



November 2020

Dear Adient Supplier:

At Adient, we hold ourselves and our suppliers to the highest ethical standards. As stated in our Terms and Conditions, we expect our suppliers to conduct business consistent with all applicable laws and regulations. Adient is committed to compliance with all international trade laws.

Consistent with that commitment, we remind you that Adient expects that our suppliers will not directly or indirectly have dealings with an entity that has been sanctioned by the United Nations, the United States, the European Union or by any country with or in which Adient conducts business.

Adient and its suppliers must meet all legal and regulatory requirements and Adient takes this commitment seriously. This includes prohibiting use of forced labor and sanctioned parties anywhere in our supply chain (e.g., suppliers, smelters, distributors, freight forwarders, carriers, customs brokers).

Our suppliers must support these efforts and have effective controls to address risk in the supply chain. Should a supplier refuse to cooperate with our compliance efforts, Adient may reevaluate our supply arrangement and implement remedies available to us.

You may find this letter as well as other important notifications to Adient's supply base on the Supplier Portal (<http://www.adient.com/suppliers>). Please report any concerns or noncompliance to Adient's Integrity Helpline at <https://adient.ethicspoint.com>.

Sincerely,

A handwritten signature in black ink that reads "K Carney".

Kelli Carney
Adient US LLC
Vice President & Chief Purchasing Officer
Global Procurement and Supply Chain