2025

Corporate Sustainability Report

Visteon®

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Introduction

Visteon is advancing mobility through innovative technology solutions that enable a software-defined and electrified future.

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From the CEO

Driving a Better Future for All

At Visteon, our focus on sustainability and community outreach is deeply embedded in our company values, reflecting our belief that responsible business practices are essential to our success. By fostering a culture of care for both people and the planet, we aim to create a lasting positive impact on local communities where we work and live.

Visteon's products come to life through the dedication and hard work of our 10,000 employees across the globe. We believe our diverse array of cultures, backgrounds, and experiences enriches our work environment and drives creativity, allowing us to approach challenges with fresh perspectives and deliver innovative solutions that resonate with our global customers. Our employees also generously donate their time and energy by engaging in hands-on efforts to make a meaningful difference and improve the world around them.

Our employees also take on initiatives and champion projects that serve in their local communities. They generously donate their time and energy, engaging in hands-on efforts to make a meaningful difference and improve the world around them.

Together, we can drive meaningful change and contribute to a more sustainable future.

We remain on course to meet our 2025 environmental targets and stay focused on achieving our longer-term sustainability goals. Visteon has plans to be carbon neutral by 2040 and remains committed to setting greenhouse gas emission reduction targets, aligned by the Science Based Targets initiative (SBTi) in order to limit global warming to 1.5 degrees Celsius. Visteon suppliers are also expected to align with our environmental initiatives and be environmentally responsible with efforts to reduce waste and emissions. Together, we can drive meaningful change and contribute to a more sustainable future.

Our 2025 Corporate Sustainability Report is designed to provide you with a clear understanding of our long-term sustainability goals, our progress in meeting current environmental targets, and the passion that drives our commitment to balancing product innovation with environmental stewardship. This report reflects our dedication to transparency and accountability as we strive to make a positive impact on the planet while delivering exceptional value to our customers and communities.

Sachin Lawande
President and CEO

Company Profile

Enabling a software-defined and electrified future

Visteon is advancing mobility through innovative technology solutions that enable a software-defined and electrified future.

Visteon is a global leader in automotive cockpit electronics, pioneering the software-defined future of mobility through innovative technology solutions. Our comprehensive portfolio spans digital cockpit solutions, advanced displays, battery management systems, and power electronics for EVs, enhanced by cutting-edge software capabilities and artificial intelligence integration.

With a legacy of innovation—from launching the industry's first domain controller to developing award-winning solutions like the Lightscape® Panoramic Display—Visteon continues to accelerate advancements in passenger, two-wheeler and commercial vehicle markets.

Working in close collaboration with global automakers and suppliers throughout the entire product lifecycle—from initial concept and design through development and manufacturing—Visteon delivers solutions that are adaptable across all powertrain platforms. This deep integration in the automotive ecosystem enables us to create next-generation technology solutions that transform both conventional and electric vehicles alike.

Lightscape® Panoramic Display

CES Innovation Award Honoree

Visteon is developing adaptable energy and power management solutions for electric vehicles that meet the needs of a dynamic regulatory landscape, a rapidly growing industry and changing market demands. Visteon offers advanced wired and wireless Battery Management System (BMS) solutions designed to enhance battery performance and extend battery life by utilizing real-time monitoring and advanced control drivers that optimize battery charging and discharging patterns.

Our systems are designed for flexibility and scalability, enabling continuous monitoring of the battery temperature, voltage, current, and other sensors across multiple vehicle lines and architectures. Visteon is also developing a flexible hardware and software feature set for physically and functionally integrated power electronics converters and distribution components to enable the next-gen high-voltage electric vehicle architecture.

At Visteon, our passion for innovation fuels advanced technology solutions to drive the next chapter in the mobility revolution.

Company Profile (Continued)

At a Glance

Business

Visteon is a global leader in automotive cockpit electronics, pioneering the software-defined future of mobility through innovative technology solutions. Our comprehensive portfolio spans digital cockpit solutions, advanced displays, battery management systems, and power electronics for EVs, enhanced by cutting-edge software capabilities and artificial intelligence integration.

Products

- Digital clusters
- Android infotainment
- Zonal controllers
- Camera Products
- Engineering Services
- Cockpit Domain Controller
- High Performance Cockpit
- Central Compute
- Displays
- Electrification

Headquarters
Van Buren Township, Michigan, USA

Customers
Major vehicle manufacturers worldwide

VC
NASDAQ Symbol

~10K
Employees in 18 countries

3.87B
2024 Revenue

All of Visteon's consolidated manufacturing sites are audited and certified to the ISO14001 environmental management standard, ISO 45001 occupational, health & safety standard, and the ISO/TS 16949 technical specification for quality management systems. The Company also requires its supply chain to have third-party certification to ISO/TS 16949 by an IATF recognized certification body.

www.visteon.com

Our Beliefs and Values

Our promise as an inclusive and supportive organization

Visteon is a software-driven company with technology solutions that allow us to play an important role in our customers' transition to digital cockpits, electrification and the connected car. But just as important as what we do is how we do it. Our values remain at the forefront as we embrace this rapid pace of change. Visteon's Beliefs and Values form a "North Star" to guide us in our work. They build on our past strengths but are forward-looking to ensure that we hold ourselves to the highest standards in every step we take, every single day.

We obsess over delivering **exceptional customer satisfaction**

We use our **passion for innovation** to keep our customers ahead of the curve

We treat each other with **respect and embrace our differences**

We **uplift the communities** in which we operate and **protect our environment** at every turn

Sustainability Strategy

Making a lasting difference

Global companies like Visteon can move the collective needle on solving the world's problems by utilizing their human and financial resources to innovate in ways that benefit private interests and the public good.

To achieve true sustainability, we need to balance economic, social and environmental sustainability factors in equal harmony. Visteon's three pillars of sustainability provide a solid foundation for making a difference: Inclusive Growth, Environmental Protection and Economic Viability.

At Visteon, monthly energy, waste and water data (volume and cost) is collected in a central, online database. The aggregated data is reviewed by each facility, region and senior management to determine energy, water and waste reduction performance, and identify opportunities for improvement.

INCLUSIVE GROWTH

- Safe working conditions
- Community service
- People development

ENVIRONMENTAL PROTECTION

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

ECONOMIC VIABILITY

- Innovation
- Product quality
- Profitable growth

Industry Associations

Working together to shape automotive technologies

Visteon actively participates in these associations which provide forums to discuss future transportation systems, develop standards and share related issues affecting the automotive industry and its stakeholders.

American Center for Mobility

Founding Member

OESA

Member
(Participant in various councils)

CLEPA
European Association of Automotive Suppliers

Member
(Participant in various councils)

Fiev
ÉQUIPER LE FUTUR DE L'AUTOMOTIVE

Member

RESPONSIBLE MINERALS INITIATIVE

Member

AIAG
Automotive Industry Action Group

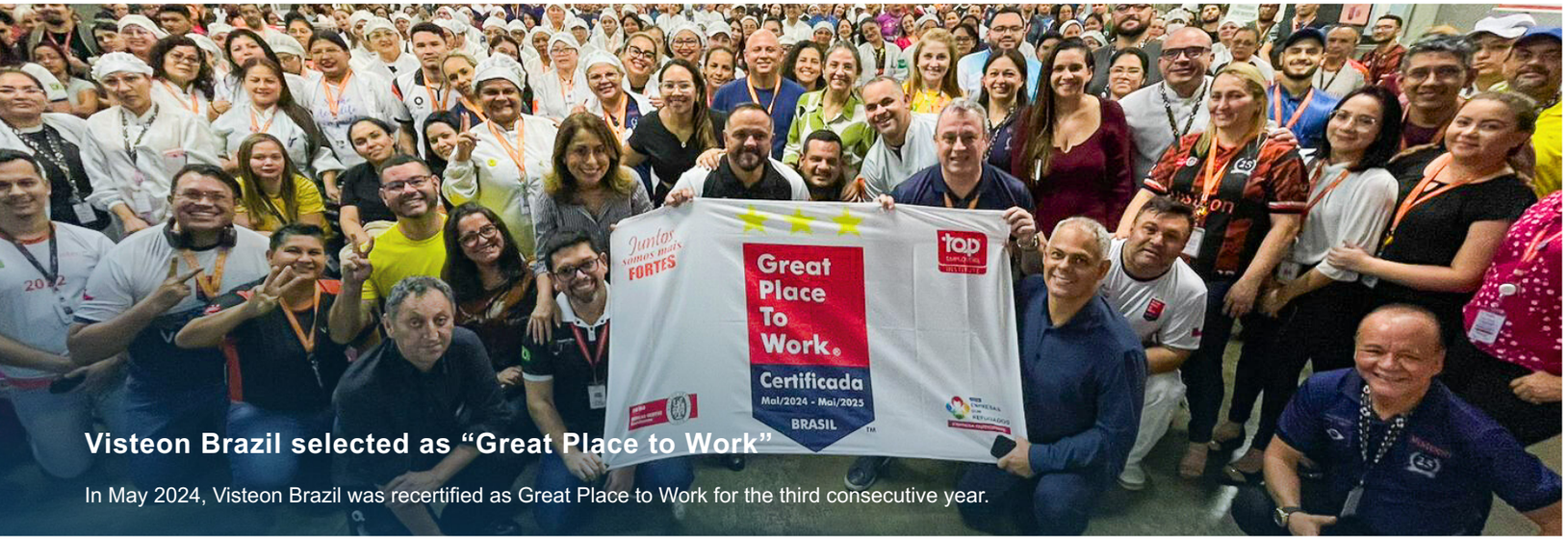
Member

Awards

Committed to quality, innovation, health and safety

Visteon Recognized as Ethical Company

Visteon has been recognized by the Portuguese Association of Business Ethics at the 2024 Social Responsibility and Sustainability Awards. We received certificates of recognition for Community and Partnerships, and Organizational Well-Being. This honor fuels our commitment to making a positive difference in our communities and for our team.



Visteon Brazil selected as “Great Place to Work”

In May 2024, Visteon Brazil was recertified as Great Place to Work for the third consecutive year.

Visteon Brazil Earns Quality Award

In 2024, Visteon Brazil won Silver in the Sustainability category at the Premio Qualidade do Amazonas.

Awards (Continued)

Committed to quality, innovation, and health and safety

SmartCore™ wins Innovation Award

Visteon is honored to receive the 2024 Gaogong Intelligent Vehicle TOP 50 High Tech and Technology Innovation Award for our SmartCore™ cockpit domain controller! Our partnership with Qualcomm has enabled us to develop a cost-effective central compute SDV architecture that consolidates multiple domains, delivering a seamless and intuitive driving experience. This award recognizes Visteon's innovative spirit, advanced automotive tech capabilities and strong market position in China.

Visteon Named Top 100 Supplier

Visteon has been recognized as a Top 100 Player of China's New Automotive Supply Chain at the 6th Gasgoo Awards!

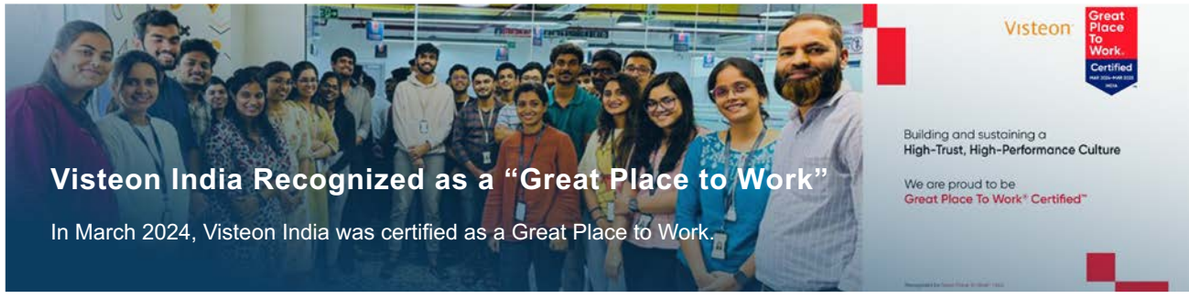
Our Visteon SmartCore™ cockpit domain controller powered by Qualcomm Snapdragon Ride Flex SA 8775 was also honored in the field of smart cockpits. This partnership with Qualcomm delivers an integrated ADAS solution and a cost-effective central compute SDV architecture.

Visteon Earns Eco Edge Certificate

Visteon is proud to announce that we've been awarded the Eco Edge Progressive certificate by Skoda Auto Volkswagen India Pvt Ltd. This recognition underscores our commitment to sustainable practices and ESG initiatives. We believe that smart work leads to sustainable results, and we're thrilled to be recognized for our efforts. Thanks to the hard work of our team and our collaboration with customers and suppliers, we're making strides toward a more sustainable future.

Visteon India Recognized as a "Great Place to Work"

In March 2024, Visteon India was certified as a Great Place to Work.



Environment

As automakers continue to become greener, Visteon and its suppliers participate with organizations that help them document and share sustainability practices to reduce carbon dioxide emissions and waste, and more efficiently use water and energy.

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Sustainability Programs

Validating our environmental efforts through respected organizations

As automakers continue to become greener, Visteon and key customers participate with organizations that help them document and share sustainability practices to reduce carbon dioxide emissions and waste, and more efficiently use water and energy.

Efforts to improve energy use at Visteon include using VSD air compressors and chillers as well as installing renewable energy solar panel systems.

Approximately 96% of the electricity used at our facilities in 2024 was powered through the grid and the remaining 4% came from on-site solar installations. We have also added automatic controls with sensors and timers to lighting systems, and LED light products are now used for illumination. We have adopted ISO 50001 energy efficiency management strategies and processes at many of our facilities.

Energy teams meet monthly to share metrics and best practices for energy efficiency improvements. Behavior conservation training is also conducted annually.

To elevate our waste-improvement efforts, we designed initiatives to reduce, recycle and reuse materials. At our manufacturing facilities, this includes reducing scrap, ensuring segregation of waste and implementing waste awareness campaigns for employees.

Ecovadis

Globally recognized assessment platform that provides business sustainability ratings which assess corporate social responsibility and sustainable procurement.

NQC Supplier Assurance

To create transparency in key operations, Visteon participates with OEM customers in NQC Supplier Assurance supply chain mapping to document the source of every material, process and shipment involved in bringing goods to market.

Climate Disclosure Project (CDP)

Since 2011, Visteon has been a member and active participant in CDP, a nonprofit organization that collects and publishes climate and water use data. Beginning in 2022, Visteon utilized CDP to gather emissions data directly from its supply chain partners.

Emissions

Visteon has committed to setting science-based targets to reduce its emissions

Visteon is committed to setting greenhouse gas (GHG) absolute emission reduction targets aligned with the Science Based Targets initiative (SBTi) in order to limit global warming to 1.5° C and focusing on the Company's emissions across all its facilities and global supply chain.

Visteon is committed to local air quality improvement, including but not limited to complying with federal, state, provincial, city, county and district requirements for air pollutants such as carbon monoxide (CO), nitrogen oxides (NOx), particulate matter (PM), sulfur oxides (SOx), volatile organic compounds (VOCs) and hazardous air pollutants (HAPs).

Third-party environmental professionals review and audit our environmental programs for compliance as necessary. These audits include a multifaceted inspection of agency reporting, environmental parameters, air quality measurements, and work practices.

Visteon is on track to meet its 2025 GHG emissions reduction target and moving toward achieving net-zero emissions by 2040. Our roadmap includes the following activities and initiatives:

Accelerate the installation of renewable energy on-site

Collaborate with customers in reducing the carbon footprint of our products

Procure 100% renewable energy power purchase agreements

Reduce emissions across our supply chains by working closely with our partners

Monitor energy and emission reductions while communicating expanded improvements to our employees, customers, investors and other stakeholders

Environmental Initiatives

Integrated environmental, health and safety management system

Visteon was in full compliance with all customer product related environmental, health and safety requirements in 2024.

Our integrated environmental, health and safety management system at all of the consolidated manufacturing facilities is certified to ISO 14001 and ISO 45001 international standards.

Designed to identify, evaluate and control significant environmental aspects and safety risks, these standards are the foundation for continuous improvement at Visteon facilities and its products and services.

Visteon collects and reports 100% of its product chemical content to the International Material Data System (IMDS), a global data repository that contains information on materials used by the automotive industry.

Since 2005, we have required full chemical disclosure from our suppliers (allowing only minimum confidential substances to protect trade secrets).

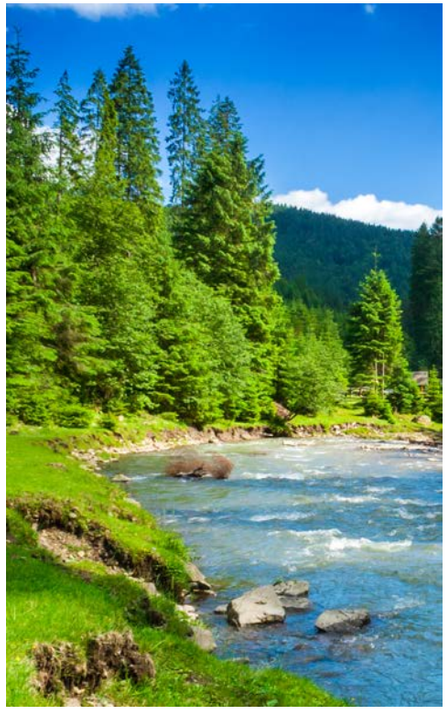
We educate and inspire employees by sharing environmental, health and safety initiatives using all communication channels both internally and externally.

Improvements are measured by objectives and targets that include but are not limited to:

- Creating a safe workplace for all employees with zero tolerance for unsafe acts or conditions
- Achieving excellence through systematic environmental, health and safety processes during product design, development and manufacturing
- Committing to product chemical content transparency
- Reducing, reusing and/or recycling waste and packaging materials
- Considering lifecycle perspectives when making business decisions
- Reducing air emissions and promoting pollution prevention
- Improving the efficiency and conservation of energy and natural resources
- Ensuring fulfillment of environmental, health and safety compliance obligations

Environmental Targets

Delivering on short-term goals and committing to longer-term greenhouse gas emissions reduction targets



2025 Environmental Goals

-6%
Energy and Water Use

-5%
Waste Reduction

-25%
Greenhouse Gases

2030 Carbon Emissions Goals

-45%
Scope 1 & 2 Direct Operational Emissions

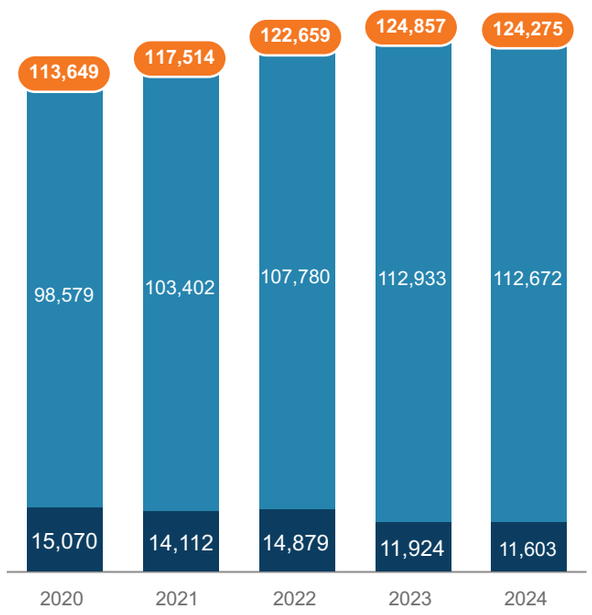
-25%
Scope 3 Indirect Emissions

Environmental Metrics: Energy

On track to meet 2025 intensity reduction target despite increased production demands

Energy Consumption

MWh



Energy Consumption by Region

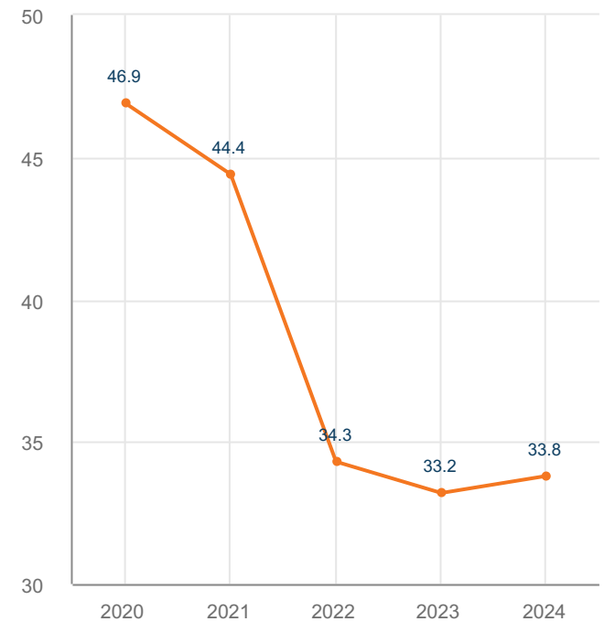
Americas
Natural gas: 9,805 MWh
Electricity: 39,612 MWh

Asia
Natural gas: 493 MWh
Electricity: 39,811 MWh

Europe, Middle East & Africa
Natural gas: 1,305 MWh
Electricity: 33,248 MWh

Energy Intensity

MWh per million US$ Revenue



Environmental Metrics: Emissions

Clean energy projects to support a carbon neutral economy

The electric vehicle (EV) market is expanding in regions across the globe. To meet the growing demand, Visteon is investing in EV charging stations at our facilities for vehicles and bicycles.

These charging stations help ensure our employees and visitors have a safe and secure place to charge their vehicles and bikes while working.

Visteon does not maintain a traditional vehicle fleet. We do, however, maintain a small number of company-owned and/or leased vehicles designated for sporadic, non-specific employee use (“pool vehicles”) that we started transitioning to hybrid or all-electric models in 2022 when such vehicles need to be replaced.

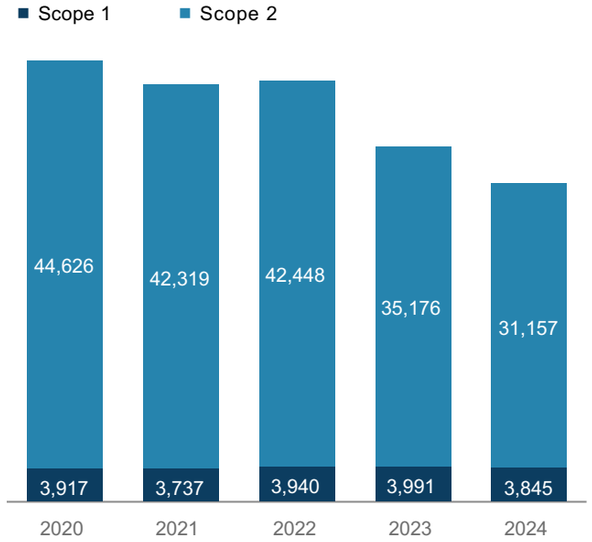
In 2024, we completed new and expanded onsite solar power installations in China, India and Tunisia and have additional projects planned for Portugal and Mexico.

Environmental Metrics: Emissions (Continued)

Accelerating clean energy transition with green Power Purchase Agreements

GHG Emissions

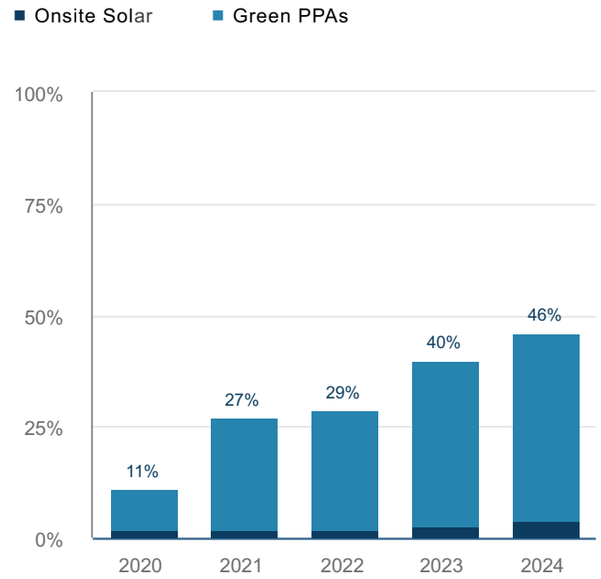
Metric tons CO_2e equivalent



Scope 1: The direct emissions created from operations, primarily natural gas used for heating.

Scope 2: The indirect emissions from purchased electricity, steam, heating and cooling consumed by the reporting company.

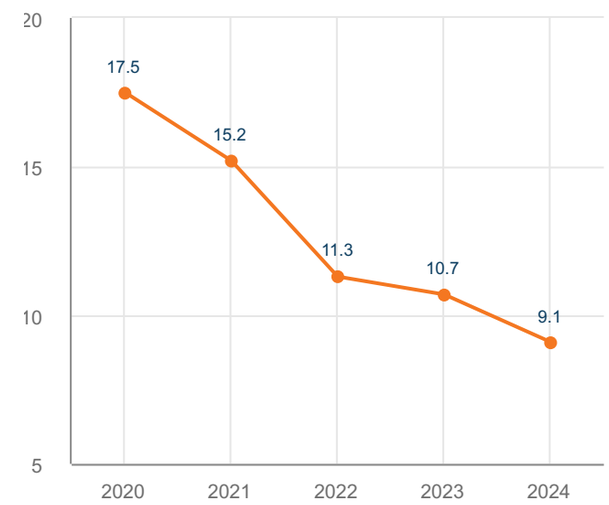
Renewable Electricity Mix



Green Power Purchase Agreements (PPAs) are contracts between an electricity generator and the Company which may last anywhere between 1 and 5 years, and the electricity is sourced from renewable energies such as wind, solar, geothermal, hydro, or biomass.

GHG Energy Intensity

Metric tons CO_2e equivalent per million US$ revenue



Pursuant to the terms of the Company's Credit Agreement, a limited assurance review of the Company's greenhouse gas (GHG) emissions intensity metric performance for fiscal year 2024 has been performed by an independent auditor.

Environmental Metrics: Waste

"Reduce, reuse and recycle" is a mindset engrained in our processes and embedded in our operations

Visteon is committed to reducing waste. We continue to actively reduce and properly manage waste across our manufacturing operations, as well as in our office facilities.

Visteon manufacturing sites utilize the waste-management framework in ISO 14001 when handling waste, and we engage with our suppliers to monitor and support their waste-saving efforts. We also track the greenhouse gas emissions from our waste generation to help quantify and mitigate our impact.

We are creating packaging that uses less materials, and we continue to increase the amount of waste and excess materials we divert to recycling. We have also implemented simpler measures such as reducing single use plastic cups and bottles in our offices.

Keeping waste out of the landfill helps decrease our carbon footprint and limit our negative impact on the environment. We are working to reduce, reuse, recycle and renew materials whenever possible across all our operations.

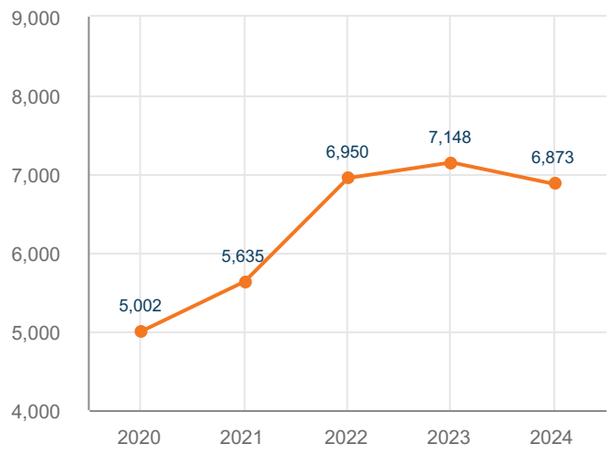
92% of solid waste recycled in 2024

Environmental Metrics: Waste (Continued)

"Reduce, reuse and recycle" is a mindset engrained in our processes and embedded in our operations

Waste

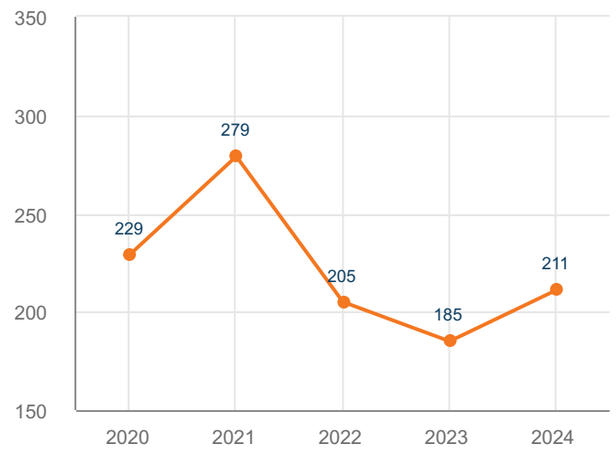
Metric Tons



Our manufacturing facilities were able to recycle 92% of the solid waste generated by their operations. The remaining waste was transported to a landfill by a third-party vendor..

Hazardous Waste

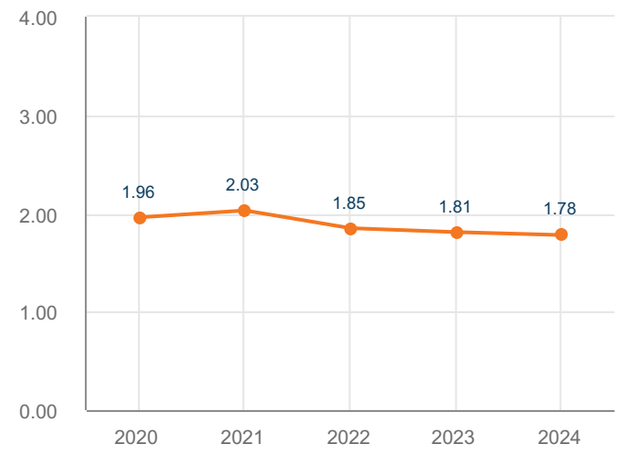
Metric Tons



We are creating packaging that uses less materials, and we continue to increase the amount of waste and excess materials we divert to recycling. We have also implemented simpler measures such as reducing single use plastic cups and bottles in our offices.

Waste/$ Revenue

Metric Tons per million USD revenue



We ensure our ISO 14001 programs are driving these improvements. It is our goal to operate as efficiently and with the least amount of waste possible.

**Data reported on this page relates to Visteon's manufacturing operations.*

Environmental Metrics: Water

Minimizing water used in manufacturing facilities

Visteon promotes water use reduction projects at all of our locations around the world. Our continuous improvement and environmental teams share best practices from successful projects:

- Identifying opportunities to reduce consumption, increase water recycling and repair leaks
- Using water-saving bathroom, kitchen and cafeteria fixtures with automatic shut-off valves
- Ensuring HVAC systems, cooling towers and chillers water usage optimization
- Watering gardens and landscaping with recycled water
- Installing filtered drinking water dispensers
- Providing reusable water bottles for employees
- Installing water meters to identify inefficiencies and leaks
- Optimizing water usage in the facility gardens
- Encouraging employees to report leaks or other water losses observed

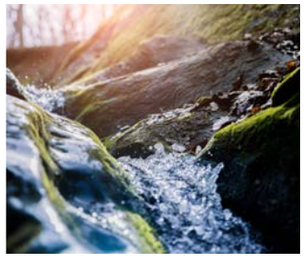
More details on our water management efforts can be found in our CDP water response.

Water discharges are primarily sanitary and discharged to the municipal sewers or point-source discharge under a permit.

We do not specifically track global volume of wastewater discharged, but we estimate that more than 70% of our water is discharged back to the environment through point-source and nonpoint-source discharges.

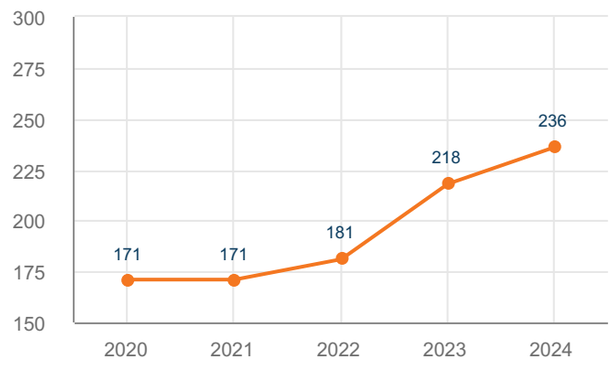
>70%

of our water used is discharged back to the environment.



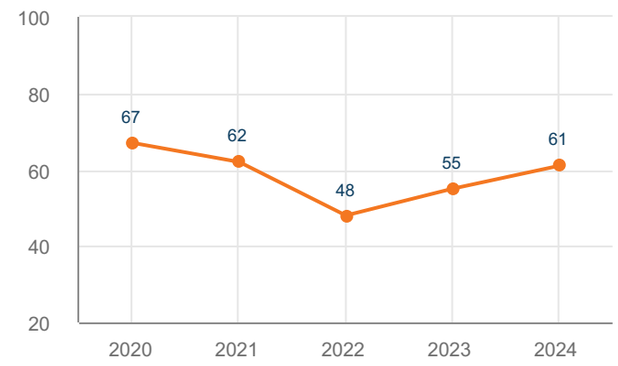
Water Use

Cubic meters (000s)



Water Use/$ Revenue

Cubic meters per million USD revenue



**Data reported on this page relates to Visteon's manufacturing operations.*

Environmental Metrics: Water (Continued)

Protecting our water sources and access to fresh water

Visteon's water consumption is directly linked to its employees' consumption and general building operations. We do not use water in our manufacturing processes.

While our operations are not water intensive, we still include water into our environmental risk management approach as well as our Environmental, Health and Safety Policy because we consider access to fresh water a basic human right.

We identify water-scarce areas where we operate to actively reduce our water consumption while implementing best practices in lower-risk areas.

Annually, Visteon conducts a water security risk assessment of its consolidated manufacturing locations to identify facilities with high water security risk based on geographical location (see map).

Visteon assesses the water risk of its facilities using the WRI Aqueduct, Ceres Aqua Gauge and Global Water Tool. We assess water risks in our direct operations at the asset level for all of our production facilities.

With that knowledge, we continue to evaluate water management practices, risks and challenges across our global locations. We are planning to include our technical centers in future assessments.

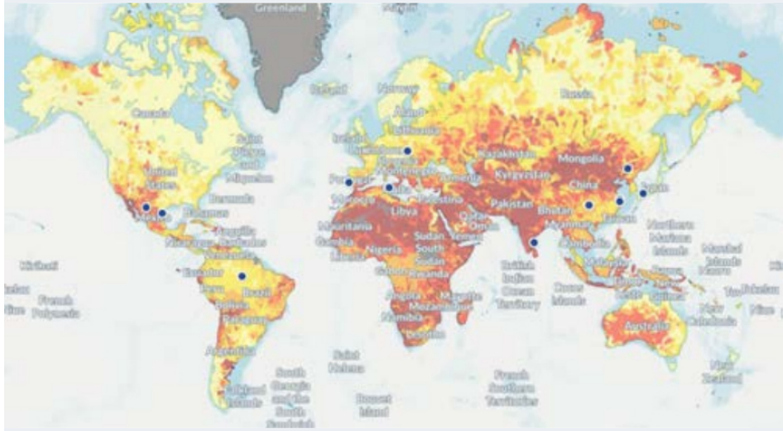
Along with Aqueduct's standard outputs, we considered water withdrawals/consumption, water quality, site-specific regulatory risk and other factors in our overall assessment of each facility.

Among other factors, this tool calculates an indicator called Baseline Water Stress (BWS), which is the ratio of total annual water withdrawals to total available renewable supply. Visteon's annual water withdrawal in 2024 was 235,791 cubic meters.

Overall water risk was calculated based on physical risks, water quality, and regulatory and reputational risks. We used Aqueduct to determine which risk factors are causing water stress for specific regions and facilities.

In this way, we endeavor to create a comprehensive water risk management plan that operates on a region and sites specific basis.

Water Risk Assessment



- Water Risk Assessment
- Low Risk (0-1)
- Low to Medium Risk (1-2)
- Medium to High Risk (2-3)
- High Risk (3-4)
- Extremely High Risk (4-5)

Health and Safety

At Visteon, we are creating a safe work environment for everyone.

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Chemical Management 27

Health and Safety

Best-in-class safety performance

Visteon continues to champion aggressive safety goals and targets zero lost-time injuries for all facilities.

In 2024, our recordable injury case rate was 0.009 per 100 employees due to one employee injury during the year. (All of our remaining manufacturing and technical centers had zero lost-time injuries in 2024.). We know how important it is to remain diligent and track all near-misses and first-aid cases so we perform analytics on each incident and prioritize improvement actions. There were no fatalities in 2024 and the near miss frequency rate (NMFR) for 2024 was 2.12.

In addition to requiring protective equipment and enforcing comprehensive safety policies and procedures, the Company encourages employees and leaders to look continuously for ways to improve workplace safety.

Visteon has implemented and maintains a health and safety management system that is certified to the ISO 45001 standard. All manufacturing locations under Visteon environmental, health, and safety multi-site certification meet this standard with auditing compliance by a third party.

Visteon management provides the Board of Directors with regular health and safety reports and monitors the latest health guidance as risk factors change around the world.

Visteon Manufacturing Sites With Zero Lost Time Cases in 2024

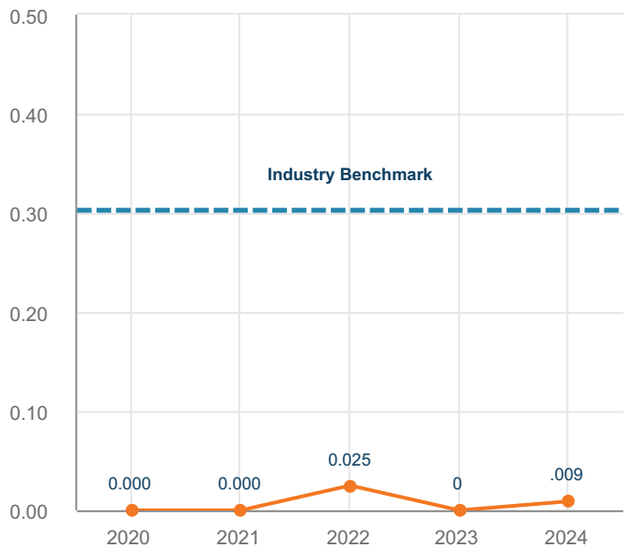
Health and Safety Metrics

Creating a safe work environment for everyone

As part of our commitment to safety, Visteon tracks lost-time cases and recordable injuries to help us make improvements that reduce accidents.

Lost Time Case Rate

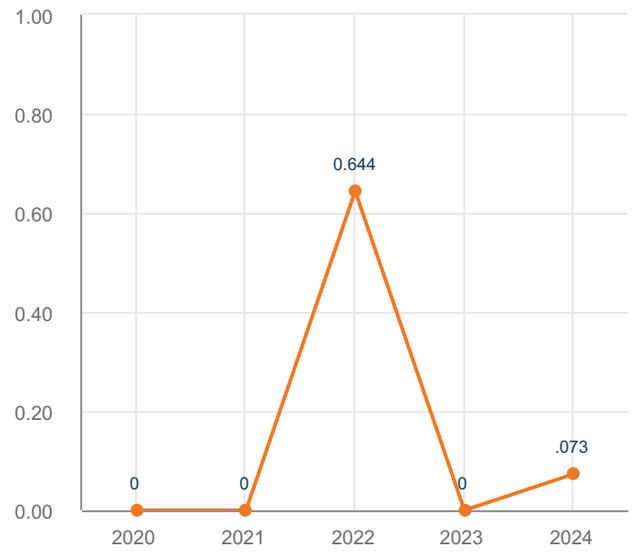
Number of work-related injuries and illnesses that result in time off work



The metrics are based on the number of hours that 100 employees would work in a year, 40 hours per week and 50 weeks per year.

Severity Rate

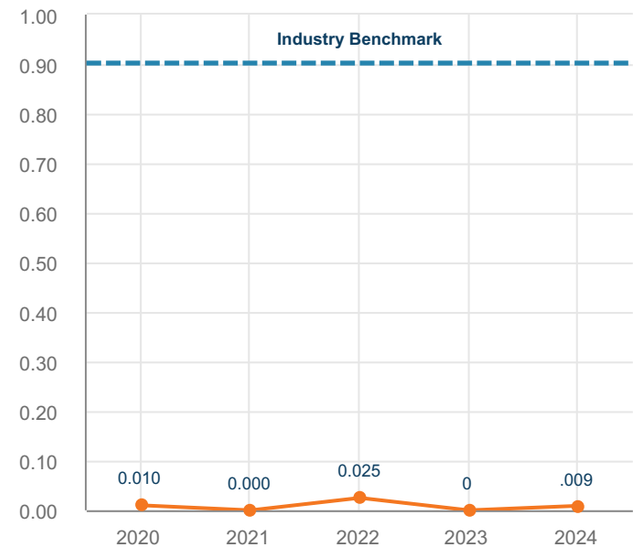
Number of days an employee misses (lost days) due to a work-related injury or illness



Benchmark data provided by U.S. Occupational Safety and Health Administration.

Recordable Injury Rate

Work-related injuries resulting in medical treatment greater than first-aid which leads to restricted work or lost days of work



Data reported on this page relates to Visteon's manufacturing operations.

Chemical Management

Ensuring proper use, handling and storage

Facilities

Chemicals offer many benefits when handled appropriately and used correctly. Every Visteon facility maintains a chemical inventory and supplier-provided safety data sheets for all chemicals used in production processes as well as other non-production chemicals such as paint and cleaning supplies. To protect employee health, regular training sessions provide education about the proper use, handling, storage and risks of the chemicals used at work. We meet all global requirements for risk management and hazard communication.

Products

External chemical communications from suppliers to Visteon and from Visteon to our customers is managed through the production part approval processes (PPAP). The chemical composition of every product is disclosed through the International Material Data System (IMDS). Our product development teams adhere to applicable product regulation and material reporting requirements, and ensure compliance with customer and legal product specifications, including Global Automotive Declarable Substance List (GADSL) related material content. In addition, we comply with customer-specific restricted substance lists, and we cascade their requirements throughout our supply chain.

Every Visteon Facility

- Identifies and lists all chemicals to keep the site's inventory current
- Collects up-to-date safety data sheets
- Trains employees on proper use, handling, storage and risks

Visteon partners with industry associations and customer initiatives to obtain long-term visibility on upcoming legal requirements, and we work to proactively replace substances in our products that are in the process of being restricted.

Visteon's membership in Automotive Industry Action Group (AIAG) and European Association of Automotive Suppliers (CLEPA) provides access to chemical management working groups.

Supply Chain

Visteon is committed to ensuring its suppliers are aligned with the Company's sustainability principles. We expect that our suppliers conduct their operations in an environmentally responsible manner and require them to commit to our Supplier Code of Conduct.

In this section:

Supply Chain 29
Supplier Code of Conduct 30

Supply Chain

Collaboration is key to lowering carbon emissions

Visteon is committed to ensuring its suppliers are aligned with the Company's sustainability principles.

We expect that our suppliers conduct their operations in an environmentally responsible manner and require them to commit to our global supplier standards. We have determined that approximately 75% of our greenhouse gas emissions originate from our suppliers. As a result, in 2022 we launched the first phase of our sustainable procurement strategy where we asked our suppliers to establish their own environmental goals that are aligned with Visteon's reduction initiatives and to provide their emissions data related to Visteon products via the CDP supply chain survey.

Visteon issues terms and conditions to all of our suppliers 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.

71% of suppliers have signed our Supplier Code of Conduct

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.

Visteon confirms that suppliers employ sound governance practices and are reducing their impact on the environment through a combination of certifications, site evaluations and meetings as well as third-party assessments. At selection and throughout our relationship with suppliers, we conduct real-time screening and monitoring of supply chain risks, including regulatory, compliance, reputational and financial risks. We also continually evaluate changing laws and regulations to ensure up-to-date risk assessments of suppliers.

We also source components from multiple geographical locations to help ensure materials and components are available during a possible regional or global crisis. Our purchased commodity strategies call for dual validation of interchangeable parts when possible, further protecting the supply chain during any potential supplier disruption.

Visteon's advanced inventory modeling process considers multiple supply chain risk factors and ensures that adequate safety stock of material is in place through the supply chain.

All suppliers are expected to **decrease their greenhouse gas emissions**, **reduce waste** while preserving natural resources and conduct responsible sourcing of their materials.

Learn more about Visteon's supplier policies here:

- Supplier Code of Conduct
- Quality Policy
- Code of Basic Human Rights and Working Conditions
- Ethics and Integrity Policy
- Global Environmental Health and Safety Policy

Supplier Code of Conduct

Aligning suppliers with our sustainability principles

We hold our suppliers to the same standards and sustainability principles with respect to their operations.

Our Supplier Code of Conduct requires 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 Supplier Code of Conduct also requires companies to attest that anything purchased by Visteon will not be produced by child or 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, onsite evaluations and meetings, we confirm that our global suppliers are employing sound governance practices and reducing their impact on the environment.

Visteon suppliers can access our Supplier Portal and other resources by following the instructions on our website.

COMMITMENT TO ETHICS AND INTEGRITY

Fair, honest and responsible behavior related to financial reporting, material sourcing, intellectual property and conflicts of interest including compliance with all applicable laws.

HUMAN RIGHTS AND WORKING CONDITIONS

Treating employees and suppliers with integrity and respect, providing a safe work environment and adhering to all applicable laws.

ENVIRONMENTAL AND SUSTAINABILITY

Proactively protecting the environment, conserving natural resources, and reducing the overall environmental impact of operations.

Our Principles

Pursuant to the Visteon Supplier Code of Conduct, all Visteon suppliers are required to respond to information requests via email or questionnaires regarding sustainability activities as well as the sources and uses of materials in their products. Suppliers that do not accept our code of conduct and comply with our requirements including information requests could be restricted from receiving new Visteon business. Although our supply base is constantly evolving, we believe that most of the companies in the supply chain can be identified through these questionnaires which are aligned with the OECD guidance for conflict affected and high-risk supply chains.

Visteon takes steps to ensure the components and materials in our products, regardless of where they are assembled or sold, are responsibly sourced and do not contain conflict minerals that have contributed to the armed conflict in the Democratic Republic of Congo (DRC) and surrounding countries. We have imposed standard reporting requirements on our supply chain regardless of where the components and materials are purchased, and have expanded this mandatory reporting to include other minerals of concern such as cobalt and mica. We work closely 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. For more information, see our Visteon Conflict Minerals Report.

Products

Visteon aims to stay ahead of the automotive technology curve, with a product portfolio that not only supports but leads the trends driving the future of our vehicles.

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Connected Services	34
Displays	35
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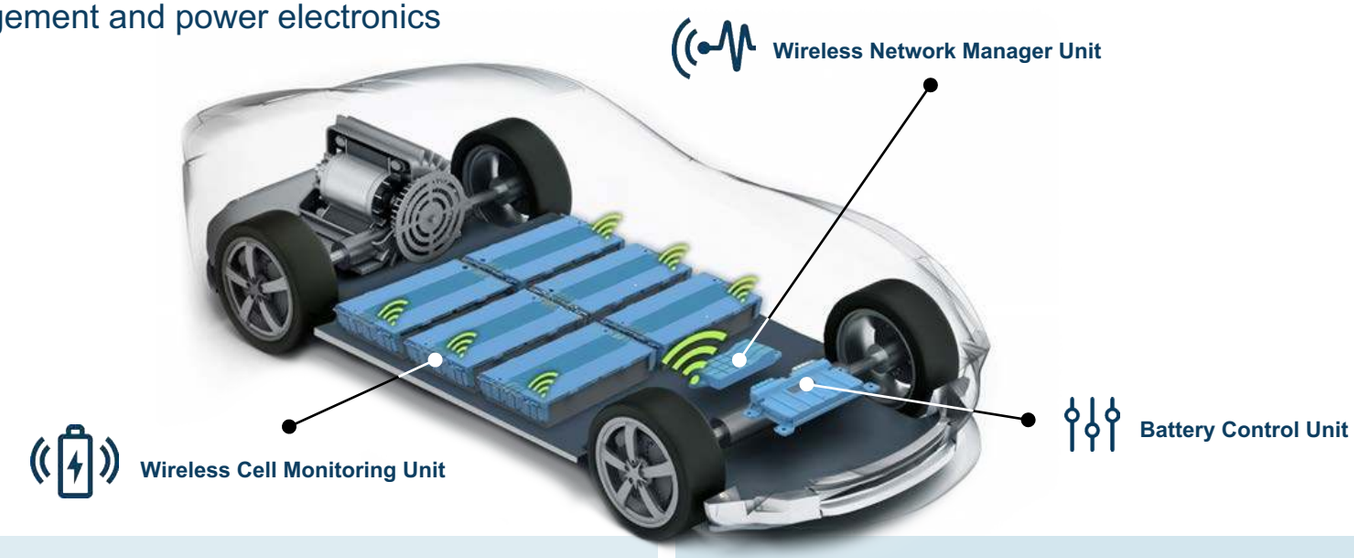
Electrification

Driving an electrified future through battery management and power electronics

"

Visteon's history and experience with producing battery management systems and digital cockpit electronics positions us well as the industry shifts towards electrification."

— Sachin Lawande, President and CEO



ELECTRONIC CONTROL SYSTEMS

Intelligent battery management for the future of electric mobility

Visteon leads the electric revolution with advanced Battery Management Systems that optimize performance, enhance safety, and extend battery life in electric vehicles. Our electronic control solutions combine real-time monitoring with sophisticated control algorithms to deliver superior battery management across multiple vehicle platforms.

POWER CONVERSION SOLUTIONS

Optimize energy & maximize range with EMC² technology

Visteon's power conversion solutions form the core of modern electric vehicle systems, delivering efficient energy management and conversion capabilities. Our integrated approach combines multiple power electronic functions into compact, efficient packages.

POWER CONNECTION SOLUTIONS

Seamless power management for diverse EV architectures

Visteon revolutionizes power distribution in electric vehicles through innovative connection solutions that enhance reliability, efficiency, and safety. Our advanced switching and junction technologies enable seamless power management across various voltage architectures.

Instrument Clusters

A digital gateway to the road ahead

Visteon leads the automotive industry's transition from analog to digital instrument clusters, seamlessly integrating essential driving information with advanced connectivity features.

Our intuitive displays present vital data like speed and fuel levels alongside climate control, multimedia, and navigation controls.

As a trusted partner to three of the world's top five automakers, our digital clusters feature rich 2D/3D graphics and over-the-air software upgrades, compatible with most vehicle networks. This innovative platform empowers manufacturers to accelerate development of next-generation digital cockpits, bringing cutting-edge technology to market faster while elevating both safety and comfort.

Through our unparalleled expertise in designing, engineering, and manufacturing these complex systems, Visteon continues to enhance automotive interfaces. Our solutions transform the traditional dashboard into an integrated command center, enabling effortless control of both essential vehicle functions and modern infotainment features.

POWER CONNECTION SOLUTIONS

Seamless power management for diverse architectures

Visteon revolutionizes power distribution in electric vehicles through innovative connection solutions that enhance reliability, efficiency, and safety. Our advanced switching and junction technologies enable seamless power management across various voltage architectures.

Enhanced Driver Safety

Clear and concise information presented in an intuitive manner.

Personalized Driving Experience

Customizable displays tailored to individual preferences.

Seamless Integration

Effortless connectivity with vehicle systems and infotainment features.

Future-Proof Design

Scalable platform for continuous innovation and software upgrades.

Connected Services

Context through the cloud

ANDROID INFOTAINMENT

Accelerating connected experiences with flexible solutions

Visteon's infotainment solutions transform the vehicle cockpit into an intelligent, connected hub. Our sophisticated yet intuitive platforms seamlessly integrate with modern drivers' digital lives while delivering optimal performance and flexibility, enabling manufacturers to create distinctive experiences that delight both drivers and passengers.

CONNECTED SERVICES

The future of in-vehicle app integration

As vehicles become increasingly connected, consumer expectations are shifting toward smartphone-like experiences in their cars. Visteon meets this demand through AllGo, our game-changing Android Automotive OS-based App Store that provides a comprehensive catalogue of third-party apps to elevate the connected user experience.

AllGo provides automakers and app developers access to a customizable app store management, distribution and analytics platform for content and services while giving consumers the seamless infotainment experience they expect.

With an ever-growing community and a solid number of partnerships, AllGo is leading the next generation of the connected cockpit experience.

TELEMATICS

One Vehicle-to-Everything solution for all global markets

By 2030, nearly every new vehicle will function as an intelligent, connected device. Visteon's advanced connectivity modules integrate cutting-edge wireless technologies and V2X to help automakers keep pace with rapidly evolving network technologies.

Our forward-thinking Vehicle-to-Everything (V2X) solution uniquely addresses the industry's dual standards challenge by supporting both Dedicated Short-Range Communications (DSRC) and Cellular V2X (C-V2X) within a single hardware module. This unified approach empowers global automakers to seamlessly meet diverse market requirements for vehicle communication with infrastructure, other vehicles, and the cloud.

Displays

Revolutionizing the digital cockpit

"We are in the midst of exciting, rapid change developing the technology that allows automakers to create an interactive and compelling in-vehicle experience."

— Sachin Lawande, President and CEO

As vehicles transform into software-defined machines, the humble display is evolving into a dynamic, immersive experience. Traditional flat, rectangular LCD screens are giving way to something far more ambitious – an immersive digital environment that serves as a smart mobile assistant for drivers and passengers alike. This evolution demands larger, higher-resolution displays with curved surfaces that seamlessly integrate into car interiors, fundamentally changing how we interact with our vehicles.

Our unique position as the industry's premier provider of integrated display solutions combines decades of automotive expertise with cutting-edge technology. Through comprehensive end-to-end control of the value chain, we ensure unmatched quality and continuous innovation while optimizing costs. The result is a next-generation cockpit that excels in both form and function, engineered to meet the rigorous demands of the road.

Domain Controllers

Computer for the integrated digital cockpit of the future

"

The next-generation cockpits that automakers are creating include features such as over-the-air updates and Android-based infotainment."

— Sachin Lawande, President and CEO

We are pioneering the next generation of digital driving experiences through our domain controller technology. By consolidating multiple displays and functions into a single, powerful system, we're transforming how drivers interact with their vehicles while setting new standards for efficiency and performance.

Our integrated solutions power everything from instrument clusters and infotainment to heads-up displays and advanced driver monitoring, delivering enhanced computing capabilities while reducing system costs and energy consumption—crucial advantages in today's evolving automotive landscape.

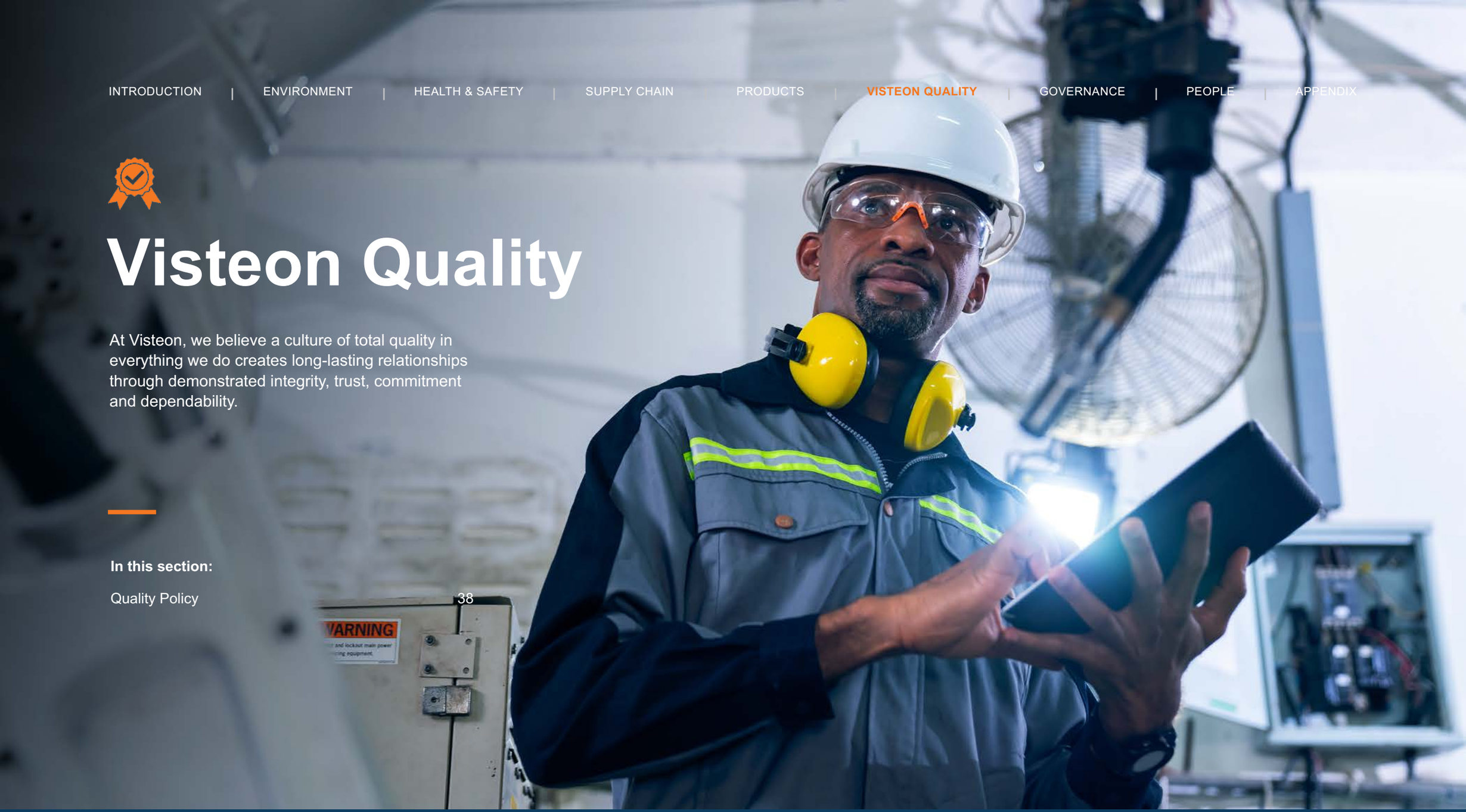
Visteon leads the industry in integrated cockpit solutions that enhance safety, comfort, and connectivity. Our pioneering SmartCore™ technology—the industry's first domain controller—has set new standards since its debut with Mercedes-Benz in 2018.

Visteon Quality

At Visteon, we believe a culture of total quality in everything we do creates long-lasting relationships through demonstrated integrity, trust, commitment and dependability.

In this section:

Quality Policy 38



Quality Policy

Striving for ever-higher levels of product excellence and process efficiency

We are committed to meeting all customer and industry quality requirements and have secured IATF 16949 and/or ISO 9001 quality certifications as appropriate to each facility. Our teams have strong functional expertise and operate under a global quality policy designed to drive early risk identification and mitigation, implement best practices and ensure continuous improvement.

We focus on ensuring the necessary safety measures are taken in connection with the design, manufacture and distribution of our products. We use reliable processes and a quality management system to reduce, if not eliminate, warranty issues and scrap.

The Company uses a product development process called Vistway to identify continuous improvement opportunities and a structured approach to problem solving. All operations and employees follow Visteon's quality management system and product safety processes.

Our Visteon Six Sigma mission is to equip and guide Visteon team members with the best statistical concepts, processes, and tools to enable them to apply scientific methods in a sustained push toward ever-higher levels of product excellence and process efficiency.

All employees are encouraged to participate in Six Sigma training, regardless of function, to ensure an even deeper understanding of quality, customer focus and continuous improvement throughout the organization.

Our Customer Quality Six Panel system uses technology to centralize quality information for easy access across the Company. Once a year we select a month to focus on quality with task force teams, training, webinars and problem-solving workshops to further develop skill levels.

At Visteon, we obsess over delivering exceptional customer satisfaction. This helps us heighten our customer value and is among the many ways we help them stay ahead of the curve.

You can access our Quality Policy by visiting our website.

At Visteon, we believe a culture of total quality in everything we do creates long-lasting relationships through demonstrated **integrity**, **trust**, **commitment** and **dependability**.

Governance

Visteon is committed to maintaining the highest standards of ethics and integrity. Our ethics and compliance program is based on the Visteon Ethics and Integrity Policy, which has been translated into 11 languages describing the Company's expectations regarding standards of behavior and conduct for all directors, employees and contractors.

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Ethics and Integrity Policy

Commitment at all levels of the organization to ethical behavior

Visteon is committed to maintaining the highest standards of ethics and integrity. Our ethics and compliance program is based on the Visteon Ethics and Integrity Policy, which has been translated into 11 languages describing the Company's expectations regarding standards of behavior and conduct for all directors, employees and contractors. The policy underscores our dedication at all levels of the organization to the behaviors underlying our ethical standards. Visteon's Chief Legal Officer has executive responsibility for managing and delivering our business ethics and compliance programs.

Ethics Training

Employees receive mandatory training upon joining the Company as well as periodic refresher courses to educate them on key compliance issues and risk areas. In 2024, all new employees and 99% of the Company's salaried employees completed training. Additionally, Visteon managers are required to review the Conflict of Interest Policy on an annual basis and disclose any relevant information.The Company also maintains an ethics hotline and encourages employees to confidentially report any concerns or failures in compliance. Visteon has a specific policy for handling internal investigations of possible business conduct and ethics violations and other matters involving fraud, theft, ethics or financial reporting concerns. The Board of Directors' Audit Committee receives periodic reports from the Chief Legal Officer, who chairs the Compliance Committee, regarding the Company's ethics and compliance program including any reported incidents.

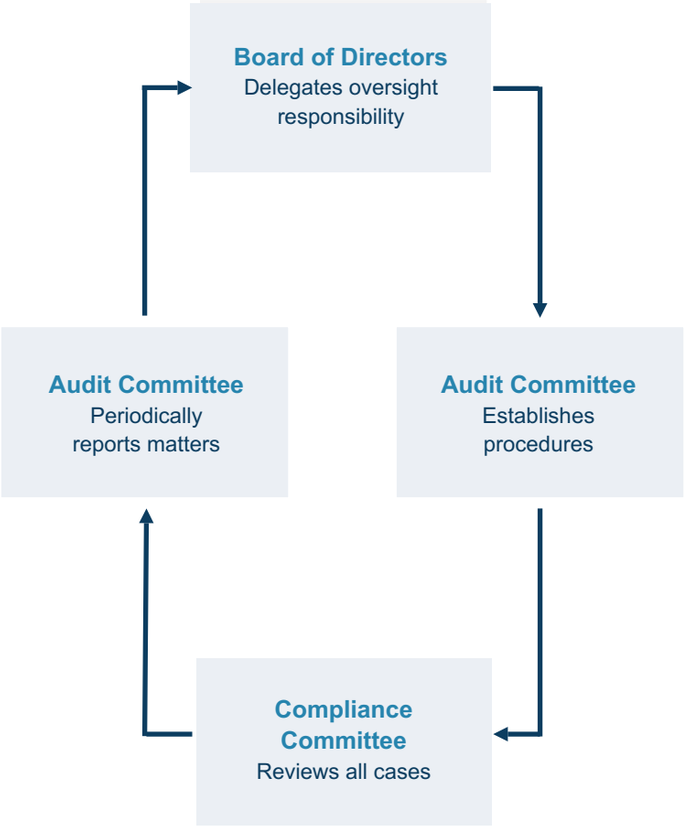
In 2024, Visteon's Ethics and Compliance system logged 41 reported cases. Visteon's responses were based on the facts involved in each matter and included coaching and / or other formal disciplinary actions.

Governance

Visteon has a robust Compliance Program Review that ensures accountability at the highest levels of the organization. The Board of Directors assigns compliance oversight responsibility to the Audit Committee, which establishes procedures for receipt, retention and investigation of compliance matters. The Compliance Committee regularly reviews and summarizes all cases and provides an annual summary report to the Audit Committee. Compliance matters are periodically reported to the Board of Directors by the Audit Committee.

Visteon Prohibits Political Contributions

Visteon's Corporate Giving Guidelines prohibit making any donations to be used for political purposes in the name of the company. Visteon has not made any political contributions in the past five years. Visteon does not have a political action committee (PAC) and has not engaged any third parties to perform political lobbying activities on our behalf. However, we are members of trade associations that may engage in advocacy efforts on behalf of the automotive industry or automotive suppliers in general.



Ethics and Integrity Policy (Continued)

Business conduct that constitutes fair and legal practices

Anti-Bribery and Anti-Corruption

As a global enterprise, Visteon is subject to laws that govern its international operations, including laws that prohibit bribery and corruption and laws regarding antitrust and fair competition.

These laws include but are not limited to the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, the People's Republic of China anti-corruption laws, and money laundering regulations. We have internal policies and procedures relating to compliance with such laws and regulations.

Visteon does not tolerate any form of bribery or corruption with our business dealings. Anti-corruption training is provided to all employees, including senior management as part of our compliance program, and we are in the process of obtaining ISO 37001 certification of our program.

Trade Compliance and Sanctions

As noted in our Ethics and Integrity Policy, Visteon is committed to complying with all laws, including laws regarding the international trade of goods, services and technology. Such laws include the U.S. Export Control Administration Act, sanctions and embargoes imposed by the U.S. Office of Foreign Assets Control (OFAC) and the European Union, global customs regulations, and supply chain security programs.

Our trade compliance policies and supporting processes provide a framework for managing and controlling the following:

- Declaring to appropriate authorities the correct classification, origin, trade program eligibility and value of the goods, services and technology that cross international border
- Visteon's activities at the borders and with customs brokers
- Export controls and strategic trade restriction
- Screening of business partners against sanctions and embargo lists

We also provide targeted awareness training and communication addressing sanctions, embargoes, export controls and other trade compliance topics on a regular basis.

Human Rights and Working Conditions

Maintaining an environment where everyone is treated with dignity and respect

Visteon is committed to creating and maintaining an environment where all employees are treated with integrity and respect, and differences are highly valued.

By creating a corporate culture that does not tolerate harassment or discriminatory treatment of any form, we can give every employee the opportunity to contribute fully to Visteon's business success.

The Company has adopted a Code of Basic Human Rights and Working Conditions as an extension of our Ethics and Compliance Program. We offer training and make the code of conduct available to all employees.

The Board of Directors has oversight and receives periodic reports from the Chief Legal Officer regarding compliance with this code of conduct.

Visteon also requires that companies throughout our supply chain adopt and enforce similar workplace codes of conduct. Visteon employees and management that have direct responsibility for supply chain management receive training on human trafficking and slavery.

We seek to identify and utilize organizations that aspire in the conduct of their business to standards that are consistent with our code of conduct.

We respect international conventions aimed at promoting and protecting human rights, including the Universal Declaration of Human Rights.

This Code of Basic Human Rights and Working Conditions supports our commitment to diversity, equality, and the recognition and protection of fundamental human rights in the workplace.

Our commitment includes:

- **Actions to prohibit the use of forced labor** and ensure the use of minerals mined from responsible and conflict-free sources
- **Doing business in an ethical manner** and with respect for our people and the communities in which they live
- **Respect for human rights issues** and taking those issues seriously, whether through human trafficking, modern slavery, child labor or otherwise
- **Will not use public or private security forces** if such deployment could violate others' human rights

Board of Directors

Committed to a sustainable future

The Board of Directors believes that a commitment to positive environmental, social and governance-related business practices strengthens the Company, increases its connection with the stockholders and helps it to better serve its customers and the communities in which it operates. The full Board of Directors oversees sustainability matters directly as part of its strategic review of the Company's operations, products and innovation.

The Board of Directors and management have developed a multi-year road map to enhance the Company's environmental, social and governance-related programs and disclosures, including assessment of the potential risks associated with climate change.

Management provides regular reports and presentations to the Board of Directors which include the following topics:

ENVIRONMENTAL
Performance reporting, long-term goals and commitments, corporate citizenship

SOCIAL
Company culture, ethics and compliance, health and safety

GOVERNANCE
Selection and evaluation of directors, executive remuneration, enterprise risk management

Board of Directors (Continued)

Independent industry leaders

The Board of Directors has established four standing committees:

Audit Committee

Responsible for ESG-related disclosures in the Company's SEC filings as well as corresponding processes, controls and assurance reviews

Corporate Sustainability and Governance Committee

Monitors ESG performance and ensures effective communication to investors and other stakeholders

Organization and Compensation Committee

Manages integration of ESG goals and milestones into the Company's executive compensation plans

Technology Committee

Monitors environmental trends impacting Visteon's products

More information regarding the principal functions, composition and charters of each committee can be found at www.visteon.com.

The Board of Directors considers diversity to be an important factor in the selection and nomination of director candidates. Although the Board of Directors does not establish mandatory board composition with respect to diversity, the Board of Directors' overall diversity is a significant consideration in the nomination process and the Board of Directors has committed to including female and minority candidates in the initial search pool of candidates when adding new board members or filling vacancies. The Board of Directors' refreshment is also critical as the automotive industry changes and the Company's business strategy evolves.

The following table highlights some of the skills, experience, qualifications and attributes that each of the directors brings to the Board of Directors.

Diversity of Skills and Experience

9

Board Members

Risk Management

Identifying issues important to our stakeholders and future of mobility

Visteon's enterprise risk management (ERM) approach is designed to inform the strategic and business planning processes through identification, detection, prevention and mitigation of risks that could impede the achievement of the Company's strategic objectives and business goals.

A priority in our approach is to connect the ERM process with strategic planning and corporate responsibility initiatives to ensure the sustainability of the enterprise. Using this process, the Board of Directors and senior leadership identify, assess and manage key risks that may impact our ability to achieve our strategic objectives. Visteon's management continually monitors the material risks facing the Company and works with risk owners to identify and implement mitigating actions.In 2024, the risk assessment was expanded to examine sustainability impacts on people and the environment (impact materiality), along with significant sustainability-related risks and opportunities affecting the business (financial materiality).

To assess its material impacts, Visteon evaluated potential and actual, positive and negative impacts connected to the Company's business activities and the value chain by receiving inputs from various organizations through surveys and interviews with affected parties, users of sustainability reporting, and experts. This led to the identification of four sustainability-related material topics: climate change, circular economy, workforce and business conduct.

Climate change has the potential to disproportionately impact some regions of the world due to increased severe weather events and rising sea levels. Due to Visteon's diverse global structure, we have the flexibility to respond to these changes and shift business away from at-risk geographic areas. Approximately 27% of Visteon employees are located in the Americas, 30% in Europe, 13% in China and 30% in other Asian countries. We develop our software and products in engineering centers throughout the world, including in the United States, Portugal, Germany and China.

We also continue to diversify our customer base as we grow, and we are expanding internationally. In 2024, the revenue percentage breakdown by geography was 28% from the Americas, 32% from Europe, 23% from China, and 17% from other Asian countries. Our geographically diverse customer base better protects us from climate-related sales disruptions in particular regions. Visteon recognizes that climate change will impact industries differently, but we believe we can quickly adapt to these climate-related challenges due to our diverse operating footprint and customer base.

Together, we are working on the issues identified below by our stakeholders that matter most to society, the environment and the future of mobility:

Economic

- Financial resiliency
- Supply chain disruption
- Cyberattack/data breach

Environmental

- Climate change
- Product life cycle
- Water security

Social

- Talent management
- Diversity
- Human rights in supply chain

Risk Management (Continued)

Robust processes for detection, prevention and mitigation of risks

With the assistance of its committees, the Board of Directors oversees management actions by evaluating management reports; reviewing material strategic, operational, financial, compensation, compliance and ESG risks; considering specific risk topics in connection with strategic planning and other matters; and directing risk oversight and related activities conducted by board committees through reports of the Committee Chairs to the full Board of Directors.

We believe that it is important to communicate regularly with stakeholders regarding areas of interest or concern. Visteon's shareholders include our employees, global supply partners, customers, local communities, investors and analysts, industry associations, academia, and government and non-government organizations (NGOs).

In addition to presenting our business strategy and ESG efforts, we reach out to our stakeholders regularly to collaborate, share best practices, gather feedback, partner and grow.

Board of Directors

Overall Risk Management

- **Evaluating** management reports
- **Reviewing** material strategic, operational, financial, compensation, compliance and ESG risks
- **Considering** specific risk topics in connection with strategic planning and other matters
- **Directing** risk oversight and related activities conducted by board committees through reports of the Committee Chairs to the full Board of Directors

Audit Committee

- Financial and accounting matters
- Legal and regulatory requirements
- Enterprise cybersecurity
- Financial reporting and internal controls systems

Corporate Sustainability and Governance Committee

- Sustainability policies and practices
- Board structure
- Director succession planning
- Climate change

Organization and Compensation Committee

- Compensation policies and practices
- Retention and development of executive talent
- Discouragement of excessive risk taking

Technology Committee

- Technology strategies
- New product development
- Product-related cybersecurity
- Artificial intelligence (AI) practices

Cybersecurity

Safeguarding the integrity and security of our products and information

Visteon has established a global enterprise security program to help safeguard the integrity and security of our products as well as the confidential information we maintain related to our employees and customers.

Studies show most successful cyberattacks stem from human deception. Criminals seek to steal login credentials, internal data, trade secrets and personal information. Ransomware attacks can damage systems and halt operations, causing costly and impactful damage to production and reputation.

Visteon employs leading technology to isolate cybersecurity threats before they become entrenched and cause widespread damage. Security awareness, along with robust enterprise security technology, is business critical. Our enterprise security strategy focuses on fortifying our people, processes and technology. Visteon's cybersecurity program provides controls and procedures for timely and accurate cybersecurity incident reporting and adheres to applicable industry standards such as the Trusted Information Security Assessment Exchange (TISAX) and the U.S. National Institute for Standards and Technology (NIST). We align our processes with ISO 27001 global security standards, collaborate with internal and external partners, and conduct assessments, audits and penetration tests.

The Chief Information Officer (CIO) oversees our cybersecurity program. Visteon's Board of Directors and Audit Committee oversee its cybersecurity risk and receive frequent updates that cover threats to cybersecurity, the results of exercises and response-readiness assessments, and internal response preparedness.

Visteon has not experienced a cybersecurity-related incident that has resulted in material financial impact or data loss.

Because people are our frontline defense, we teach employees how to spot potential cyberattacks and report suspicions.

Interactive lessons and educational videos address specific cybersecurity issues, equipping employees with the knowledge necessary to maintain top-of-mind security awareness.

Topics include:

The Internet of Things	Working remotely
Social engineering	Privacy
Email security	Social networking

People

Diversity is way of operating because it is the right thing to do - and it makes good business sense.

Visteon believes fresh perspectives and new ways of thinking will help us build a stronger company. We use the power of employees' varied backgrounds, cultures and experiences around the world to advance our competitive edge.

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Growing a Diverse Global Talent Pool

Building a workforce that values unique perspectives

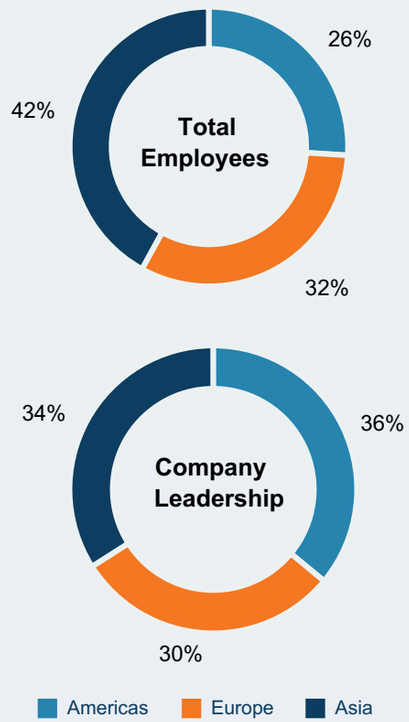
We harness diverse experiences and global perspectives of our employees to drive innovation and strengthen our competitive advantage.

We value:

- Offering equal opportunities for all of our employees to learn, grow and advance their careers
- Helping the communities in which we operate to grow along with us
- Ensuring everyone has a sense of belonging

We recognize that an inclusive environment is not only one where differences are accepted but where they are celebrated. We strive to ensure that all voices are heard and valued, and we work to make employees feel empowered to contribute their unique perspectives.

Employees by Region



Gender Diversity

Overall
37%

By Region

Americas	**45%**
Europe	**40%**
Asia	**30%**

Executives*
13%

Management**
16%

Gender Pay Parity
>96%

New Hires
22%

**Senior Vice President and above only*
***Employees in director level or above roles (excluding executives)*

Employee Engagement

Making an impact on the future of mobility

We know at Visteon employees are excited to learn, grow and advance their careers. They like to be challenged and contribute to the development of our organization and are passionate innovators.One way we learn about improvement is through an annual, anonymous global employee survey. For the past three years, Visteon has hosted a listening survey to measure how people feel about their work, teams and the organization. Their feedback continuously allows us to prioritize the areas of the business that require our attention.

The “Have-a-Say” survey is a listening tool that allows leadership to gain insights directly from employees. Eighty-six percent of our salaried workforce participated in our most recent survey. Leaders prioritized areas of focus, action plans, assisted tasks to team members and progress. The survey results concluded that employees continue to be most proud of the products we engineer and manufacture, and are equally as proud of our innovations.

In response to employee feedback, we have increased our offering of professional development and growth tools. We began using Objective & Key Results (OKRs) to help measure development and accountability through data. We have also developed a more robust leadership training guide and offer leaders the opportunity to connect on leadership-specific topics. In 2024, salaried employees completed an average of 20 hours of professional development training via the Company’s online and in-person course offerings.

In addition to the survey tool, we also listen to what employees have to say throughout the year. We host quarterly Town Hall meetings both globally and region-wide. We have continued our Life as a Leader series which aspires to inspire employees by learning through others’ experiences. Employees always have the opportunity to ask questions during question-and-answer, where they can often submit questions anonymously as well. We continuously share functional and regional newsletters. We actively monitor our employee retention and turnover performance. For 2024, the employee voluntary turnover rate was 9%. Our leadership is focused on understanding and minimizing employee departures.

Health and wellbeing initiatives have long-lasting impacts, including enhancing creativity, resilience, job satisfaction, and work-life balance. We are committed to providing all employees with quality and competitive benefit programs that focus on all aspects of employee wellbeing — including physical, mental, and financial. These benefits include but are not limited to health, disability, and life insurance for employees and their families, parental leave, and mental health counseling services. Our employee benefit programs are benchmarked annually to ensure fit, competitiveness, and value depending on their geographic location, with the goal to be competitive in all our local markets. An annual compensation and benefits review against industry peers continues to be a priority in our strategy. We perform this initiative at each location through local or regional market data to ensure alignment or make adjustments to address gaps where needed.

Visteon’s Have-a-Say survey results ranked these areas the highest:

1. Customer Focus
2. Innovation
3. Equal Opportunities

Leadership Programs

Committed to developing and investing in leaders who will drive tomorrow's innovations

Visteon's SCHOLAR program partners with engineering colleges to identity and support promising students in their steps toward a career in automotive technology. The program provides online language training, automotive industry orientation, credited courses and sponsoring kits in addition to internships.

Attract new talent

RISE is a program for recent graduates in hardware, software and mechanical engineering, supply chain or electrification, looking to gain experience in the automotive and technology industries.

RISE prioritizes professional development in the first two years that a candidate works at Visteon, with a balanced mix of hands-on experience, professional development and mentoring. Participants get the opportunity to work on challenging assignments that expose them to various facets of the automotive industry as it shifts to software-defined electric vehicles.

Develop recently hired employees

The FutureMakers program recognizes employees who have made a positive impact on Visteon's business growth and technology expansion. FutureMakers drive the kind of entrepreneurial spirit and innovation mindset that fuels the Company's future growth. The 2024 class of FutureMakers honored 159 employees from 15 countries across 36 Visteon entities and facilities.

Annual program to recognize and reward key talent

Leadership Programs (Continued)

Investing in employee professional growth and development

Visteon Technical Ladder

The Visteon Technical Ladder is a technical professional community that recognizes 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 benchmarks specific skill sets within the industry to determine the learning frameworks and capabilities needed to drive a culture of innovation.

Employees can move up the technical career ladder by demonstrating increasing levels of skill, knowledge and expertise in their field to an exacting standard. In addition to technical understanding and judgment, candidates must demonstrate creativity and innovation, communication and leadership qualities and the aptitude to manage and mentor others in their specific professional area.

DevOps

Visteon's DevOps community is an active and vibrant collaboration space for engineers to not only learn about the DevOps practices but also build stronger relationships between colleagues and collaborators. The community encourages a culture of continual experimentation, learning from failure, knowledge-sharing and streamlining processes and acts as a forum for participants to seek answers to specific questions, obtain advice and contribute to improvements. Since 2020, Visteon has hosted over 100 sessions.

Tuition Assistance

The Visteon Tuition Assistance Program (TAP) is a voluntary, afterhours educational opportunity to help employees learn, grow and advance their careers. TAP helps distinguish Visteon as a leader in recruitment, retention and development policies through quality education and training opportunities.

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

Online Learning Management Tools

More than **2,500 courses** support the professional development needs of employees who use Visteon's learning management tool to learn, grow and advance their careers.

Empowering Global Change

Visteon's Corporate Citizenship Champions Lead the Way

Passion drives Visteon's 48 enthusiastic environmental advocates, known as Corporate Citizenship Champions. With representatives from most Visteon locations worldwide, these employees are committed to promoting environmental sustainability and supporting STEM outreach initiatives in the communities where we work and live. Our goal is to track global efforts while encouraging as many teammates as possible to volunteer.

President & CEO Sachin Lawande's vision came to life with the establishment of the Corporate Citizenship Champions program. In 2024, the team began with 36 Champions, creating the momentum that will carry the program forward.

244	1,109	1,295	492
Volunteers Coordinated	Hours Volunteered	Trees/Seedlings Planted	Carbon Emissions Saved

Community Outreach

Uplifting the communities in which we operate

Slovakia

Congrats to our Slovakian colleagues for joining the national "To Work by Bike" campaign this June.

20 people from our Namestovo plant formed 5 teams and cycled their way to work all month long, rain or shine! This national campaign promotes eco-friendly commuting in cities, and our team showed incredible determination and teamwork throughout June.

Some of our colleagues discovered the joy of cycling, while others continued their daily bike routine. Either way, it's a win for the environment and a great way to stay healthy!

France

Our team in France proudly supported a charity event organized by the French "Institut du Cerveau" to raise donations for crucial research on brain diseases like Alzheimer's, Parkinson's, and more.

With the belief that movement is the first medicine and best prevention, our Visteon team laced up for a great cause! For every kilometer completed, Visteon donated €1 to support the cause.

30 days

employees biked to work

1537.8 km

completed during walk-a-thon

€1664.30 raised

for crucial research on brain diseases

Community Outreach (Continued)

Uplifting the communities in which we operate

Coimbatore, India

Our Coimbatore team has been making a significant impact through our Global CSR Program. They've launched an ambulance service to bring essential healthcare directly to the tribal community in Annaikatti village to improve access to medical care for those in need.

Bangalore, India

Our team connected with inspiring para-athletes from rural Karnataka. These athletes faced a significant barrier: a lack of proper sports wheelchairs for training. Partnering with them, we donated 11 wheelchairs to aid their performance.

The impact has been incredible! Within a short time, two athletes were selected for the Karnataka National Cricket Team, while another two are set to compete in the International Para Throwball Championship in Thailand.

These achievements showcase the life-changing power of opportunity and support. We're proud to play a role in this success story!

Chennai, India

For the past 3 years, our CSR team has been bringing STEM education to rural schools in India through the "Lab on a Bike" initiative with Agastya International Foundation. We recently concluded the "MAKE YOUR OWN LAB" training, equipping 50 rural school teachers with the skills and resources to inspire a love for science in their students. This initiative alone is estimated to benefit over 10,000 children in a single year! A big thank you to Vimochana Trust for their support in hosting the residential training phase! This collaboration is a reminder of the power of partnership in creating a brighter future and driving positive change.

Community Outreach (Continued)

Uplifting the communities in which we operate

China

Our Wuhan Technical Center partnered with the local Education Bureau and the Wuhan Development Zone community. Together, they collected wish lists from 40 eager elementary school students. Visteon engineers went above and beyond, creating a fun-filled day introducing the wonders of automotive science and technology. At the end of the day, we wrapped up with a quiz, where students answered questions to win their wish list gifts: books, toys and school supplies.

Thailand

Our team in Thailand planted over 400 Siamese rosewood trees at Khao E To National Forest Park! By absorbing nearly 5 tons of CO2 annually, these trees are a vital addition to Visteon's global efforts for a greener, healthier planet.

40 students
wish lists fulfilled

400 trees
planted in Thailand

5 tons of CO_2
absorbed by planted trees annually

Community Outreach (Continued)

Uplifting the communities in which we operate

Mexico

In August, our team in Chihuahua gathered for a tree-planting event at the Legarreta Orchard. Our colleagues and their families came out in force to help reforest the area, designed for the locals to enjoy.

We're so grateful for everyone's support and enthusiasm and want to give a special shout-out to our social responsibility committee for their time and for always going the extra mile to give back to the community. Together, we're making a difference!

United States

Inspired by the desire to make a positive impact on our planet, our Michigan team volunteered with Friends of the Rouge to help clean up a rain garden in Plymouth. By removing invasive weeds, checking rain gutter filters, and picking up trash, we helped to improve water quality and protect our environment. We also learned about the importance of urban rain gardens and how they contribute to a healthier ecosystem.

Brazil

Visteon Amazonas' Youth Qualification Program, Visteens, has been recognized by the International Organization of Human Capital Managers as one of the Top 50 programs in Europe and Latin America committed to youth development! Launched in 2022, Visteens provides professional training for children of our employees and local youth aged 14-18. This program equips them with the skills they need to build successful careers.

We're honored to be part of a movement prioritizing intergenerational collaboration for a sustainable future!

Appendix

In this section:

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Task Force on Climate-Related Financial Disclosures

Governance and strategy

Describe the Board of Directors oversight of climate-related risks and opportunities.

Visteon's Board of Directors has assigned its Corporate Sustainability and Governance Committee oversight responsibility for the Company's environmental, social, and governance (ESG) strategy and activities, including those climate-related aspects in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD). The Corporate Sustainability & Governance Committee has four regularly scheduled meetings per year where ESG matters are a standing agenda item. The Committee Chair provides a summary to the entire Board of Directors of the ESG issues covered and ESG considerations are woven into the Board of Directors' discussion of topics such as strategy, product development and operations.

Describe management's role in assessing and managing climate-related risks and opportunities.

In addition to the Chief Executive Officer, global ESG leadership is supported by the following executives:

- The Senior Vice President and Chief Legal Officer is responsible for Visteon's overall ESG efforts, as well as governance matters and reporting
- The Senior Vice President, Operations, Supply Chain and Procurement is responsible for environmental, product, and process sustainability, including supply chain matters
- The Senior Vice President and Chief People Officer is responsible for social aspects

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Refer to Visteon's 2024 CDP Climate Change Response Module 3 Risks and Opportunities Disclosure.

Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.

Refer to Visteon's 2024 CDP Climate Change Response Module 3 Risks and Opportunities Disclosure.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Although Visteon has not performed a formal climate scenario analysis, we have reviewed different scenarios and believe that combinations of physical and transition risks will vary geographically rather than globally. If a business as usual scenario plays out, then global temperatures will be well above 2°C, and physical climate risks are expected to be more frequent and intense. Conversely, if governments and high emission sectors accelerate their efforts toward low carbon economies and lower global temperatures, then physical risks are expected to decrease, and companies may face greater transition risk. Visteon's approach to assessing and managing risks accounts for these different climate-related scenarios.

Task Force on Climate-Related Financial Disclosures (Continued)

Risk management, metrics and targets

Describe the organization's processes for identifying and assessing climate-related risks.

Refer to Visteon's 2024 CDP Climate Change Response Module 3 Risks & Opportunities.

Describe the organization's processes for managing climate-related risks.

Refer to Visteon's 2024 CDP Climate Change Response Module 3 Risks & Opportunities.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Climate-related risks are integrated into Visteon's enterprise risk management process which utilizes an annual risk assessment consisting of board member and management level employee interviews and surveys which identify changes to the Company's overall risk exposure and environment, including climate change risks. Based on the results, a heat map is created and presented to the Board of Directors and senior leadership for discussion and identification of mitigation strategies.

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

In 2024, Visteon tracked the following metrics relevant to climate-related risks and opportunities:

- Scope 1 GHG emissions by country/region and by facility
- Scope 2 GHG emissions by country/region and by facility
- Energy consumption, including natural gas and purchased or acquired electricity
- Energy generation, including electricity and heat
- Total waste (non-hazardous and hazardous)
- Water withdrawals and consumption

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

In 2024, Visteon's absolute Scope 1 and 2 GHG emissions were 3,845 and 31,157metric tons CO_2e, respectively. We began collecting Scope 3 emissions data relevant to our organization in 2022 and continue to refine that process.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

In 2020, Visteon set the following two goals for 2025:

25% reduction in Scope 1 and 2 emissions at our facilities

50% renewable energy sourced globally

These climate change goals will be compared with a 2019 baseline.

We recently announced longer-term emissions reduction goals for 2030 to reduce Scope 1 and 2 absolute emissions by 45% (2019 baseline) and Scope 3 emissions by 25% (2021 baseline).

Sustainability Accounting Standards Board Index

This index references Visteon's voluntary reporting against the Sustainability Accounting Standards Board (SASB) Auto Parts Sector Standard

Code	Topic	Metric	Response/Comment
TR-AP-130a.1	Energy Management	Total Energy Consumed	124,275 megawatt hours (MWh)
		Percentage Grid Electricity	96%
		Percentage Renewable	46% of electricity
TR-AP-150a.1	Waste Management	Total Amount of Waste from Manufacturing	6,873 metric tons
		Percentage Hazardous	3%
		Percentage Recycled	92%
TR-AP-250a.1	Product Safety	Number of recalls issued, total units recalled	Visteon issued no product recalls.
TR-AP-410a.1	Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency or reduce emissions	Visteon is developing an approach to determine the metric "% revenue from products providing resource efficiency benefits" and may share updated data in our next report.
TR-AP-440a.1	Materials Sourcing	Description of the management of risks associated with the use of critical materials	Refer to Visteon's 2024 Conflict Minerals Report.
TR-AP-440b.1	Materials Efficiency	Percentage of products sold that are recyclable	Visteon's products meet its customers' requirements for recyclability in accordance with the European End of Life Vehicle Directive (ELV). This is validated through the International Material Data System (IMDS).
TR-AP-440b.2		Percentage of input materials from recycled or remanufactured content	
TR-AP-520a.1	Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	None

About This Report

This Sustainability Report contains information about Visteon's financial and nonfinancial results that are not presented in accordance with Generally Accepted Accounting Principles (GAAP). Specifically, environmental (i.e., CO_2e emissions, water consumption and waste disposal), workforce, community involvement, product quality and governance metrics are nonfinancial, non-GAAP measures. This report has been prepared in accordance with the Sustainability Accounting Standards Board ("SASB") and Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. Unless otherwise noted, all data is as of December 31, 2024, and references to currency are expressed in U.S. dollars (USD).

In this Sustainability Report, we make statements concerning our expectations, beliefs, plans, objectives, goals, strategies and future events or performance. Such statements are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 and relate to trends and events that may affect our future financial position and operating results. Terms such as "will," "may," "could," "would," "plan," "believe," "expect," "anticipate," "intend," "project," "target," and similar words or expressions, as well as statements in future tense, are intended to identify forward-looking statements.

Forward-looking statements should not be read as a guarantee of future performance or results and will not necessarily be accurate indications of the times at or by which such performance or results will be achieved. Forward-looking statements are based on information available at the time they are made and/or management's good faith belief as of that time with respect to future events and are subject to risks and uncertainties and may differ materially from those expressed in or suggested by the forward-looking statements. These risks and uncertainties include factors detailed in the reports we file with the Securities and Exchange Commission, including those described under "Risk Factors" in our most recent Annual Report on Form 10-K and our Quarterly Reports on Form 10-Q. These forward-looking statements speak only as of the date of this communication. We expressly disclaim any obligation or undertaking to disseminate any updates or revisions to any forward-looking statement contained herein to reflect any change in our expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.

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