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 corporate responsibility activities. Included are highlights of company initiatives, practices and achievements related to ethics and governance, environment, health and safety, products, supply chain, quality and our people.

Visteon is focused on leading the digital revolution in cockpit electronics, delivering key product platforms that are essential to the cockpit of the future. As a technology-driven company focused on cockpit electronics that address the digital, electric and autonomous evolution, Visteon has a world-class workforce and an unwavering dedication to corporate sustainability.
INTRODUCTION
CEO Letter

Responsibly Leading the Digital Cockpit Revolution

Visteon is committed to the highest levels of sustainability in all aspects of our business. Our 10,000 global employees demonstrate this every day – using environmentally friendly processes to design and manufacture cockpit electronics products, generously contributing time and energy to their local communities and tirelessly pursuing technology solutions to make vehicles and roads safer.

This report highlights sustainability activities and performance across Visteon’s global operations, including 2018 metrics. Visteon achieved 13-year bests in virtually every key sustainability metric in 2018, including employee safety, energy usage, emissions and waste reduction. We are on track to achieve our 2019 goals and are setting challenging targets for 2020. Global automakers have awarded us near-record levels of new business based on next-generation digital technology that will help hasten the adoption of electric and automated vehicles, thus lowering CO₂ emissions and dramatically reducing accident rates.

Visteon is now recognized as best-in-class in employee safety among all automotive and manufacturing companies. In 2018, we recorded our lowest-ever occupational injury rates, achieving zero reportable employee lost-time injuries for more than 26 million hours worked within our operations.

Our environmental performance also continues to improve across our manufacturing operations. We continue to voluntarily participate in the Carbon Disclosure Project, publicly sharing emissions data and carbon emission-reduction strategies. At the same time, we are developing and commercializing digital products that can reduce mass, weight and power consumption, all of which help automakers reduce their carbon footprints.

Through corporate contributions and the generosity of our employees, Visteon helps improve the lives of thousands of people each year. As evident in the stories in this report, Visteon employees are quick to help those in need throughout the 18 countries where we operate.

I am proud that Visteon is leading the automotive cockpit revolution, while making our communities better and the driving experience safer and greener for today and tomorrow.

Sincerely,
Visteon is committed to improving road safety and the vehicle cabin experience through cockpit electronics technology that enables electric and automated vehicles.
At Visteon, we believe all of our employees are leaders. Our leadership principles are behaviors that all Visteon employees should demonstrate to enable business excellence.

**VISION**
I take a long-view and think strategically about where we are going

**OPTIMISM**
I see the glass as half-full and bring others along with me

**COMMUNICATION**
I effectively articulate complex business topics in a compelling way

**INTEGRITY**
I always do right by the company; this is expected of me as a great leader

**HUMILITY**
I show humility, the opposite of ego; this is how I develop trust

**COURAGE**
I often make tough decisions
As the only Tier 1 supplier devoted exclusively to cockpit electronics, and with the broadest product portfolio in this segment, Visteon is uniquely positioned to meet automakers’ needs for smart, digital cockpits for electric and automated vehicles. Our technology ensures drivers and passengers can interact easily, efficiently and more safely with features in the cockpit – and with the ecosystem around the vehicle.

In the autonomous driving era, it will be the apps, the connectivity and ease of interaction with multi-display modules that will define the new user experience. We apply our software-driven expertise to excel in these areas – melding new technology with the best of the consumer electronics experience, while capitalizing on the automotive intellect and passion of our people. We also embrace collaboration, making it easy for the brightest app and algorithm developers to create game-changing applications for our platforms, from infotainment to autonomous driving.

Visteon helped the industry move beyond hard buttons and knobs to touch screens and haptic controllers. Today, we’re the first in the industry to address the proliferation of electronic control units (ECUs) through our SmartCore™ cockpit domain controller solution. Now, another transformation is underway, driven by requirements for autonomous vehicles. This new phase will be characterized by technology such as artificial intelligence, augmented reality, driver monitoring and interior sensing. Led by our DriveCore™ safety controller, we’re driving this next chapter in the cockpit revolution from the same place we’ve always been – the fast lane.

POSITION: The leading automotive technology company focused exclusively on cockpit electronics
HEADQUARTERS: Van Buren Township, Michigan, U.S.
PRESIDENT AND CEO: Sachin Lawande
NASDAQ STOCK SYMBOL: VC
2018 REVENUE: $3 billion
CORE BUSINESS: Automotive cockpit electronics
PRODUCTS: Instrument clusters, infotainment, displays, head-up displays, telematics, domain controllers, autonomous driving controllers
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
SOCIAL MEDIA:
What is sustainability? To achieve true sustainability, we need to balance economic, social and environmental sustainability factors in equal harmony. Visteon recognizes these Three Pillars of Sustainability as the basis for our activities in this area.

**SOCIAL EQUITY**
- Safe working conditions
- Wellness activities
- Community service
- Equality and inclusivity
- People development

**ENVIRONMENTAL PROTECTION**
- Energy and water conservation
- Products to support protection of natural resources
- Reduce, recycle and reuse

**ECONOMIC VIABILITY**
- Innovation
- Product quality
- Profitable growth
- Customer focus
Industry Associations

Visteon actively engages in the missions of the associations below, which provide a forum to discuss issues, develop standards, and share our mission to positively influence legislation that affects our industry.

- **American Center for Mobility**: Founding Member
- **CEA**: Member
- **OESA**: Member, Participant in Various Councils
- **AIAG**: Member, Participant in Various Workgroups
- **CLEPA**: Member

[Images of logos for each association]
Awards

Visteon is proud to serve the world’s automakers, and strives for excellence in all areas of our business. Here are just a few examples of our recent global recognition in the industry.

Visteon was named a Supplier of the Year for instrument clusters by General Motors. The award reflects Visteon’s strong all-around performance on instrument cluster programs across a range of vehicles, as well as an improved relationship with GM purchasing.

Geely Auto presented the Excellent Development Award to Yanfeng Visteon Automotive Electronics Co., Ltd., Visteon’s strategic cooperative partner in China. The award recognizes achievement in technology progress and strong cooperation with the automaker.

Celebrating strong partnerships and recognizing supplier contributions, Visteon was awarded a Best of the Best Plant Award, the top prize at PSA’s annual supplier award ceremony. This is the fourth consecutive year Visteon has received the award.

Visteon was honored at Tencent’s eighth global partner conference in Nanjing, China. The award was given for excellent performance, Visteon’s efforts in the TAI connected car platform, and the expectation to deliver on future driving concepts.
Visteon’s Chihuahua, Mexico, plant was recognized with two awards by Mundo Sustentable. Visteon’s plant received the awards for its contribution to the care of the environment, through recycling processes and activities to achieve a sustainable world.

Visteon’s manufacturing facility in Bir-el-Bey was the first Tunisia-based organization to receive the Shingo Silver Medallion, recognizing employees’ commitment to operational excellence and continuous improvement.

Visteon was awarded an Automotive News PACE Award for the industry-first SmartCore™ cockpit domain controller platform. The PACE Awards identify supplier innovations that have entered the market and are delivering measurable customer benefits.

Visteon won two technology awards for its infotainment system in the Mahindra New Age XUV500. Visteon received a Convenience Technology award at the India Automotive Technology Innovation Awards and was recognized at the Auto Components India awards.
Visteon’s technical center in Bulgaria was awarded the “Investor in Human Capital” award by the Bulgarian Investment Agency for initiatives and projects focusing on developing human capital and increasing their contributions to society.

Visteon Electronics India Pvt. Ltd., was awarded a “Certificate of Merit – Safety Excellence” by Frost & Sullivan and The Energy and Resources Institute. The plant rated above the industry average in safety management, process safety, equipment safety, people safety and occupational health.

Visteon was named a 2020 Women on Boards “W” Winning Company in 2018, for a commitment to board diversity. 2020 Women on Boards is a nonprofit education and advocacy campaign committed to raising public awareness about the value of gender-diverse boards and educating women on how to serve on boards of directors.
ETHICS AND GOVERNANCE
Ethics and Integrity Policy

Visteon is committed to maintaining the highest standards of ethics and integrity. Our 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 confidentially 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 follows its own Code of Basic Working Conditions, first established 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

Freedom from sexual harassment

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.

Ensuring supplier alignment

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.
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.
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.
A cleaner, greener, healthier environment is an important consideration in Visteon’s global business activities. Visteon continued to implement a number of initiatives in 2018 to help reduce energy and water usage as well as the amount of waste and greenhouse gas emissions. Visteon was in full compliance with all customer product-related environmental, health and safety requirements in 2018. Every facility where Visteon has financial control (more than 50% ownership) is certified to the ISO 14001 environmental standard. Green initiatives designed to educate and inspire manufacturing employees were shared through plant energy boards, meetings, newsletters and cafeteria televisions.

Efforts to improve energy included using VSD air compressors and chillers, and installing renewable energy solar panel systems and energy management systems. Lighting was put on automatic control using sensors and timers, and LEDs were used for illumination. Energy team members met monthly to share metrics and best practices for energy efficiency improvements. Behavior conservation training was also conducted.

Although Visteon’s manufacturing processes do not require direct water usage, teams worked to reduce the amount of water used in our facilities. HVAC systems, cooling towers and chillers were routinely checked for water usage optimization. Employees participated in a campaign designed to increase awareness of water usage reduction. A leakage detection team also conducted water audits to identify leaks and improper usage.

In the area of waste improvement, Visteon has conducted several improvement initiatives designed to reduce, reuse and recycle materials. This includes reducing scrap, ensuring segregation of waste and implementing waste awareness campaigns for employees.
Energy Team

Visteon’s energy team is dedicated to ensuring the company’s compliance with all energy efficiency initiatives. The team meets monthly to share best practices, review metrics and discuss new energy efficiency opportunities and their implementation status.
Sustainability Programs

As vehicle manufacturing continues to become greener, Visteon’s customers are working harder to shrink their environmental footprint by sharing leading sustainability practices with their suppliers. Visteon proudly participates in these programs, which help reduce carbon dioxide emissions and waste, and contribute to more efficient water and energy consumption.
Environmental Metrics

Energy Usage (Trillion BTU)

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

Emissions (Metric Tons CO₂ Equivalent)

Waste (Metric Tons)
Environmental Successes

Teams Plant Trees in Portugal and India

In March, volunteers from Visteon’s Palmela, Portugal, facility worked together to plant 20 trees. The effort was in conjunction with World Tree Day. Employees were also offered a small vase with seeds for planting a tree, and a local campaign educated employees about the importance of preserving the environment.

In December, Visteon’s manufacturing team in Chennai, India, planted 350 fruit trees using the Miyawaki method of creating a forest. The Miyawaki method involves planting different and random trees close to each other in a small area of land.

Visteon’s First Wind and Solar-Powered Manufacturing Operation

Visteon’s plant in Chennai, India, installed solar panels with a capacity of 710 KW. Additionally, the company purchases wind power through a third-party supplier, which accounts for 65% of yearly energy consumption, resulting in 90% clean energy sources for the plant.

Fruit Baskets Positively Impact German Employees and the Environment

Visteon partnered with Fruitful Office to offer its employees in Karlsruhe, Germany, fresh local fruit once a week. Having fresh fruit on hand at work improved the amount consumed by employees by 38% – positively impacting their health.

For every fruit basket Visteon orders, one fruit tree is planted in Malawi, Africa. The tree-planting effort is an effective measure against the uncontrolled logging of natural forest stands, and the fruit serves as a source of food and income for locals.
Finding Creative Ways to Recycle Packaging
Visteon’s Chihuahua, Mexico, plant has a unique recycling program that allows employees to recycle and reuse packaging material that arrives in the plant. Employees have used wooden pallets and “tambos” to make doll and pet houses, among other things, helping reduce the amount of waste material.

Bottlecap Recycling Benefits Babies
Visteon employees in Sofia, Bulgaria, collect and recycled plastic caps. Their efforts benefit the environment and their local community – the caps stay out of landfills and the money received from recycling is used to purchased incubators for babies in Bulgarian hospitals.
CDP Reports

CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Visteon has voluntarily reported climate change and water data to CDP since 2011.
Health and Safety

Visteon set a new standard for health and safety performance in 2018. The company recorded its lowest ever injury rates, and 100% of its facilities recorded zero lost-time cases (LTC).

Visteon’s lost-time case rate (LTCR) was zero, and this brings Visteon within the top 5% of all industries – making it best-in-class for automotive/manufacturing companies. Visteon also recorded a zero severity rate and 0.008 recordable injury rate, i.e., those work-related injuries that result in medical treatment greater than first aid or that result in restricted work or lost days. This 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 2019, 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 (right) shows the relative performance in LTCR for Visteon compared with various relevant industries.
Health and safety indicator definitions

The main indicator Visteon uses to measure health and safety is lost-time case rate, 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.
Health and Safety Successes

Chihuahua Celebrates a Year with No Lost Time Cases
Our plant in Chihuahua, Mexico, celebrated one year with no lost time cases in August. The management team thanked employees for their efforts, and held a special celebration with food and cake.

Palmela Celebrates 5,000 Days without Accident
In June, Visteon’s plant in Palmela, Portugal, celebrated 5,000 days without an accident. The leadership team thanked employees for their efforts.

Russia Plant Achieves 2,000 Days without Lost Time Cases
In February, Visteon Avtopribor Electronics in Russia celebrated 2,000 days without a lost time case. The plant manager, production manager, manufacturing engineering supervisor, safety specialist and HR representatives commended employees for complying with company safety policies and procedures.
Zero-Injury Facilities

These facilities had no work-related injuries or illnesses in 2018.
# 2018 Target Performance

<table>
<thead>
<tr>
<th>Goal</th>
<th>Performance</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total recordable injury rate: ≤ 0.016</td>
<td>0.008</td>
<td>Goal achieved (better 50%).</td>
</tr>
<tr>
<td>Total lost time injury rate: ≤ 0.008</td>
<td>0</td>
<td>Zero lost time cases, placing Visteon in the top percentile of all manufacturing companies regardless of industry. Visteon's best ever safety performance.</td>
</tr>
<tr>
<td>Total severity rate: ≤ 0.39</td>
<td>0</td>
<td>Zero lost time days, positioned in top percentile of all manufacturing companies regardless of industry. Visteon's best ever safety performance.</td>
</tr>
<tr>
<td>0 work-related fatalities</td>
<td>0</td>
<td>100% of all facilities did not register a lost-time case in 2018.</td>
</tr>
<tr>
<td>0 significant fire incidents, spills or releases</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>0 notices of regulatory noncompliance</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>0 fines</td>
<td>0 major non-compliances</td>
<td></td>
</tr>
<tr>
<td>100% completion of training for regulatory requirements, new employees and contractors</td>
<td>Completed 488 EH&amp;S training courses</td>
<td>Target was 458 according 2018 EH&amp;S training plan.</td>
</tr>
<tr>
<td>100% compliance with customer product related supply chain sustainability / EHS requirements</td>
<td>100% compliance achieved</td>
<td></td>
</tr>
</tbody>
</table>
## 2018 Target Performance

<table>
<thead>
<tr>
<th>Goal</th>
<th>Performance</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Good or Excellent (minimum of 67%) in Visteon EHS behavior-based assessment tool scoring for all manufacturing sites</strong></td>
<td>Average score of 69% with second-party check</td>
<td>Global score Good with additional second-party evidence check compliance control.</td>
</tr>
<tr>
<td>Implement new Energy, Emissions, Waste and Water metrics according applicable (GRI) G4 guidelines Target 5% improvement by 2020 - 2016 baseline</td>
<td>Water usage (cubic meters) 5% improvement Water usage (cubic meters per million USD revenue) 3% improvement Disposal waste tonnes 66% improvement Recycle waste tonnes 3% deterioration Waste tonnes per million USD revenue 7% improvement Total waste 9% improvement Energy usage 9% improvement Energy usage (gigajoules per million USD revenue) 6% deterioration Direct greenhouse gas emissions (metric tons CO₂e) 6% improvement Indirect greenhouse gas emissions (metric tons CO₂e) 2% improvement Greenhouse gas emissions (metric tons CO₂e per million USD revenue) 5% deterioration</td>
<td>Most of targets exceeded. Direct emissions increased mainly due to manufacturing climate environment demand growth.</td>
</tr>
<tr>
<td>Track all first aid cases, perform analytics and prioritize improvement actions</td>
<td>First aid cases tracked. Performed analytics and prioritized improvement actions.</td>
<td>Operational control reference focus: Personal protective equipment, maintenance, PMHV/pedestrian safety, housekeeping.</td>
</tr>
<tr>
<td>100% completion of EH&amp;S Quick Self Assessment for the manufacturing sites</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Track incidents (near misses), perform analytics and prioritize improvement actions</td>
<td>Incidents tracked, performed analytics and prioritized improvement actions</td>
<td>Operational control reference focus: Working and walking surfaces, maintenance, PMHV/pedestrian safety, electrical safety, ergonomics process, housekeeping.</td>
</tr>
</tbody>
</table>
2019 Targets

Visteon’s 2019 environmental, health and safety (EH&S) and sustainability targets include:
» Total recordable injury rate ≤ 0.008
» Total lost-time injury rate ≤ 0.004
» Total severity rate ≤ 0.20
If a location had zero lost-time cases in 2018, then the target for that location is zero for 2019.
» 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
» ISO14001/OHSAS 18001 annual surveillance audits
» Energy, emissions, waste and water metrics according to applicable (GRI) guidelines

Target 5% improvement by 2020 – 2016 baseline.
» Compliance of training for regulatory requirements, new employees and contractors
» Compliance with all customer and product-related supply chain sustainability/EHS requirements
» Good or excellent in Visteon EHS behavior-based self-assessment tool scoring with a second-party check for all manufacturing sites
» Track all first aid cases, perform analytics and prioritize improvement actions
» 100% completion of EH&S Quick Self-Assessment for manufacturing sites
» Track incidents (near misses), perform analytics and prioritize improvement actions
Safety Products

SUSTAINABLE PRODUCTS THAT MAKE DRIVING SAFER

Addressing climate change

Visteon supports efforts by the auto industry to reduce carbon dioxide emissions that are linked to global warming. We advocate use of lighter materials and adopting electric vehicles (EVs) and hybrid electric vehicles (HEVs) to help reduce greenhouse gas emissions and reliance on fossil fuels.

Visteon strives to make our components lighter and more energy efficient, driving power and weight savings that translate to fuel economy and lower fuel consumption. Our industry-leading domain controller technologies, Smart Core™ and DriveCore™, are designed to reduce weight and wire harness volume while delivering a superior user experience. Additionally, SmartCore™ and connectivity to the cloud support adoption of EVs by providing clearer information to the driver and making it easier to find charging stations.

Driving safety improvement

As a result of advancements in vehicle safety systems, an increasing amount of safety-related information must be conveyed to vehicle occupants, quickly and reliably. The instrument cluster is the primary portal for displaying such information. Beyond basic information like speed and RPMs, the cluster must now display potentially life-saving safety alerts such as forward collision warning, lane departure and blind spot assist. This is driving a shift from analog to digital instrument clusters. Visteon launched the first all-digital cluster in 2011 and is the global leader in this segment. Thus, we are playing a prominent role in helping improve safety through driver interaction with the cluster.

Our efforts go beyond alerts that only prompt the driver to take action, and now include Level 2-plus automated driving technology that allows the vehicle to take control in certain situations. Another factor driving the shift to digital clusters is the emergence of environmentally friendly EVs, which require battery status and other new types of information to be relayed into the cockpit.

The future of vehicle cockpit electronics will be largely driven by domain controllers, which integrate multiple electronic control units (ECUs) that are part of a traditional electronics system. Visteon is helping drive the industry forward in two types of domain controllers: the cockpit domain controller, which we were the first company to launch in production vehicles; and the emerging ADAS/autonomous controller, which will enable Level 2-plus features to facilitate hands-off driving under certain conditions.
Bridging the road to autonomous driving

The hype around fully autonomous cars has receded somewhat, as the industry has come to realize the formidable challenges that must be overcome to make self-driving cars a reality. Nonetheless, partially automated systems such as forward collision warning, lane departure warning and lane centering are widely credited with reducing accidents and saving lives.

Visteon is a leading integrator of such enhanced Level 2 safety systems, which have two or more advanced driver assistance systems (ADAS) that can at times control the braking, steering or acceleration of the vehicle, but still require a human driver to be ready to intervene at any time. Visteon's DriveCore™ safety controller addresses this market need by delivering scalable processing power in an open software development framework.

Most Level 1 and 2 features available today, such as collision or lane departure warning, still rely on the driver to take control of the vehicle. Visteon is working on technology to take control of the vehicle for additional safety features, including at highway speeds. We believe this will drive demand for centralized computing systems that can perform higher-level safety actions such as highway pilot, automated lane changing and self-parking. These systems will enable hands-off driving under certain conditions, and will power the next wave of safety features in the industry. Visteon is starting to see commercial business opportunities based on the safety and efficiency advantages of DriveCore™.

Visteon has a core development program for its DriveCore™ technology with Chinese automaker Guangzhou Automobile Group Co., Ltd. (GAC) that offers advanced safety features at highway speeds. Development is targeted for completion by the end of 2019 on prototype vehicles, which GAC will evaluate for potential commercial deployment. We are also in advanced stages of discussion with other automakers for augmenting their existing ADAS systems with DriveCore™, targeting potential launches in 2022-2023.
Supplier Sustainability

Visteon is committed to ensuring its suppliers are aligned with the company’s sustainability principles. To all of our suppliers, Visteon issues 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.

We encourage our suppliers to utilize environmental management systems within their facilities that conform to the requirements of ISO 14001 or an applicable norm for their specific industry. Through a combination of third-party assessments, on-site evaluations and meetings, we confirm that our global suppliers are employing sound governance practices and reducing their impact on the environment.

Our suppliers are responsible for ensuring compliance with Visteon policies including our:

» Ethics and Integrity Policy
» Quality Policy
» Global Environmental, Health and Safety Policy
» Code of Basic Working Conditions

Suppliers to Visteon can access our Supplier Portal and other supplier resources by following the instructions on our website.
Visteon paid tribute to its top global suppliers at a conference and awards ceremony in Michigan on Oct. 17, 2018. A spirit of collaboration was in the air as 111 representatives from 61 suppliers attended the Strategic Supplier Conference at The Automotive Hall of Fame in Dearborn. The supplier partners were joined by 34 Visteon representatives – including senior executives who presented a total of 10 supplier awards for best customer focus, best quality, best technology/innovation and supplier of the year.

The goal of the conference was to align Visteon’s top strategic suppliers with the company’s vision and strategy, and honor those who best exemplify supplier partnerships. Visteon reminded suppliers of their responsibility to promote sustainability in terms of ethics, health and safety, the environment and other areas.

Opening the event, President and CEO Sachin Lawande highlighted the importance of the assembled supplier partners and outlined the company’s business strategy as it moves into supporting an autonomous future. Winning suppliers received a crystal award with an embedded 3D image of two hands clasped in a handshake, symbolizing partnership between Visteon and its suppliers.
Quality Policy

This statement outlines the Visteon Quality Policy. It applies to all facilities and individual representatives of Visteon Corporation and its affiliates:

WE WILL PARTNER WITH OUR CUSTOMERS TO DESIGN AND BUILD THE BEST VEHICLES IN THE WORLD, BY COMBINING OUR AUTOMOTIVE INTELLECT WITH OPERATIONAL EXCELLENCE IN SAFETY, QUALITY, EFFICIENCY AND SPEED.

WE WILL EMPOWER OUR EMPLOYEES TO PROVIDE SOLUTIONS FOR OUR CUSTOMERS, AND BUILD A NETWORK OF SUSTAINABLE, MUTUALLY BENEFICIAL BUSINESS RELATIONSHIPS.

OUR COMMITMENT TO CONTINUOUS IMPROVEMENT WILL BE DEMONSTRATED IN OUR ACTIONS AND IN THE EFFECTIVENESS OF OUR OPERATING SYSTEMS AND PROCESSES.
More than ever, our customers want to partner with companies committed to delivering the highest level of quality. A culture of total quality in everything we do will create lasting relationships built by demonstrating integrity, trust, commitment and dependability.

To acknowledge the range and creativity of the prevention initiatives and problem-solving solutions implemented by our global teams, Visteon’s Quality Award program recognizes individual and team contributions in three categories:

» Continuous improvement
» Prevention of recurrence
» Six Sigma initiatives

Visteon’s Quality Award submissions can be made by teams of up to 10 individuals from multiple locations around the world. Teams can consist of Visteon employees, contractors, suppliers, purchased services personnel and interns. Regional coaching is also available to provide guidance and feedback through the process.

The winner for 2018 was a team from Bir el Bey, Tunisia, which completed a material allocation continuous improvement project. The project allowed the Bir el Bey manufacturing line to optimize and automate the feeding process in the surface-mount device (SMD) lines to align with the Industry 4.0 standard. The self-directed work team streamlined the process to reduce waste and create precise control of inventory.
Employee Engagement

Visteon’s ability to drive the automotive cockpit revolution is fueled by innovation and talented people. Working at Visteon is a journey in which our employees can develop their strengths and advance their careers while making a difference globally. Visteon is where some of the world’s best technical talent is creating the future.

Our employees experience the excitement of working for an innovative core technology company that is leading the digital revolution in automotive cockpit electronics, delivering key product platforms that are essential to the cockpit of the future and autonomous mobility.

We work on multiple projects and with the world’s leading vehicle manufacturers, across a variety of functions. Visteon is a great place to develop skills and gain experience in emerging areas of technology – ranging from artificial intelligence to driver monitoring.

Recognition for a job well done is an important part of our company, which strives for a business model that is innovative, nimble, customer-focused, entrepreneurial and global.

Our employees positively impact society by advancing safer, more automated mobility and a seamless user experience. We work in a sector that is a significant driver of research and development investment and a key contributor to the global economy.

We boast some of the best technical experts in the industry and work in a fast-paced environment focused on technology and innovation. Our culture is inclusive, supportive and values employee well-being.

Visteon is poised for growth, with a large backlog of business and a growing base of top-tier automaker customers. Our employees can be part of that growth, building career opportunities across multiple sites globally.
Learning and Development

Technology has changed the way we do many things, and learning is one of them. Boasting more than 2,500 courses, Visteon’s new learning management tool is designed to nurture company talent – expanding understanding and providing support for employee knowledge development and professional progress.

The Cornerstone learning management tool provides rich content in various formats of continuous learning – offering online courses, micro-learning programs, instructor-led events, educational materials and videos. Employees can choose from a wide range of subjects, including finance, HR, compliance, management and leadership, sales and marketing, project management, IT and engineering. Content can be accessed at any time, so employees are empowered to choose the learning items that are of the most interest to them, and can learn at their own pace.
Leadership Programs

Technical Ladder

Visteon’s global employees are constantly proving their technical ability and ambition to improve understanding, capabilities and expertise to better processes and results within their chosen fields. The mission of the Visteon Technical Ladder is to recognize employees who accelerate the development of strategic core competencies linked directly to the company’s product portfolio and related technologies.

The company’s Technical Ladder Review Board (TLRB) benchmarks specific skillsets, provides learning frameworks and establishes what candidates need to demonstrate to progress professionally. Exceptional candidates who have demonstrated skills, knowledge and expertise in their field to an exacting standard are granted promotion up its rungs. In addition to technical understanding and judgment, candidates show creativity and innovation, communication and leadership qualities and the aptitude to manage and mentor in their specific professional area.

FutureMakers

The FutureMakers program was launched in 2016 by the company’s leadership team and Board of Directors with the intent of recognizing key technical talent within the organization who impact technology expansion and business growth.

As a prime example of the promotion of a thriving, diverse professional working environment, Visteon’s FutureMakers program highlights the positive spirit, facilitation of diverse cultures and cultivation of technical expertise that contribute to Visteon’s continued global development. Visteon counts on the ever-expanding global group of FutureMakers to boost the company’s competitiveness and reputation through their strong day-to-day contributions as well as, individually, applying for important patents, presenting at industry conferences and publishing technical papers.

Ongoing Education

The Visteon Tuition Assistance Program (TAP) is a voluntary, after-hours, education opportunity to enhance employees’ professional knowledge and skills toward meeting the strategic business needs of Visteon. TAP helps distinguish Visteon as a leader in recruiting, retention, and people development policies through the availability of quality education and training opportunities for employees.

Visteon’s TAP is applicable to full-time salaried Visteon employees on U.S. payroll and begins 12 months after the last date of hire with the company. Participants in the TAP may receive assistance for tuition and mandatory fees up to $5,000 USD for tuition per calendar year.
Diversity and Inclusion


Visteon believes each of these values forms 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

» 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.
Diversity Successes

Multicultural Celebrations in India
Festivals such as Makar Sankranthi, Holi, Ganesh Chaturthi, Onam and Christmas are an integral part of the Indian culture. Employees in Visteon’s India facilities enthusiastically participate and celebrate all these festivals, adding a dash of color to the office culture.

Encouraging Girls to Explore Technology Careers
Visteon Electronics Germany in Karlsruhe organized a day of events in celebration of Girls’ Day. Activities, which related to prototypes and ADAS technology, were designed to awaken their interest in engineering and technology fields.

Recognizing the Contributions of Women
Multiple Visteon offices around the world celebrated International Women’s Day on March 8. Whether attending a lunch-and-learn on empowering women in the U.S. or receiving gifts in India and Portugal, women were recognized for their many contributions to the company.
Employee Resource Groups

Visteon’s diversity mission is supported by our employee resource groups and a strong commitment to work-life balance. Employee resource groups are open to salaried, hourly and retired employees, as well as active agency contractors.

Visteon currently has five employee resource groups:

» Straight Allies and Gay Employees (SAGE)
» Visteon African Ancestry Network (VAAN)
» Visteon Asian Indian Association (VAIA)
» Women in Visteon (WIV)
» Visteon Asian Pacific Employee Network (VAPEN)
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.
Employees Provide Aid to Natural Disaster Victims
A team of volunteers from our Chennai, India, office visited villages affected by the Gaja cyclone in Tamil Nadu. Employees collected and distributed relief materials, including food, clothing and other necessities.

Medical Equipment Donations Help Save Lives
Visteon’s plant in Palmela, Portugal, supported the mission of local medical institutions by donating life-saving medical equipment. A heart rate monitor was donated to the Bombeiros Palmela, a voluntary ambulance service, and a defibrillator for students in training was donated to Instituto Politécnico de Setúbal.

Celebrating the New Year with Children in Orphanage
Employees at Visteon’s joint venture plant in Vladimir, Russia, organized a special performance for children in an orphanage. The children watched as employees, dressed up as various animals, performed a fairy tale and were presented with new year’s gifts following the performance. Volunteers also read poetry and played roundelay with the children.
Children’s Hospital Bingo Brings Smiles to Sick Kids
Once a month, a small team of Van Buren Township, Michigan, employees visits Children’s Hospital of Michigan in Detroit, where they play bingo with patients – either in the playroom or via video feed to patients’ rooms. Volunteers deliver toys and other small gifts to all children that participate. In the summer, Visteon interns are also invited to participate.

Making Christmas Brighter for Children in Shelters
Employees in Palmela, Portugal, donated toys to underprivileged children around the holidays. Shelters that were recipients of toys in 2018 included Sol dos Meninos located in Montijo, O Palhacinho in Barreiro, and Centro de Acolhimento Nossa Senhora do Amparo in Setúbal.

Blood Drives Fill Vital Need Worldwide
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 embraces blood donation programs and holds donation events throughout the year. Employees take great pride in participating in a program that has the ability to save tens of thousands of lives each year.
A Commitment to Children in the Community
Visteon’s plant in Chihuahua, Mexico, continuously supports its neighborhood community. Donations to the Labor de Terrazas neighborhood include school supplies such as pens and pencils, backpacks, as well as cleaning supplies.

Making an Impact with Education for All
As part of Visteon’s Education for All program in India, we have extended financial support to educate the children of the facility’s support staff, built library infrastructure for an institution in Kanchipuram, and distributed books and stationery to the children in a village near Kalpakkam. We believe supporting education helps create a strong and balanced community.

Operation Good Cheer 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. Recipients of donated gifts included children up to age 17 who are living in foster care, group homes and residential treatment facilities throughout Michigan.
Hackathons Engage Students in Engineering and Technology
Visteon’s technology centers in China, India, Bulgaria and Mexico partner with premier engineering colleges and conduct hackathons that promote the use of coding to solve technical automotive problems.

Visteon Employees Support Underprivileged Youth in China
Visteon has been a strong supporter of Shanghai Sunrise since its inception in 2005. The educational initiative helps transform the futures of young people in need. Over the past 14 years, Visteon has enabled 34 young students who otherwise would not have had the chance to complete their high school or university educations.

Partnering with Life Remodeled to Join the Fight Against Blight
Employees from the company’s headquarters in Van Buren Township, Michigan, support Life Remodeled, a Detroit nonprofit dedicated to repairing and beautifying local neighborhoods to transform the lives of families living there. The employees participate in various activities to clear the area surrounding Central High School of blight, helping ensure a safer route for students commuting to and from school.
“You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of a difference you want to make.”

– Jane Goodall