

SUZUKI MOTOR OF AMERICA, INC.

TO: Employees and Applicants SUBJECT: Reaffirmation of EEO/Affirmative
For Employment Action Policy

FROM: Tak Hayasaki, President Date: April 26, 2017

Suzuki Motor of America, Inc. has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education and social recreation programs are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Mark Eastman, Executive Vice President, to take on the responsibilities of Corporate EEO Officer. He will be responsible for administering the Company's Affirmative Action Plan. As part of that responsibility, he will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy. Anyone having questions about this policy or would like to view portions of the Affirmative Action Plan should contact Mark Eastman at mark.eastman@suz.com. This is also a reminder that employees may update their disability status at any time by contacting Human Resources.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.