’s civil rights, and we have a zero-tolerance policy for any employee harassment or discrimination.

Visteon is committed to ensuring its suppliers are aligned with the company’s ethics and compliance program. Visteon issues to all of its suppliers terms and conditions that include compliance with all applicable laws and regulations, including those relating to environmental matters, wages, working hours, conditions of employment, discrimination, and health and safety. The terms and conditions also require that suppliers attest that any supplies purchased by Visteon will not be produced with forced labor either by the supplier or its suppliers.
Ethics and Governance

Conflict Minerals

On Aug. 22, 2012, the U.S. Securities and Exchange Commission (SEC) adopted final rules to implement section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. This law imposes reporting requirements on manufacturers if the products they manufacture or contract to manufacture contain minerals identified as “conflict minerals.” The rules define conflict minerals as cassiterite, columbite-tantalite, wolframite and gold, as well as their derivatives tin, tantalum and tungsten. Other minerals may be identified in the future at the discretion of the U.S. Secretary of State.

In support of efforts to end human rights abuses in the Democratic Republic of Congo (DRC), Visteon has imposed standard reporting requirements on its supply chain regardless of where the components and materials are purchased. Visteon has been working closely with the Automotive Industry Action Group (AIAG), and with our customers and other Tier 1 suppliers, to ensure continued consistency in the tools used to establish this process. Requirements are cascaded annually to our supply chain, and Visteon intends to do what we can to ensure the components and materials in our products, regardless of where they are assembled or sold, do not contain minerals that have contributed to the armed conflict in the Democratic Republic of Congo (DRC) and surrounding countries.
Ethics and Governance

Governance — Board of Directors

There are currently five Board committees in the Board Committee Structure: Audit; Finance and Corporate Strategy; Corporate Governance and Nominating; Organization and Compensation; and Technology. Board committee charters and roles and responsibilities can be found here.

1. Audit
The Audit Committee’s purpose is to assist the Board of Directors in its oversight of the integrity of the corporation’s financial statements, the corporation’s compliance with legal and regulatory requirements, the independent auditors’ qualifications and independence, and the performance of the corporation’s internal audit function and its independent auditors. The Audit Committee is directly responsible for the appointment, compensation, retention and oversight of the work of any independent auditors, and each such auditor shall report directly to the Audit Committee.

2. Finance and Corporate Strategy
The purpose of the Finance and Corporate Strategy Committee is to consider and make recommendations to the Board of Directors regarding issues impacting the financial structure and strategic direction of the corporation, including, but not limited to, revisions to the corporation’s capital structure, mergers, acquisition and divestiture activities and changes to the scope and mix of business.

3. Corporate Governance and Nominating
The purpose of the Corporate Governance and Nominating Committee is to assist the Board of Directors in monitoring and developing corporate governance practices and procedures, identifying qualified individuals to become directors, determining the composition of the Board and its committees, and overseeing risks related to the corporation’s corporate governance structure, practices and procedures.

The Corporate Governance and Nominating Committee also reviews the worldwide performance of the corporation as it affects the environment, safety, and health of its shareholders, employees, communities and customers, and the corporation’s policies and programs related thereto, including the political, charitable and environmental contributions of the corporation.

4. Organization and Compensation
The purpose of the Organization and Compensation Committee is to evaluate and review the performance of the executive personnel of the corporation and to develop and make recommendations to the Board of Directors with respect to executive compensation policies and plans, executive staffing and succession planning, organizational development, and equal opportunity and diversity policies, so as to ensure that senior management is rewarded appropriately for its contributions to the interests of the corporation and its shareholders, and that the corporation maintains the necessary processes to ensure the continuing development of organizational leadership.

5. Technology
The purpose of the Technology Committee is to assist the Board of Directors in its oversight of the corporation’s product and technology roadmaps; to provide insight and input to the corporation’s management in formulating the technology strategy and vision for the corporation; and to assess technology partnerships or acquisitions.
Diversity

Inclusion. Respect. Acceptance. Learning. Visteon believes each of those values form the foundation of a diverse business, and that’s why the company places a high value on diversity and everything it embodies. For Visteon, diversity represents an environment of open communication where the contributions of all employees are valued. It’s those individual attributes — our culture, ethnicity, race, gender, age, sexual orientation, gender identity and expression, disability, nationality, education, life experience and beliefs — that make us each unique and allow us to share insights that may not otherwise be realized. As a multicultural organization, Visteon embraces human differences and harnesses the power of its employees’ varied backgrounds, cultures and experiences to create a competitive edge.

Visteon’s global mission for diversity is to provide a business environment that:

» Maximizes the benefits derived from a diverse workforce

» Promotes a culture that encourages every individual to contribute to the success of the business

» Values differences in the background and experiences of individuals

We believe that working in a more inclusive environment can benefit all individuals in a multitude of ways:

» Valuing diversity can create better working relationships with suppliers, customers and communities.

» Sharing and capitalizing on diverse perspectives generally results in better idea generation, more thoughtful dialogue and, ultimately, premier products.

» Diverse organizations gain the opportunity to benefit from improved talent retention and increased productivity.

Visteon will continue to succeed through the full engagement of the diverse talents of all its employees.

Employment

Visteon embraces an inclusive work environment in which open communication, honest dialogue and the contributions of all employees are valued, and where equal opportunity and non-discrimination are given the highest priority. By valuing diversity, both individuals and the organization are better equipped to meet the challenges presented by global competition. In addition, Visteon’s diversity mission is supported by our employee resource groups and a strong commitment to work-life balance.
Empowering Employees on International Women's Day

Visteon employees in India celebrated International Women's Day on March 8 with gatherings at the technical centers in Chennai and Pune. More than 100 Visteon women marked the occasion with a “ladies’ day out,” which featured a number of activities, including a communal meal and gift-giving ceremony. To top off the day, the women watched a video with heartfelt messages from their colleagues, reminding them how valued and important their contributions are to the success of the company.

New Wall Mural Celebrates Indian Culture and Technology at the Chennai Tech Center

Visteon’s customer regional engineering (CRE) center in Chennai, India, has produced a creative glimpse into local culture with an eye-catching piece of wall art. Blending images representing the past and the future, this piece combines strong Indian traditions with the latest innovative technologies that are driving the city into a new age of connectivity. Created by renowned Chennai artist Geetanjali Chatrath, the striking panoramic piece incorporates many features symbolizing Chennai’s cultural history, such as a fisherman on his boat, and local actor and political figure, Rajinikanth. Geetanjali interwove these Indian images with others representing technological solutions and Visteon’s automotive concepts — such as self-driving cars, cybersecurity and the cloud — to project a multi-faceted, contemporary environment aimed at inspiring people for years to come.
2017 Achievements — Americas

Employees Get the Diversity Scoop at Ice Cream Social
Visteon employees in the U.S. explored the benefits of employee resource groups (ERGs) and enjoyed handcrafted ice cream sandwiches at a July 20 ice cream social. These self-organized groups support networking, career development, social activities and community outreach through the sharing of diverse cultures, backgrounds and orientations. Participants chatted with ERG representatives and were given flyers with information such as each organization’s mission, objectives, upcoming activities and key contacts. By having their flyers punched at three ERG information tables, employees were entitled to sweet treats from an artisan ice cream and cookie truck parked outside.

Panel Discussion Offers Insight from Successful Women
The employee resource group in Van Buren Township, Michigan, Women in Visteon, organized an informal networking luncheon and panel discussion for all Grace Lake employees. Panelists Jennifer Pretzel, vice president and treasurer, and Sherry House, former vice president, corporate development, spoke about their personal experiences and what it has taken for them to become successful in the workplace. Visteon employees were invited to listen to and learn from these panelists with the hopes of gaining knowledge for a future of success.
A cleaner, greener, healthier environment is a primary consideration in Visteon’s global business activities. Visteon continued to implement a number of initiatives in 2017 to help reduce waste, water usage and greenhouse gas emissions at various manufacturing facilities around the globe. These efforts included improving lighting or heating and cooling efficiency; managing the use of compressed air; reducing, reusing, and recycling materials; optimizing water usage; and organizing utilities awareness campaigns for employees.

Visteon was in full compliance with all customer product-related environmental, health and safety requirements in 2017. Every facility where Visteon has financial control (more than 50 percent ownership) is certified to the ISO14001 environmental standard.

Visteon is committed to offering products to automakers that support the goal of reducing vehicle emissions and increasing fuel economy through weight reduction and other approaches. Visteon supports the movement to electric and other alternative fuel vehicles and powertrains, with the overall goal of reducing vehicle emissions. This trend is gaining momentum globally; for example, the government of China has mandated that 20 percent of all new vehicles sold in 2025 must be new energy or non-fossil-fueled vehicles. Visteon’s SmartCore™ domain controller technology, with its ability to consolidate electronic control units and reduce weight and power consumption — in addition to cost — is an ideal solution for these new energy vehicles of the future.

Another way Visteon is making efforts to improve fuel efficiency is through our autonomous driving platform, DriveCore™ — a centralized domain controller that incorporates object detection and tracking, sensor fusion, situation analysis and trajectory planning, enabled by artificial intelligence. Accelerating the adoption of self-driving technology can lead to an even more positive impact on the environment, from ride-sharing programs to new transportation infrastructures.
Environment

2017 Successes

**Visteon Plant in Chennai Awarded for Energy Efficiency**

Visteon’s manufacturing facility in Chennai, India, gained industry recognition after winning a respected award for energy efficiency — highlighting the plant’s excellence in supporting sustainable operations and its contributions in a range of energy-saving projects. Awards were handed out at a ceremony that included more than 100 different companies from various sectors including automotive, steel and power.
The health and safety of every employee is a top priority for Visteon. The company maintained world-class health and safety performance in 2017, with 90 percent of its facilities recording zero lost-time accidents — the main indicator Visteon uses to measure health and safety. The lost-time case rate (LTCR) tracks the number of work-related injuries and illnesses that result in time off work. Visteon’s LTCR in 2017 was 0.023 — putting it within the top 5 percent of all industries and making it best-in-class for automotive/manufacturing companies.

Visteon also recorded a 1.24 severity rate and 0.031 recordable injury rate, which represents the work-related injuries that resulted in restricted work or lost days, or required more than general first-aid treatment. All of this combined strengthens Visteon’s position as a safety leader in the top percentile of all manufacturing companies, regardless of industry. Every facility where Visteon has financial control (more than 50% ownership) is certified to the OHSAS 18001 safety standard.

For 2018, Visteon continues to champion aggressive safety targets for all of its facilities. All Visteon sites have zero lost-time accidents as a target, and the company is tracking near-misses and all first-aid cases — performing analytics on those cases and prioritizing improvement actions. Visteon is committed to continuing to improve its status as an industry leader in safety regardless of business sector. The graph to the right shows the relative performance in lost-time case rate for Visteon compared with various relevant industries.
Reynosa Plant Celebrates Safety Milestone
Visteon’s plant in Reynosa, Mexico, recently celebrated a safety milestone: three years without a lost-time incident. Sunil Bilolikar, head of global operations and procurement, visited the plant in early February, to thank and congratulate the entire Reynosa team for this significant achievement.

Visteon Partners with American Center for Mobility
Visteon became the first Tier 1 automotive supplier to partner with the American Center for Mobility (ACM). A world-class non-profit facility located on a historic 500-acre airport site in Ypsilanti, Michigan, ACM was built to support the development and testing of connected and automated transportation technologies. As a founding partner with ACM, Visteon will be able to safely test, validate and self-certify the DriveCore™ autonomous driving platform. This will enhance the development of this technology and help Visteon put self-driving cars on America’s roads safely.
Health and Safety

2017 Successes

Thailand Plant Recognized for Safety Achievements
Visteon Automotive Electronics Thailand Limited was the recipient of a Bronze Level award for two consecutive years for having an accident-free workplace. The award was presented by the Thailand Ministry of Labor during an award ceremony on June 29, and represented 1,657,073 certified hours with no accidents.

The Thailand facility was also awarded with a “Best Safety Workplace” award by the Thai Labor Ministry in 2017, achieving a Gold Level for achieving this for two consecutive years.

Chennai Plant Celebrates 6,000 Days without a Lost-Time Case
On Nov. 15, Visteon Electronics India in Chennai celebrated 6,000 consecutive days without a lost-time incident. Plant manager Barkathulla Khan addressed employees and thanked them for their dedication to safety. Prizes were also awarded for safety efforts that went above and beyond. The plant employs more than 500 people, delivering infotainment systems and instrument clusters for a wide range of passenger cars and two-wheelers in South East Asia.
Community

Supporting the communities where we work. It’s a simple idea, but one we take very seriously. Through corporate contributions and employee volunteer initiatives, Visteon demonstrates to its neighbors in communities where it operates that the company cares about them, their families and their future. Visteon supports the belief that a cohesive society is an essential foundation for business success, and that companies thrive with healthier, better-educated and more productive people. Visteon’s contributions are generally concentrated in two focus areas: youth and the environment.

From providing food, shelter, health care and school supplies to volunteering and mentoring activities, Visteon has funded programs to improve the lives of children worldwide. We have also provided funding for environmental programs that preserve and protect the environment, including the establishment of parks and the protection of wildlife.

Our community support goes well beyond monetary funding. Visteon employees embrace this corporate mission and actively participate in supporting our communities. Whether it is teaming up to plant trees, collecting household essentials for families in need, cleaning a neighborhood or promoting a healthier lifestyle, Visteon employees are always there to help.
Community

2017 Highlights — Asia

Week-Long Event Spotlights Safety
Visteon Technical Services Center (VTSC) in Chennai, India held a special week-long event to draw attention to the importance of safety — in and out of the workplace. Over the course of the week, employees participated in activities focused on different aspects of health and safety, including workplace safety, nutrition and exercise and general medical wellness. Special posters and video screenings contributed to the important messages of the week. The event not only brought awareness to safety, but was a fun and exciting change for the employees.

Employees Take the Pledge of Safe Driving
To highlight the importance of safety on the road, VTSC in Chennai, India participated in Road Safety Week. Employees watched videos about the importance of driver safety and participated in road safety and driving skills workshops. The highlight of the week was when employees pledged to be safe drivers on the road.

Employees Learn Life-Saving Skills
Employees at Visteon Technical Services Center (VTSC) in Chennai, India learned the importance of life-saving skills at a first aid and life support workshop. During the event, a trainer explained the significance of these skills and demonstrated different techniques. Employees learned about topics including CPR, bleeding and choking, fire burns, heat-related exhaustion or stroke, and other medical emergencies.
Community

2017 Highlights — Asia

**Blood Drives Fill Vital Need Worldwide**
Emphasizing the importance of creating a better and healthier community, Visteon’s blood drives are a valuable volunteer activity that make a real difference in the lives of those in need. At locations around the world, Visteon embraced blood donation programs and held donation events throughout the year. Employees took great pride in the participating in a program that has the ability to save tens of thousands of lives each year.

**Family Fun at Visteon Summer Camp**
Looking to draw on the company’s community spirit, Visteon employees at the manufacturing facility in Chennai, India, took some time to celebrate the families within their own community. Visteon employees brought their partners and children to participate in an array of fun, family-oriented activities at an internally organized summer camp in May. Despite soaring temperatures, everyone embraced the three-day event — which centered on arts, crafts and a range of outdoor games that included team competitions and a bouncy castle — and enjoyed sharing time together.

**Supporting Underprivileged Shanghai Students**
Visteon employees in China contributed to Shanghai Sunrise, a charitable program under the umbrella of the Shanghai Charity Foundation. The program’s mission is to support underprivileged children in the Shanghai area. Visteon has sponsored the program since 2005, donating a total of RMB 495,800 ($75,000) to 44 underprivileged students in 10th grade and above. Shanghai Sunrise as well as the supported students thanked Visteon with certificates to express appreciation for their long-term partnership and employee generosity.
Community

2017 Highlights — Americas

Board Members Share Insights at Women in Visteon Luncheon
Women in Visteon hosted a luncheon in the U.S. in June featuring speakers Nomi Bergman and Joanne Maguire, who serve on Visteon’s board of directors. About 90 women attended, one of the largest turnouts ever for a WIV event.

After speaking about their backgrounds, Bergman and Maguire hosted a Q&A. When asked how to successfully lead a team, Maguire responded: “Be authentic. Be straightforward. Be supportive. Hold people accountable.” Bergman added to Maguire’s response, “When you can align your interests with each individual, that’s when magic happens. Care about people as a complete package – personally and professionally.”

Women in Visteon (WIV) was chartered in 1999 and was the company’s first unique employee resource group. Its mission is to create and provide an environment that appreciates and values differences, inspires participation and teamwork, and provides networking opportunities.

Reynosa Employees Rally to Support Earthquake Victims
In fall of 2017, Visteon’s Reynosa employees didn’t hesitate to help those in need. In the aftermath of one of the strongest central Mexican earthquakes in recent history, Reynosa employees collected water and other supplies to send to those affected. Disaster relief is one of many ways Reynosa employees support their communities as part of their social responsibility.

Empowering the Next Generation
Van Buren Township, Michigan, employees took part in National Take our Daughters and Sons to Work Day — an event promoting engineering to young people in a fun and accessible way. The children were involved in various activities including an autonomous driving experience, 3-D printing demonstrations and an electronics kit. Older participants were invited to take part in a STEM presentation capstone project. The event provided a fun, hands-on learning experience that taught the children about the exciting technology their parents and caregivers are part of every day.
Operation Good Cheer Effort Brings Joy to Foster Children

Visteon employees in Van Buren Township, Michigan, sponsored gifts for area children in support of an employee-led initiative for Operation Good Cheer. Many teams and individuals sponsored children, and lunchtime collections were pooled to sponsor additional children’s gifts, ranging from bikes and sleds to sporting equipment, art supplies and clothes.

Recipients of donated gifts included children up to age 17 who are living in foster care, group homes and residential treatment facilities throughout Michigan. Hundreds of volunteers, including pilots and transportation companies, distributed gifts by trucks and local airports on Dec. 2.

Visteon Supports Detroit Women in Tech

As part of an effort to encourage and empower women, and to provide them with resources to learn web and software development skills, the Van Buren Township, Michigan, employee resource group Women in Visteon sponsored the 5th annual Girl Develop It Anniversary Party fundraiser at the Belle Isle Aquarium in Detroit on Nov. 16. The event included dinner, networking, raffles, swag and marine life. Best of all, it supported women in tech.
Community

2017 Highlights — Americas

Supporting Mexico Families and Schools After Flood
Visteon’s Chihuahua, Mexico, employees continuously strive to support their less-fortunate neighbors and local community schools as part of their social responsibility activities. After the area suffered severe flooding as the result of torrential rains, Chihuahua employees jumped into action. They collected donations for household cleaning supplies, as well as back-to-school packages for six families from Ejido Labor de Terrazas. The packages included backpacks, notebooks, writing utensils and other supplies for students returning to school.

Helping Elementary Students Develop a Passion for Reading
Led by PSL and Senior Program Manager Mark Laginess, Visteon volunteers participated in the reading program at Tyler Elementary School in Van Buren Township, Michigan. Volunteers read with students for one hour twice a month, to help students improve their reading fluency and encourage lifelong learning.

STEM Students Take the Spotlight
Led by Tom Nagi, product development manager – systems, Visteon worked with students in the STEM program at the Plymouth Canton (Michigan) Community School System in 2017. The students worked on a driver awareness project, which they demonstrated at the end of the school year. The event was a celebration of their experiences and accomplishments.

Children’s Hospital Bingo Brings Smiles to Sick Kids
Once a month, a small team of Van Buren Township, Michigan, employees visited Children’s Hospital of Michigan, where they play bingo with patients – either in the playroom or via video feed to patients’ rooms. Volunteers delivered toys and other small gifts to all children that participate. In the summer of 2017, Visteon interns were also invited to participate.
Community

2017 Highlights — Americas

Chihuahua Plant Sponsors Local Schools
Education can be a gateway to a child’s success. That’s why, as part of its community leadership activities, the team at Visteon’s Chihuahua, Mexico, plant established a sponsorship program for two elementary schools in the city’s Southwest region. The objective was to provide donations and support to schools in the community and to provide a better learning environment.

Going Red for Women in Support of American Heart Association
It was all about offering heartfelt support for women everywhere. Visteon Health and Welfare partnered with Women in Visteon (WIV), an employee resource group, to raise awareness about heart disease among women through the American Heart Association’s national Go Red for Women program. U.S. employees were encouraged to wear red on Friday, Feb. 3 — designated as National Wear Red Day® — to help raise awareness of heart disease in women. Because high blood pressure is a major risk factor for heart disease and stroke, employees were offered complimentary blood pressure screenings and information on how to manage high blood pressure. Over two days, WIV volunteers collected more than $600 in donations for the American Heart Association.

Partnering with Life Remodeled to Join the Fight Against Blight
Kids should feel safe on their walks to and from school — but not all do. Addressing this problem for some Detroit youth was the ultimate goal for Visteon volunteers last fall. Nearly 60 employees from the company’s headquarters in Van Buren Township, Michigan, loaded onto a bus and headed to Detroit to support Life Remodeled. Life Remodeled is a Detroit nonprofit dedicated to repairing and beautifying local neighborhoods to transform the lives of families living there. The employees participated in various activities to clear the area surrounding Central High School of blight, helping to ensure a safer route for students commuting to and from school.
Community

2017 Highlights — Europe

**Visteon Bulgaria Supports National Race Robo League**
For the fifth consecutive year, Visteon Bulgaria supported the 2017 National Race Robo League competition in November. Robo League Bulgaria is a platform for the development and exchange of ideas in the field of robotics. The initiative is organized by the National Robotics Competition, and brings young enthusiasts and experienced professionals together to construct and program autonomous robots. Various hardware and software developments and solutions are displayed, depending on the teams and their level.

**Teaching Tech to Local Schoolchildren**
Members of the Visteon Bulgaria team actively engage with children in their community. In 2017, they played host to local schoolchildren and demonstrated Visteon technologies. They also created a mentorship program for underprivileged children in the area.

**Shooting Hoops for a Good Cause**
Visteon team members in Sofia, Bulgaria, participated in a basketball tournament to benefit Holiday Heroes, a non-profit association that supports the socially disadvantaged, disabled and families in need. The organization also encourages charitable activities and organizes campaigns at national and Christian holidays in Bulgaria.
Community

2017 Highlights — Europe

Employees Connect at Summer Walk
Embracing the warmest days of the year, Visteon employees in Palmela, Portugal, took to the outdoors to participate in a summer pedestrian walk. The walk allowed employees who may not cross paths in their day-to-day activities to interact and enjoy time together. Not only did the walk reinforce friendships among colleagues, but it gave employees the opportunity to relax and enjoy the warm summer weather.

Third Student Academy Program
The Visteon team in Bulgaria continues to provide on-the-job learning in automotive innovation with the third edition of their successful engineering academy. Since launching in 2015, the program has fostered over 35 graduates and delivered 28 new recruits to one of Visteon’s fastest-growing technical centers. Visteon Bulgaria has enjoyed great success among the country’s software engineers, establishing itself as a unique hub for promising industry talent. Featuring high-level mentoring from 10 Visteon trainers, Sofia’s academy provides a unique learning platform for the 20-30 individuals selected for each round, offering in-class tutorials and seminars, exposure to real work environments, and real-world exercises that put theory into practice.

Uncovering Secrets in Their Own Backyard
Broken up into 14 teams, Visteon’s Palmela, Portugal, employees went on an adventure to discover the secrets of the Sintra Mountains. On the “Mystery in Sintra” tour, employees completed activities that led them to new facts about the area. While bonding with their coworkers, participants uncovered corners of Sintra they did not know.

Branching Out to Support International Day of Forests
As part of the celebration for the International Day of Forests (IDF), Visteon’s manufacturing facility in Palmela, Portugal, collaborated with Palmela City Hall to plant a number of trees within the municipality. The Visteon team knows that planting trees in our communities is important, as they offer many benefits today and for future generations. While forests are the largest source of renewable energy in the world, trees in urban areas such as Palmela can help filter harmful pollutants from the air and even cool the air by 2 - 8°C when strategically placed.

Trees planted by Visteon employees in Palmela, Portugal.
2018 Targets

Visteon’s 2018 Environmental, Health and Safety (EH&S) and Sustainability targets include:

» Total recordable injury rate ≤ 0.016

» Total lost time injury rate ≤ 0.008

» Total severity rate ≤ 0.39

If a location had zero Lost Time Cases (LTC) in 2017, then the target for that location is zero for 2018.

» 0 work-related fatalities

» 0 significant fire incidents, spills or releases

A significant fire/spill incident is globally defined as a fire or spill incident resulting in any of the following: >$5,000 damage, employee injuries or regulatory violation.

» 0 notices of regulatory noncompliance

» 0 fines

» New ISO 14001 certification

» Energy, Emissions, Waste and Water metrics according applicable (GRI) G4 guidelines

Target 5% improvement by 2020 - 2016 baseline.

» Compliance of training for regulatory requirements, new employees and contractors

» Compliance with all customer product-related supply chain sustainability/EHS requirements

» Good or Excellent in Visteon EHS behavior-based self-assessment tool scoring with a second-party evidences check for all manufacturing sites.

» Tracking all first aid cases, perform analytics and prioritize improvement actions

» 100% completion of EH&S Quick Self-Assessment for the manufacturing sites

» Tracking incidents (Near Misses), perform analytics and prioritize improvement actions
## 2017 Performance

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<tr>
<th>Goal</th>
<th>Performance</th>
<th>Comments</th>
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<tbody>
<tr>
<td><strong>Total recordable injury rate: ( \leq 0.016 )</strong></td>
<td>0.031</td>
<td>Continued to strive as world-class performer.</td>
</tr>
<tr>
<td><strong>Total lost time injury rate: ( \leq 0.008 )</strong></td>
<td>0.023</td>
<td>Low LTRC for the company, placing it in the top percentile of all manufacturing companies regardless of industry.</td>
</tr>
<tr>
<td><strong>Total severity rate: ( \leq 0.39 )</strong></td>
<td>1.24</td>
<td>Low severity rate; maintained position in top percentile of all manufacturing companies regardless of industry.</td>
</tr>
<tr>
<td><strong>0 work-related fatalities</strong></td>
<td>0</td>
<td>90% of all facilities did not register a lost-time case in 2017.</td>
</tr>
<tr>
<td><strong>0 significant fire incidents, spills or releases</strong></td>
<td>0</td>
<td>No outstanding non-compliances for any plant.</td>
</tr>
<tr>
<td><strong>0 notices of regulatory noncompliance</strong></td>
<td>Several minor violations totaling &lt;$5,000 that have been resolved</td>
<td>No outstanding non-compliances for any plant.</td>
</tr>
<tr>
<td><strong>0 fines</strong></td>
<td>0 major non-compliances</td>
<td></td>
</tr>
<tr>
<td><strong>Implement new version of ISO 14001</strong></td>
<td>Implemented new EH&amp;S IMS manual Implemented EH&amp;S IMS assessment according the new manual</td>
<td>No outstanding non-compliances.</td>
</tr>
<tr>
<td><strong>100% compliance with all customer product related supply chain sustainability / EHS requirements</strong></td>
<td>100% compliance achieved</td>
<td></td>
</tr>
<tr>
<td><strong>“Good” or “Excellent” (minimum of 75%) in Visteon EHS behavior-based assessment tool scoring for all manufacturing sites</strong></td>
<td>Average score of 70% with second-party check</td>
<td>Global score “Good” with additional second-party evidence check of compliance control.</td>
</tr>
</tbody>
</table>
## 2017 Performance

<table>
<thead>
<tr>
<th>Goal</th>
<th>Performance</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% completion of training for regulatory requirements, new employees and contractors</td>
<td>Completed 514 EH&amp;S training courses</td>
<td>Target was 487 according 2017 EH&amp;S training plan.</td>
</tr>
<tr>
<td>Implement new energy, emissions, waste and water metrics according applicable (GRI) G4 guidelines</td>
<td>Water usage (cubic meters) 7% improvement</td>
<td>Exceeded target.</td>
</tr>
<tr>
<td></td>
<td>Water use (cubic meters per million USD revenue) 10% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Disposal waste tons 30% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Recycle waste tons 0% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Waste tons per million USD revenue 8% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total waste 5% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Energy usage 4% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Energy usage (gigajoules per million USD revenue) 5.3% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Direct greenhouse gas emissions (metric tons CO2e) 11.1% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indirect greenhouse gas emissions (metric tons CO2e) 3.6% improvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Greenhouse gas emissions (metric tons CO2e per million USD revenue) 4.8% improvement</td>
<td></td>
</tr>
<tr>
<td>Track all first aid cases, perform analytics and prioritize improvement actions</td>
<td>Tracked first aid cases, performed analytics and prioritized improvement actions</td>
<td>Operational control reference focus: Personal protective equipment (PPE), working and walking surfaces, ergonomics, housekeeping and confined spaces.</td>
</tr>
<tr>
<td>100% completion of EH&amp;S quick self-assessment for manufacturing sites</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Tracking incidents (near misses), perform analytics and prioritize improvement actions</td>
<td>Tracked incidents, performed analytics and prioritized improvement actions</td>
<td>Operational control reference focus: Maintenance, PMHV/pedestrian safety, housekeeping, working and walking surfaces, chemical safety</td>
</tr>
</tbody>
</table>
Health and Safety Indicator Definitions

The main indicator Visteon uses to measure health and safety is lost-time case rate (LTCR), i.e. the number of work-related injuries and illnesses that result in time off work. This number represents lost-time cases per 100 full-time workers and is calculated by dividing the number of lost-time cases by the total hours worked by all employees during the year and then multiplying the result by 200,000 (200,000 is the number of hours that 100 employees would work in a year, based on 40 hours per week and 50 weeks per year).

The other primary health and safety measure is severity rate. Severity is the number of days an employee misses (lost days) due to a work-related injury or illness. Severity rate represents the number of lost days per 100 full-time workers and is calculated by dividing the number of lost days by the total hours worked by all employees during the year and then multiplying the result by 200,000.

A recordable injury is a work-related injury that results in medical treatment greater than first aid, or results in restricted work or lost days of work. The recordable rate represents the number of recordable injuries per 100 full-time workers and is calculated by dividing the number of recordable injuries by the total hours worked by all employees during the year and then multiplying the result by 200,000.
Environmental Metrics

Energy Usage
(Trillion BTU)

Emissions / Revenue
(Metric Tons CO₂ Equivalent / Millions of US$)

Emissions
(Metric Tons CO₂ Equivalent)

Waste
(Metric Tons)
Environmental Metrics

Water
(Gallons)

Energy Usage
(BTU / Revenue)

Waste / $ Revenue
(Kg / $100,000 Revenue)
Health and Safety Metrics
Zero-Injury Facilities

These facilities had no work-related injuries or illnesses in 2017.