

LEAR HUMAN RIGHTS STATEMENT SECTION 6 PARA.3 NO. 1 SCDDA

Be Inclusive. Be Inventive. Get Results the Right Way. These are Lear Corporation's core values and the foundation to our long-term success. As part of our commitment To Get Results the Right Way, we respect and reinforce human rights throughout our operations, our communities in which we operate, and our global supply chain.

Our global human rights policies and commitments are set out in our **Global Human Rights Policy**, which can be accessed [here](#). The **Global Human Rights Policy** applies throughout Lear, the entities that we own and the entities in which we hold a majority interest, as well as to anyone who represents and works with Lear, including employees, officers, directors, and business partners. We expect our business partners to commit to respecting human rights and to establish appropriate due diligence processes, and to pass these expectations on to their own suppliers.

The **Global Human Rights Policy**, together with this Human Rights Statement, applies to Lear Corporation GmbH, a subsidiary of Lear Corporation, in compliance with Section 6 para. 3 Nr. 1 German Supply Chain Due Diligence Act (SCDDA). Lear Corporation GmbH's compliance with this Human Rights Statement is overseen by a Human Rights Officer appointed in compliance with the SCDDA.

Lear Corporation GmbH uses a risk-based approach to identify potential human rights and environmental risks in its supply chains and its own operations. Consistent with the **Global Human Rights Policy**, Lear Corporation GmbH focuses, in particular, on the prohibition of child labor or forced labor, the right to a fair wage and safe working conditions, and zero tolerance for discrimination. Lear Corporation GmbH also focuses on the following environmental risks that, as contemplated by the SCDDA, may affect human rights indirectly: non-compliance with the Minamata Convention, as defined in Section 2 para. 3 Nr. 1-3 SCDDA, and non-compliance with the Stockholm Convention, as defined in Section 2 para. 3 Nr. 4-5 SCDDA.

RISK ANALYSIS AND MEASURES

Lear Corporation GmbH conducts a risk assessment that identifies, assesses, prioritizes, and works to mitigate actual and potential risks to human rights and the environment in the company's operations and supply chains through the use of a risk management system. This risk management system focuses, in particular, on the potential risks outlined above in this Human Rights Statement, as well as on matters that may be reported by our personnel or by third parties. Find [here](#) Lear Corporation GmbH's complaints procedure's rules of procedure according to Section 8 para. 2 SCDDA.

Lear Corporation GmbH's risk assessment is performed at least annually as well as on an "event based" basis as and when appropriate, e.g., when there are significant changes to the company profile or business activities. The results of the risk assessment will be incorporated, as appropriate, into Lear Corporation GmbH's corporate decision-making processes with regards to topics such as, without limitation, supplier selection and evaluation, enterprise risk management, and business partner management. Lear Corporation GmbH's management is informed of the results of the risk assessment at least on a yearly basis.

This risk assessment is also used by Lear Corporation GmbH to help identify appropriate preventive or remedial measures in response to identified risks. To mitigate such risks, we rely on an interplay of various measures, such as the establishment of corrective action plans, access to education and training resources, and in some cases on-site reviews and evaluations, the aim of which is to protect potentially affected persons and to attempt to prevent or at least minimize adverse human rights impacts on them.

COMPLIANCE, MONITORING AND REPORTING

Lear Corporation GmbH reviews at least annually and on an ad hoc basis, as and when appropriate, how effective the measures described herein are in helping to prevent and mitigate adverse human rights impacts. Lear Corporation GmbH evaluates its operations, partners and suppliers (e.g., in the form of self-assessment questionnaires) for risks and indicators of potential concerns and is prepared to take appropriate action if risks are identified or violations occur, in extreme cases up to and including termination of contract.

We have established a process for reporting concerns about any potential human rights or business risks through a [Compliance and Ethics Helpline](#). Employees, suppliers, business partners or any third party worldwide can make confidential and anonymous reports in their language via a toll-free phone call, email, online website or regular mail. Access to the Compliance and Ethics Helpline is proactively communicated and in several suitable languages. All reported information and well-founded suspicions of possible human rights violations are processed within the framework of a transparent process. We comply with all applicable legal requirements. We put in place several reporting mechanisms and have strong anti-retaliation policies. We ensure, as far as possible and within our sphere of influence, that whistleblowers are protected from disadvantage and punishment in connection with the complaints they submit. More details on the complaint procedure are included in the Rules of Procedure that can be accessed [here](#).

We review the effectiveness of the existing complaints reporting mechanism annually and on an ad hoc basis, as and when appropriate.

RESPONSIBILITIES

Lear Corporation GmbH has defined responsibilities for the implementation of, and compliance with, its due diligence obligations under the SCDDA. Lear Corporation GmbH has appointed a Human Rights Officer who is responsible for overseeing the human rights-related considerations reflected in this Statement on behalf of Lear Corporation GmbH. The Human Rights Officer is informed on a regular and ad hoc basis, as and when appropriate, of the human-rights relevant results of Lear Corporation GmbH's risk assessment, relevant findings from the risk analysis, complaints reporting procedure, and on the effectiveness of the preventive and remedial measures and complaints procedure for Lear Corporation GmbH. Lear has also established a global Supply Chain Committee that consists of members of various teams, e.g., sustainability, ethics and compliance and purchasing, and that reviews Lear's supply chain due diligence and monitoring initiatives processes, including those that may impact Lear Corporation GmbH or its supply chains. The Human Rights Officer attends the Supply Chain Committee meetings every three months (or on an ad hoc basis where necessary). The Human Rights Officer will provide a report on the supply chain risk assessment processes to the management of Lear Corporation GmbH at least once a year.

REPORTING

Our human rights-related efforts are documented, and we report our actions and engagement on human rights in our annual sustainability report. Lear Corporation GmbH will further publish a separate report in compliance with Section 10 para. 2 SCDDA.