

Lear Corporation

Privacy Policy

Last Updated: October 5, 2026

Lear Corporation (“**Lear**,” “**we**,” “**our**,” or “**us**”) recognizes the importance of data privacy, and this Privacy Policy sets forth the terms and conditions with respect to how we process your personal information. This Privacy Policy describes, among other issues, the types of personal information that we collect, the purposes for which we use it, the types of third parties with whom we share it, and any rights and responsibilities you may have with respect to such personal information.

This Privacy Policy applies to the personal information you provide us when you (i) visit any website that we own, license, or otherwise operate and that links to this Privacy Policy (each, a “**Site**”), (ii) purchase or receive products, goods, or services through the Site, or (iii) visit our offices or otherwise contact or engage with us. For purposes of this Privacy Policy, the Site and all information, products, goods and services sold or furnished by Lear through a Site shall be referred to collectively as the “**Services**.”

PLEASE READ THIS PRIVACY POLICY CAREFULLY AS IT DESCRIBES YOUR RIGHTS, RESPONSIBILITIES, AND LIABILITIES. BY ACCESSING OR USING THE SERVICES OR OTHERWISE PROVIDING US WITH PERSONAL INFORMATION, YOU ARE CONSENTING TO THE TERMS OF THIS PRIVACY POLICY AND OUR TERMS OF USE ON A SITE.

Lear is headquartered in the United States. For more information on our data transfer practices, please see Section 9 (Data Retention and Localization).

1. Scope

This Privacy Policy applies to personal information that Lear receives during its business operations as a “**data controller**” within the meaning of data protection laws, such as the General Data Protection Regulation. If you have any questions about this Privacy Policy or the information we hold about you, please contact us by post, email, telephone or at [Contact Us | Lear Corporation](#).

Lear Corporation
21557 Telegraph Road, Southfield, MI 48033
USA/Phone: 1-248-447-1500
E-Mail: DataPrivacy@lear.com.

For purposes of this Privacy Policy, the term “**personal information**” means any information that, alone or in conjunction with other information or data, identifies or is linked to a particular individual or household and that is subject to, or otherwise afforded protection under, a data protection law, statute, or regulation. The term “personal information” does not include anonymized or de-identified data that is not attributable to a particular individual or household and that is not otherwise subject to a data protection law, statute, or regulation. Lear may anonymize or de-identify personal information, and such data is not subject to this Privacy Policy, and Lear may use such data for any purpose.

2. The Types and Categories of Personal Information We Collect

Lear collects personal information in order to provide our Services, comply with our legal obligations, promote our business interests, and for the other reasons set forth in this Privacy Policy. When you do not provide personal information to Lear, we may not be able to provide you the Services or to complete a transaction you requested. Generally, we may collect the following types and categories of personal information during our business operations:

Personal Information		
Category	Description/Examples	Disclosed to Service Provider/Contractors
Personal Identifiers	Identifiers, such as your name, alias, shipping address, email address, account name, telephone number, customer identification number.	Yes
Registration Data	Information provided when you register for an account to use the Site, including usernames and passwords.	Yes
Demographic Data	Data about you such as your country of residence and preferred language.	Yes
Payment Data	Data necessary to confirm that your payment has been processed by our third-party payment processor.	Yes
Online Identifiers (For more information, see “Collection of Technical/Online Data” below)	Persistent identifiers that can be used to recognize you or your device over time and across different services, including a device identifier, an Internet Protocol (IP) address, cookies, beacons, pixel tags, mobile ad identifiers, and similar technology.	Yes
Commercial Information	Records of the Services you purchased, obtained, or considered, or your other purchasing or consuming histories or tendencies with respect to our Services.	Yes
Business Contact Data	Information related to employees, owners, directors, officers, or contractors of a third-party organization (e.g., business, company, partnership, sole proprietorship, nonprofit, or government agency) with whom we conduct, or possibly conduct, business activities.	Yes
Marketing and Communications Data	Information with respect to your marketing preferences and your subscriptions to our publications and alerts.	Yes
Internet and Electronic Network Data	Data pertaining to your access or use of the Site, including browsing history, content (e.g., search terms) entered into our Site, search history, and information regarding your interaction with the Site or advertisements embedded on the Site or other third-	Yes

	party websites, and information derived from any device that connects to our WiFi services.	
Your Feedback	Information you provide about our Services, which may include data gathered from any Lear surveys or reviews submitted by you.	Yes
Visitor Information	Information an individual provides when visiting any physical location or premises of Lear (e.g., visitor logs and registries, vehicle and parking information).	Yes
Video and Images	In some circumstances, you may provide us images (e.g., your use of a product) or we may record you via a video camera (e.g., on-premises security systems) or through video conferencing.	Yes
Geolocation Data	We may collect data about your location, which may be either precise or imprecise. Precise location data can be obtained through Global Navigation Satellite System data, as well as through nearby cell towers and Wi-Fi hotspots when you enable location-based products or features. Imprecise location data includes, for example, a location derived from your device or data that indicates where you are located with less precision, such as an internet protocol (IP) address or a city or postal code.	Yes
Professional or Employment Data (For more information, see “Employment Applications and Talent Management” below)	If you apply for a job with Lear, we collect information set forth in a resumé, curriculum vitae, cover letter, and similar documentation, including contact details, employment history, skills, qualifications, education level, job compensation and benefit preferences, criminal record, credit history and similar data, and information provided about or by your references.	Yes
Inferences	Inferences drawn from some of the personal information categories identified herein and used to create a consumer profile reflecting your purchasing and marketing preferences, characteristics, and behavior.	Yes
Communications Content and Recordings	When you email, call, or otherwise communicate or interact with Lear, including if you sign up for our mailing lists, complete forms or enter search terms on our websites, interact with our social media pages, post a product review or testimonial, submit content in any online discussion groups, participate in a web conference/event, engage in our website chatbot or similar features, or otherwise enter information into public-facing comment fields, blogs, or community	Yes

	forums sponsored by or affiliated with Lear, we may collect and maintain records of your contact details, communications and interactions, your posts or submissions, and our responses, if applicable. For the avoidance of doubt, Lear, and our third-party service providers and partners, may collect, record, and transcribe any information you submit through our websites and online services, such as through our web-conferencing platforms, chat functions, or virtual assistants, and we may also maintain communication records regarding information provided to us related to any customer support requests.	
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3. Collection of Technical/Online Data

When you access the Site we collect certain data automatically using technical means and tools. This data relates to your device, as well as your experience on the Site and other websites. Lear uses this information for its legitimate interest to operate, secure, and improve the Site, remember your preferences, understand Site usage, and support communications as described below:

Cookies and Tracking Data:

Lear uses cookies and similar tracking technologies, including pixels, web beacons, and local storage, on the Site. These technologies may be placed by Lear or by third parties acting on Lear's behalf and may collect information about your device, browser, interactions with the Site, and preferences. The types of cookies operating on our site are:

- **Strictly Necessary Cookies.** These cookies are essential to enable core Site functions, security, authentication, and access to features you request. Without them, portions of the Site may not operate properly.
- **Performance and Analytics Cookies.** These cookies collect information about how visitors use the Site, such as which pages they visit, how long they stay, and whether they encounter errors. Lear uses this information to measure and improve the Site's performance and content.
- **Functionality Cookies.** These cookies allow the Site to remember choices you make, such as language, region, or other preferences, and provide enhanced, more personalized features.

You can control or delete cookies through your browser settings and, where available, the cookie preference option or consent-management tool provided on the Site. If you disable or reject cookies, certain Site features may not function properly or may be unavailable. You may also opt out of certain analytics activities through available provider tools, including the Google Analytics Opt-out Browser Add-on or other opt-out mechanisms.

Usage and Device Data. When you access and use the Site, we automatically collect details of your access to and use of the Site, including traffic data, usage logs and other communication data, and the resources that you access and use on or through the Site (e.g., browsing history, search history). We may also collect information about your device and internet connection, including the device's unique identifier (e.g., device type, IMEI, Wi-Fi MAC, IP address), operating system, browser type, and mobile network information. The Site may collect "diagnostic" data related to your use of the Site, such as crash data and logs, performance data (e.g., launch time, hang rate, or energy use), and any other data collected for the purposes of measuring technical diagnostics.

Social Media. From time to time, we may use on our Site certain third-party cookies and pixels provided by our marketing partners, including social media companies. To the extent we use such third-party cookies and pixels, you hereby agree to the terms and conditions set forth by those third parties, which may include [Facebook](#) and Instagram, [X](#) (formerly Twitter), [LinkedIn](#), and [YouTube](#).

Site Monitoring. Please be aware that we, and our service providers and partners, use cookies and other tracking technologies within the Site to monitor and record any and all activities and communications to, from, and on, the Site. For the avoidance of doubt, you hereby acknowledge, agree, and consent to, such monitoring and recording by us and our service providers and partners.

Non-Cookie Technologies. We may deploy on our Site certain types of “Non-Cookie Technologies” provided by our service providers to support our digital advertising programs. These technologies often include browser cache, locally stored objects, or the creation of a statistical identifier wherein an identifier, much like a cookie identifier, is calculated based on the characteristics of a browser or device that distinguishes it from other browsers or devices. These identifiers are calculated either from the data your browser or device shares automatically or with additional data specifically requested from your browser or device.

4. Sources of Information

We collect personal information from the following sources:

- First Party / Direct Collection. We collect personal information directly from you when you use our Services (e.g., registering accounts, completing purchases, signing up for subscriptions) or whenever you directly engage with us, such as when you visit our offices or premises or otherwise contact us.
- Automated Collection. As described above, we may collect information and data, such as usage data and cookies, through automated means when you use the Site (see “Collection of Technical/Online Data” above).
- Third-Party Sources. We also obtain data from third parties. These third-party sources vary over time, but they are sources deemed credible by us and may be publicly available or available on a commercial basis. They can include: data brokers from which we purchase demographic data to supplement the data we collect; partners with whom we offer branded products or engage in joint marketing activities; fraud prevention agencies or credit reporting agencies in connection with credit determinations, if applicable; publicly available sources such as open government databases or other data in the public domain; social networking providers; advertising companies; and third-party references. If you purchase our products from our distributors and business partners, we may receive certain information about your purchase from them.

5. How We Use Your Information / Purpose of Collection

We may use the personal information we collect about you in order to perform our Services, comply with our legal obligations, and promote our business interests. Please see below for more information on how we use personal information:

How We Use Personal Information
Provide, operate, maintain, improve, and promote our Services.
Enable you to access and use our Services.
Process and complete transactions, and send you related information, including purchase confirmations and invoices.

Send you messages and communications related to our Services (e.g., responses to your comments, questions, and requests, customer services).
Furnish technical notices, updates, security alerts, and support and administrative messages to you about our Services.
Provide you promotional and marketing communications (e.g., information about our Services, features, surveys, newsletters, offers, promotions, and events).
Monitor and analyze trends, usage, and activities in connection with our Services to promote our business interests.
Investigate and prevent fraudulent transactions, unauthorized access to or use of our Services, and other illegal activities.
Personalize our Services, including providing features that match your interests and preferences.
Collect and use your personal information for any other purpose for which we obtain your consent.

6. Sharing Information / Third-Party Disclosures

We may share your personal information with certain organizations and third parties in accordance with applicable law, including as set out below.

Intra-Group Transfers. We share personal information, to our parent organization, and to and among Lear affiliates and subsidiaries, to efficiently manage the operation of our business.

Service Providers. We may share your personal information with companies that provide services on our behalf, such as hosting and analyzing the Site, conducting surveys and marketing on our behalf, processing transactions, tracking and responding to consumer questions or complaints, and performing analyses to improve the quality of our Services.

Payment Card Transactions. All payments for purchases made through the Site are completed using a third-party vendor's online payment system. Lear does not have access to your credit card information and does not store or disclose your full credit card information. Any personal or financial information you provide to our online payment system is subject to the third party's privacy policy and terms of use, and we recommend you review these policies before providing any personal or financial information.

Distributors and Business Partners. We may share your personal information with third parties that distribute our goods, products, and marketing materials.

Marketing and Advertising Partners. We disclose personal data to marketing and advertising partners who help us to be able to provide tailored advertisements, promotions, sweepstakes, contests and campaigns when you are interacting with Lear on our Site, online platforms, on social media, or elsewhere. They also help us find new potential customers to serve marketing messages (also called "look alike") or help us better ensure that we do not serve a marketing message to shoppers who are not interested in the product or service in question (also called "suppression"). A "look alike" campaign enables us to reach new people who are likely to be interested in our products because they are similar to you.

Business Restructuring. Circumstances may arise where, for strategic or other business reasons, Lear decides to sell, buy, divest, merge or otherwise reorganize our businesses. We may disclose your personal information to the extent reasonably necessary to proceed with the negotiation or with the completion of a merger, acquisition, divestiture or sale of all or a portion of Lear's assets.

Legal; Compliance; Legitimate Interests. We may disclose personal information (i) if required by law or government order, or with a legal process, (ii) to protect and defend our rights or property, or (iii) in urgent circumstances, to protect the health and personal safety of any individual. In addition, Lear may disclose your personal information with any third party when we believe such disclosure is necessary to defend or protect our legal, regulatory, or business interests. We may also disclose your information upon your express consent.

Consent. In addition to the reasons for disclosure set forth herein, we may also disclose your personal information upon your consent.

In the event that you facilitate a transaction with Lear, or request information from or otherwise engage with us, and such activities require Lear to share your personal information with a service provider or other third party, you hereby consent to such disclosure and/or direct Lear to intentionally disclose your personal information to the service provider or third party.

7. Social Media Networks and Other Websites

Lear operates social media pages on Facebook, LinkedIn, Twitter, Instagram, YouTube. We use social media plug-ins and/or hyperlinks to direct you to our social media channels and to allow you to interact with our content. If you click on a social media plug-in or hyperlink, you will be redirected to the websites of the respective social media provider. The provider may collect your personal information and may link this information to your existing profile on the respective platform.

The operation of social media pages and any related processing of personal information are carried out for the purpose of providing additional information on our business (for example, through posts and their comments). The legal basis for the processing in connection with our social media pages is our legitimate interest in informing you about our company as well as our products and services in social media. Any additional data processing for which the social network providers are solely responsible (in particular in connection with data analysis services) may have different legal bases. You should always carefully read the privacy policy of any website or social network you visit or use to share information to understand their privacy practices. Lear has no influence upon the nature and extent of the data that is then gathered by the social network providers. Any data processing is determined solely by the network service provider. Insofar as Lear and a social media provider are joint controllers, the corresponding joint controller agreement shall apply.

The Site may contain links to other third-party websites which are outside our control and are not covered by this policy. If you access other third-party websites using the links provided, the operators of those third-party websites may collect information from you which will be used by them in accordance with their privacy policies, which may differ from ours. We cannot control what information you may provide to that party or on that third party website, and we are not responsible for how that party may use or disclose any information you may provide to them. This is not as an endorsement by us of any third-party website, content that may be offered on such third-party website, or of any products or services provided by such third party. As such, we urge that you exercise caution before providing them with your personal information and to review the third party's privacy policy for information on its data processing practice. You should contact the site administrator for such third-party website if you have any complaints, claims, concerns or questions regarding such third-party website or its privacy practices.

8. Data Retention and Localization

The period during which we retain your personal information varies depending on the purpose for the data processing. For example, we retain personal information for as long as needed to provide you with our

Services, to facilitate transactions you have requested, to comply with our legal, to engage in marketing activities, and for as long as is necessary to defend our legal or business interests. In all other cases, we retain your personal information for as long as is needed to fulfill the purposes outlined in this Privacy Policy.

Lear is based in the United States, and the personal information that we collect and process is retained and stored in the United States. Lear uses service providers that store personal information on our behalf in the United States and in other countries where you may not be a resident. Please be aware that the United States, and these other countries, may not provide the same level of protection of personal information as in your country, state, or other jurisdiction of residence or nationality, and when transferred to the United States or elsewhere, your personal information may be accessible by, or otherwise made available to, local government authorities and officials pursuant to judicial and/or administrative orders, decrees, and demands, and/or other domestic laws, statutes, and regulations. Lear does not participate in the U.S. Data Protection Framework. By continuing to provide us such information, you hereby acknowledge and agree that your personal information will be transferred to, and stored in, the United States and in the countries where our service providers are located.

9. Security

We seek to protect the security of your personal information and use a variety of security technologies and procedures to help protect your personal information from unauthorized access, use, or disclosure. HOWEVER, NO INFORMATION SYSTEM CAN BE FULLY SECURE, AND WE CANNOT GUARANTEE THE ABSOLUTE SECURITY OF YOUR PERSONAL INFORMATION. MOREOVER, WE ARE NOT RESPONSIBLE FOR THE SECURITY OF PERSONAL INFORMATION YOU TRANSMIT TO THE SITE AND/OR THE SERVICES OVER NETWORKS THAT WE DO NOT CONTROL, INCLUDING THE INTERNET AND WIRELESS NETWORKS, AND YOU PROVIDE US WITH ANY PERSONAL INFORMATION AND DATA AT YOUR OWN RISK. TO THE EXTENT PERMITTED BY LAW, WE SHALL NOT BE LIABLE OR OTHERWISE RESPONSIBLE FOR ANY DATA INCIDENT OR EVENT THAT MAY COMPROMISE THE CONFIDENTIALITY, INTEGRITY, OR SECURITY OF YOUR PERSONAL INFORMATION CAUSED BY A THIRD PARTY. The safety and security of your personal information also depend on you. Where we have given you (or where you have chosen) a username and password to access our Services, you are responsible for maintaining the security and confidentiality of those credentials and not revealing them to others. You must contact us immediately (and in any event within twenty-four (24) hours) if you have reason to believe that your username or password to our Services has been compromised. You acknowledge and agree that we may contact you via email or other electronic communications in the event we are legally required to notify you of a data security incident or event related to your personal information.

10. No Data Collected from Children

The Site is not directed at, nor intended for use by, children. As a result, if you are under the age of sixteen (16), you are prohibited from accessing or using the Services (including the Site) or providing us with your personal information.

11. Publicly Posted Information

You may, from time to time, directly provide us feedback on our business, our business sector, or the Services (“**Feedback**”). Any information or content you post or provide in your Feedback may be available to other users of the Site (and our social media platforms) and may be retrievable by third-party search engines, and third parties may also be able to download or share your Feedback to social media websites or elsewhere. We recommend that you guard your privacy and anonymity and not upload any information in

your Feedback that you wish to remain confidential. Any third party with access to your information via the Site will be permitted to use the information in the same manner as if you submitted the information directly to that third party. Publicly posting any information on the Site is entirely voluntary on your part, and we recommend you carefully consider the information you choose to make publicly available. As between you and Lear, any and all Feedback shall be considered our confidential and proprietary information. In order for Lear to utilize such Feedback, you grant to Lear a non-exclusive, perpetual, irrevocable, worldwide, royalty-free license, with the right to sublicense, under all relevant intellectual property rights, to use, publish, and disclose such Feedback in any manner we choose and to display, perform, copy, make, have made, use, sell, and otherwise dispose of Lear's and our sub-licensees' products or services embodying such Feedback in any manner, including in various languages from which the Feedback was originally drafted, and via any media we choose, without reference to the source. Lear shall be entitled to use Feedback for any purpose without restriction or remuneration of any kind with respect to you and/or your representatives.

12. Your Responsibilities

You are permitted, and hereby agree, to only provide personal information to Lear if such personal information is accurate, reliable, and relevant to our relationship and only to the extent such disclosure will not violate any applicable data protection law, statute, or regulation or infringe upon a person's data privacy rights or privileges. IF YOU PROVIDE PERSONAL INFORMATION (INCLUDING PERSONAL INFORMATION CONCERNING A THIRD PARTY) TO LEAR, YOU EXPRESSLY REPRESENT AND WARRANT TO LEAR THAT YOU HAVE THE FULL RIGHT AND AUTHORITY TO PROVIDE LEAR WITH SUCH PERSONAL INFORMATION (INCLUDING PERSONAL INFORMATION CONCERNING A THIRD PARTY) AND THAT LEAR'S USE AND PROCESSING OF SUCH PERSONAL INFORMATION AS SET FORTH HEREIN WILL NOT VIOLATE ANY PERSON'S RIGHTS OR PRIVILEGES, INCLUDING RIGHTS TO PRIVACY. YOU HEREBY AGREE TO FULLY AND COMPLETELY INDEMNIFY LEAR FOR ANY CLAIMS, HARM, OR DAMAGES THAT MAY ARISE FROM YOUR PROVISION OF PERSONAL INFORMATION (INCLUDING PERSONAL INFORMATION CONCERNING A THIRD PARTY) TO LEAR.

13. Updating Your Information

It is important that the personal information that you provide to us is accurate and reliable. In certain circumstances, you may have the ability to directly edit your account to update and change your personal information (e.g., name, telephone number, email, shipping address), and you must do so when such changes are warranted. If our Site does not provide these capabilities, then you must write to us in accordance with the Contact Us section below so we can update our records.

14. Legal Basis for Processing (For EEA/UK)

We can collect and process your data under one of the following legal bases:

Consent. We can collect and process your data with your consent, for example, if you have given your consent to receive marketing material from us at the point we collected your information.

Contractual Obligations. We can collect and process your data if we need your personal information to comply with our contractual obligations. For example, if you have subscribed to one of our services, we use your personal information to fulfill and deliver that service to you.

Legal Compliance. We may need to collect and process your data if the law requires us to do so.

Legitimate interest. We may use your data as required in the normal course of operating our businesses and services unless our legitimate interests are overridden by your rights.

Vital interests. We may need to process your personal information if the processing is necessary to protect your vital interests (for example, for health and safety reasons if you attend a meeting at a Lear location).

15. European/UK Privacy Rights

For individuals in the European Economic Area (EEA), Switzerland, and the United Kingdom, you are entitled to the following privacy rights:

- *Right to Know.* You may have the right to know about what personal information Lear collects and processes about you, including the types of personal information we collect and process, the sources of such personal information, our retention criteria, with whom we share your personal information, cross-border data transfers, and how to file complaints and inquiries.
- *Access Rights.* You may have the right to ask us whether we process any of your personal information and, if so, receive access to such personal information. When complying with an access request, we will also provide you with additional information, such as the purposes of the processing, the categories of personal information concerned as well as any other information necessary for you to exercise the essence of this right.
- *Rectification.* You may have the right to have your personal information corrected/rectified in case of inaccuracy or incompleteness. Upon request, we will correct inaccurate personal information about you and, taking into account the purposes of the processing, update any incomplete personal information, which may include the provision of a supplementary statement.
- *Erasure.* You may have the right to have your personal information erased, which means the deletion of your personal information by us. However, your right to erasure is subject to statutory limits and prerequisites (e.g., where your personal information is no longer necessary in relation to the initial purposes for which it was processed, your personal information was processed unlawfully).
- *Restriction of Processing.* You may have the right to obtain the restriction of the processing of your personal information, which means that we suspend the processing of your personal information for a certain period of time. Circumstances which may give rise to this right include situations where the accuracy of your personal information is contested but we need time to verify the inaccuracy (if any) of your personal information.
- *Data Portability.* You may have the right to request we provide you with your personal information in a structured, commonly used and machine-readable format and to have such data transmitted directly to another controller, where technically feasible.
- *Right to Object.* You may have the right to object to the processing of your personal information, which means you may request we no longer process your personal information. This only applies in case the “legitimate interests” ground (including profiling) constitutes the legal basis for processing (see below “Legal Basis for Processing”). However, at any time (and free of charge) you can object to having your personal information processed for direct marketing purposes.
- *Automated Decision Making.* You may have the right to object to having us use your personal information to conduct automated decision making. However, Lear does not engage in any activity that subjects our customers, website users, survey participants, or others to a decision based solely on automated processing, including profiling, which produces legal effects, or similarly significant results, impacting them.
- *Withdrawing Consent.* You may also withdraw your consent at any time if we are solely relying on your consent for the processing of your personal information. However, this will not impact our legal basis to process such personal information prior to the withdrawal of your consent.

Submit a Privacy Request. To submit these abovementioned privacy requests, please contact us in accordance with the “Contact Us” section below. You may designate an authorized agent to submit a privacy request on your behalf.

Privacy Request Verification Process. If you make any request related to your personal information, Lear will ascertain your identity (and the identity of the authorized agent, to the extent applicable) to the degree of certainty required or permitted under the law before addressing your request. In particular, before granting you access to, erasing, or correcting, specific pieces or categories of personal information or otherwise responding to your request, Lear will, to the extent required or permitted by law, (i) require you (or your authorized agent) to verify your request via email, (ii) request certain contact information or government identifiers, and (iii) match at least two pieces of such personal information with data that we have previously collected from you. None of your privacy rights are absolute, and such rights are subject to exceptions and exemptions.

Complaints. Depending on applicable law, you may have the right to submit a complaint to a data protection authority responsible for overseeing our compliance with data protection law in your jurisdiction. Please see a list of potentially applicable regulatory authorities:

- For data protection authorities in the EU, please see [here](#).
- For the data protection authority in Switzerland, please contact the Federal Data Protection and Information Commissioner [here](#).
- For the data protection authority in the UK, please contact the Information Commissioner’s Office [here](#).

We would, however, appreciate the opportunity to address your concerns, so please feel free to contact us regarding any complaint you may have. We will not discriminate against individuals for exercising their data privacy rights or filing a privacy complaint.

16. U.S. State Privacy Rights

Depending on your state of residence, you may have certain rights under applicable state privacy laws (such as California Consumer Privacy Act of 2018 (“CCPA”) and other similar state statutes), California and other residents are entitled to certain data privacy rights:

- *Right to Know* (Specific Pieces of Personal Information). You have the right to know the specific pieces of your personal information that we have collected about you.
- *Right to Know* (Categories of Personal Information). You have the right to know (i) the categories of personal information we have collected from you; (ii) the categories of sources from which the personal information is collected; (iii) the categories of your personal information we have sold or disclosed for a business purpose; (iv) the categories of third parties to whom your personal information was sold or disclosed for a business purpose; and (v) the business or commercial purpose for collecting or selling your personal information.
- *Right to Delete*. You have the right to request that we delete your personal information that we have collected and retain.
- *Right to Correct*. You have the right to request that we correct inaccurate personal information that we have collected and retain.
- *Nondiscrimination*. You have the right not to be subject to discrimination for asserting your rights under the CCPA.

Submit a Privacy Request. To submit a privacy request, you (or your authorized agent) may contact us in accordance with the “Contact Us” section listed below. However, any such authorized agent may have to be registered (e.g., with the California Secretary of State to conduct business in California).

Privacy Request Verification Process. If you (or your authorized agent) make any request related to your personal information, Lear will ascertain your identity (and the identity of the authorized agent, to the extent applicable) to the degree of certainty required or permitted under the law before addressing your request. In particular, Lear will, to the extent required or permitted by law, require you (or your authorized agent) to verify your request via email, request certain contact information or government identifiers, and we will match at least two pieces of such personal information with data that we have previously collected from you before granting you access to, erasing, or correcting, specific pieces or categories of personal information, or otherwise responding to your request. We may require written documentation that demonstrates that a third party is authorized to serve as your agent for the purposes of submitting the requests set forth herein, unless you have provided the authorized agent with power of attorney pursuant to applicable law such as California Probate Code §§ 4121 to 4130. None of the privacy rights are absolute, and such rights are subject to legal and regulatory exceptions and exemptions.

Opt-Out Rights / Do Not Sell My Personal Information. Some residents have the right to opt out of the “sale” of their personal information. However, Lear does not sell your personal information to third parties for profit or monetary or other valuable consideration, and therefore we do not provide opt-out request processes for the sale of personal information (because we do not undertake such activities).

Opt-Out Rights / Do Not Share My Personal Information. Some residents have the right to opt out of the “sharing” of their personal information. Lear uses third-party analytical and targeted advertising features on our Site and similar web tools provided by our marketing partners, and such features, tools and marketing relationships involve the disclosure of your personal information to third parties and may constitute the “sharing” of your personal information. To opt out of this sharing of your personal information in these circumstances, please click on the cookie management tool (sometimes visible as a “Your Privacy Choices” link on the footer of the Site) to set your cookie preferences. You, or your authorized agent, may also contact us in accordance with the “Contact Us” section listed below.

Opt-Out Rights / Use of Automated Decision-Making Technology (“ADMT”). To opt out of the use of Automated Decision-Making Technology (“ADMT”) that is used to make significant decisions about you, including decisions that produce legal or similarly significant effects. Lear does not currently use ADMT to make decisions concerning you that produce legal or similarly significant effects without meaningful human involvement.

Children. The Site is not directed at, and should not be used by, minors under the age of sixteen (16), and therefore Lear does not knowingly sell or share the personal information of minors under sixteen (16) years of age.

Limit Use of Sensitive Personal Information. Lear does not use or disclose sensitive personal information for reasons other than those set forth in the applicable law, and therefore we do not provide individuals with the ability to limit how we use or disclose such sensitive personal information.

17. Marketing Preferences

You may, at any time, opt out from receiving marketing emails from us. To opt out from such marketing, you may use the “unsubscribe” features within our email communications or contact us in accordance with the “Contact Us” section below.

18. Do-Not-Track Signals

Some web browsers may transmit “do-not-track” signals to the website with which the user communicates. Because of differences in how web browsers incorporate and activate this feature, it is not always clear whether users intend for these signals to be transmitted, or whether they are even aware of them. Unless otherwise required by law, we currently do not take action in response to these signals.

19. Persons with Disabilities

Lear strives to ensure that every person has access to information related to our Services, including this Privacy Policy. Please contact us if you would like this Privacy Policy provided in an alternative format, and we will seek to meet your needs.

20. Employment Applications and Talent Management

As part of our recruitment and talent management process, we collect personal information with respect to individuals who are interested in working for us. In this context, we collect employment and application data, such as the following: contact information (e.g., name, title, residential or postal address, telephone number, and personal email address); information in a curriculum vitae, resumé, cover letter, or similar documentation; details regarding the type of employment sought, willingness to relocate, job compensation and benefit preferences; health data (e.g., medical conditions); information related to your background, education, criminal record, credit history and similar data; information provided about or by your references or other third parties related to your employment history, skills, qualifications, or education; and information related to previous applications to us or previous employment history with us. When permitted by law, we may collect information about your race and ethnicity to assist with our diversity and inclusion programs.

We use this information for the following purposes: to identify and evaluate job applicants; to verify your information; to complete employment, education, background and reference checks; to communicate with you about the recruitment process and your application; to comply with our legal, judicial, regulatory, administrative, or other corporate requirements; to analyze and improve our application and recruitment process; to accommodate individuals who may have specialized needs during the employment process; and to protect the rights, interests, and property of our business, other job applicants, employees, or the public, as required, or permitted, by law.

We share this personal information with third parties (see “Sharing Information / Third-Party Disclosures”), and we may also use this employment and application data for any other purpose set forth in this Privacy Policy.

Additionally, we provide AI-enabled chatbots to help you apply for a job at Lear. If you engage with our chatbots, your conversations may be retained by us and our service providers for quality control purposes. This can include interactions between you and our chatbots, information you input into the chatbot (including job applications) and the conversations you have with the chatbots. Our chatbots are provided as a convenience to you but are not a substitute for direct communication with Lear. Because the chatbot uses artificial intelligence to communicate with you, the chatbot may provide information that is an inaccurate response to your requests in its interactions with you. Please be aware that no automated hiring decisions are made based on your interactions with Lear chatbots. Additionally, any personal information you provide will not be used for training AI systems.

Please see above for any privacy rights you may have with respect to this personal information.

21. Events and Video Teleconferencing

Lear uses web-based conferencing platforms and applications (each a “**Conference Platform**”) for the purpose of hosting or conducting video and audio meetings and conferences, webinars and similar training exercises, social events, and other types of video and audio meetings (collectively, “**Conferences**”). We often use Conference Platforms that are owned and administered by a third-party service provider (e.g., Google, Zoom, WebEx, Skype for Business). The type of personal data processed by Lear via a Conference Platform depends on the scope and nature of the Conference, and may include your identity data, registration data, transaction data, technical data, and other information furnished to Lear during the Conferences. Please note that Lear, and our third-party service providers and partners, may record our Conferences, including the content of communications and activities that occur therein, and Lear may use and disclose such content, information and data for our own business purposes. By participating in a Conference, you hereby consent to such recording, use, and disclosures. Please ensure data and privacy protection in the background of your Conference (e.g., by notifying bystanders of the Conference, using the background masking function), where technically feasible. You may not furnish an access code or a link to a Conference without permission from Lear.

22. Changes to the Policy

We reserve the right to amend this Privacy Policy at any time. We will notify you if this Privacy Policy is amended by updating the “Last Updated” section listed above. Any revisions will be posted at least 10 days prior to its effective date. If we make changes, we will notify you by revising the date at the top of this policy. We may also provide you with an additional notice (such as by adding a statement to the Services or sending you a notification), in connection with making material changes to this Privacy Policy; however, such communications do not abrogate or otherwise limit your responsibility to periodically review the Privacy Policy to determine whether any amendments have been made hereto.

23. Contact Us

If you have questions regarding this Privacy Policy or our handling of your personal information, would like to request more information from us, or would like to exercise a data privacy right, please contact us by (mail) Lear Corporation, 21557 Telegraph Road, Southfield, MI 48033, USA/Phone: 1-248-447-1500 and E-Mail: DataPrivacy@lear.com. If you have any questions about this Privacy Policy or the information we hold about you, please contact us by post, email, telephone or at [Contact Us | Lear Corporation](#).