

Lear Corporation

Website Terms of Use

Last Updated: October 5, 2026

Thank you for your interest in Lear Corporation (“**Lear**,” “**we**,” “**us**,” or “**our**”). These Terms of Use (“**Terms**”) apply to certain publicly available websites that we own, license or otherwise operate (each a “**Site**”) and that link to these Terms, and to the products, goods, or services you purchase through the Site or otherwise from us. For purposes of these terms, the Site and all information, products, goods and services sold or furnished by Lear shall be referred to collectively as the “**Services**.”

By using the Services, you are entering into a legally binding agreement with us, and you hereby agree to these Terms, as well as any other terms, policies, guidelines, or rules that apply to any sub-section or portion of the Services (“**Supplemental Terms**”). In the event of a conflict between these Terms and any Supplemental Terms, the terms and conditions set forth in the Supplemental Terms shall supersede and control with respect to such conflict.

If you do not agree to these Terms and any applicable Supplemental Terms, then you cannot use or access our Sites. For purposes of these Terms, Lear and you may each be referred to as a “**party**” or collectively as the “**parties**.”

The Site is not designed to be used by consumers for personal or household use, including by individual consumers in California; this Site is for business-to-business informational purposes only.

PLEASE READ THESE TERMS CAREFULLY AS THEY MAY IMPACT YOUR RIGHTS AND LIABILITIES, AND THEY ADDRESS CIRCUMSTANCES WHERE YOU WAIVE YOUR RIGHT TO PARTICIPATE IN CLASS ACTIONS.

By using this Site, you represent and warrant to Lear that you: (i) are at least eighteen (18) years old, (ii) are legally authorized to enter into, and agree to, these Terms, and (iii) will, at any and all times, comply with these Terms.

1. Privacy Policy

Your use of our Site is subject to any privacy statement or policy (each “**Privacy Policy**”) that is located on or incorporated into the Site, including our corporate [Privacy Policy](#). Our Privacy Policy describes how we process personal information, including 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 you may have with respect to such personal information. The Privacy Policy also sets forth the types and categories of personal information you are permitted to provide to Lear, and your responsibilities and obligations with respect to such personal information. Please review our Privacy Policy carefully. For the avoidance of doubt, any claims, suits, or complaints related to the Privacy Policy shall be settled or otherwise addressed in accordance with the dispute resolution terms, and subject to the limitations of liability set forth herein, in addition to all other terms and conditions herein.

2. Accessing the Site and Account Security

We reserve the right to withdraw or amend this Site, and any service or material we provide on the Site, in our sole discretion without notice. We will not be liable if, for any reason, all or any part of the Site is unavailable at any time or for any period. From time to time, we may restrict access to some parts of the Site, or the entire Site. You are responsible for making all arrangements necessary for you to have access to the Site and for

ensuring that all persons who access the Site through your internet connection are aware of these Terms and comply with them.

To access the Site or some of the resources it offers, you may be asked to provide certain registration details or other information. It is a condition of your use of the Site that all the information you provide on the Site is correct, current, and complete. If you choose, or are provided with, a username, password, or any other piece of information as part of our security procedures, you must treat such information as confidential, and you must not disclose it to any other person or entity. You also acknowledge that your account is personal to you and agree not to provide any other person with access to this Site or portions of it using your username, password, or other security information. You agree to notify us immediately of any unauthorized access to or use of your username or password or any other breach of security. You also agree to ensure that you exit from your account at the end of each session. We have the right to disable any username, password, or other identifier, whether chosen by you or provided by us, at any time in our sole discretion for any or no reason, including if, in our opinion, you have violated any provision of these Terms.

3. Intellectual Property Rights

The Site and its entire contents, features, and functionality (including but not limited to all information, software, text, displays, images, video, and audio, and the design, selection, and arrangement thereof) are owned by Lear, its licensors, or other providers of such material and are protected by United States and international copyright, trademark, patent, trade secret, and other intellectual property or proprietary rights laws. These Terms permit you to use the Site for your personal, non-commercial use only. You must not reproduce, distribute, modify, create derivative works of, publicly display, publicly perform, republish, download, store, or transmit any of the material on our Site, except as follows: (i) your computer may temporarily store copies of such materials in RAM incidental to your accessing and viewing those materials; (ii) you may store files that are automatically cached by your web browser for display enhancement purposes; (iii) you may print or download one copy of a reasonable number of pages of the Site for your own personal, non-commercial use and not for further reproduction, publication, or distribution; (iv) if we provide desktop, mobile, or other applications for download, you may download a single copy to your computer or mobile device solely for your own personal, non-commercial use, provided you agree to be bound by our end-user license agreement for such applications; and (v) if we provide social media features with certain content, you may take such actions as are enabled by such features.

You hereby acknowledge and agree that you will not (i) modify copies of any materials from our Site; (ii) use any illustrations, photographs, video or audio sequences, or any graphics separately from the accompanying text; (iii) delete or alter any copyright, trademark, or other proprietary rights notices from copies of materials from this Site; and (iv) access or use for any commercial purposes any part of the Site or any services or materials available through the Site. If you print, copy, modify, download, or otherwise use or provide any other person with access to any part of the Site in breach of the Terms, your right to use the Site will stop immediately and you must, at our option, return or destroy any copies of the materials you have made. No right, title, or interest in or to the Site or any content on the Site is transferred to you, and all rights not expressly granted are reserved by Lear. Any use of the Site not expressly permitted by these Terms is a breach of these Terms and may violate copyright, trademark, and other laws.

Copyright Infringement

We take claims of copyright infringement seriously. We will respond to notices of alleged copyright infringement that comply with applicable law. If you believe any materials accessible on the Site infringe your copyright, you may request removal of those materials by submitting written notification to our copyright agent designated below. In accordance with the Digital Millennium Copyright Act (17 U.S.C. § 512) ("DMCA"), the written notice must include substantially the following:

- Your physical or electronic signature.
- Identification of the copyrighted work you believe to have been infringed or, if the claim involves multiple works on the Site, a representative list of such works.
- Identification of the material you believe to be infringing in a sufficiently precise manner to allow us to locate that material.
- Information sufficient to permit us to contact you, such as a name, postal address, telephone number, and, if available, email address.
- A statement that you have a good faith belief that use of the copyrighted material is not authorized by the copyright owner, its agent, or the law.
- A statement that the information in the written notice is accurate. If the communication is submitted by someone on your behalf, the communication must also contain a statement that, under penalty of perjury, the submitter is authorized to act on your behalf.

If you fail to comply with all the requirements of Section 512(c)(3) of the DMCA, your DMCA notice may not be effective.

Our designated copyright agent to receive DMCA notices is:

Jasmine Pizana
 Lear Corporation
 Re: DMCA Notice
 21557 Telegraph Road
 Southfield, Michigan 48033
 Email address: jpizana@lear.com

Please be aware that if you knowingly materially misrepresent that material or activity on the Site is infringing your copyright, you may be held liable for damages (including costs and attorneys' fees) under Section 512(f) of the DMCA. It is the policy of Lear to terminate the user accounts of repeat infringers.

4. Trademarks

Lear's name and logo, and all related names, logos, product and service names, designs, and slogans, are trademarks of Lear or its affiliates or licensors. You must not use such marks without the prior written permission of Lear. All other names, logos, product and service names, designs, and slogans on this Site are the trademarks of their respective owners.

5. Artificial Intelligence

We use artificial intelligence ("AI") technologies including an AI-enabled chatbot for job applications. The chatbot responses are automatically based on a knowledge base and account information without human review of each interaction. While we strive to provide accurate and reliable AI technologies, you acknowledge and understand that AI technology may not be error-free. The chatbot responses may be incomplete, inaccurate, outdated or otherwise unreliable. The chatbot responses are provided for informational purposes only and do not amend, supersede, modify or otherwise affect these Terms or any other agreement between you and us; in the event of any conflict between any output generated by the chatbot and these Terms or any such agreement, these Terms or such agreement shall control. We may retain records of your AI interactions for purposes including quality assurance, application improvement, compliance with applicable law, and enforcement of these Terms.

6. Prohibited Uses

You may use the Site only for lawful purposes and in accordance with these Terms. You agree not to use the Site: (i) in any way that violates any applicable federal, state, local, or international law or regulation (including, without limitation, any laws regarding the export of data or software to and from the United States or other countries); (ii) for the purpose of exploiting, harming, or attempting to exploit or harm minors in any way by exposing them to inappropriate content or asking them for personally identifiable information; (iii) to send, knowingly receive, upload, download, use, or re-use any material that does not comply with the Content Standards set out in these Terms; (iv) to transmit, or procure the sending of, any advertising or promotional material, including any “junk mail,” “chain letter,” “spam,” or any other similar solicitation; (v) to impersonate or attempt to impersonate Lear, any Lear employee, another user of the Site, or any other person or entity (including, without limitation, by using email addresses or screen names associated with any of the foregoing); (vi) to engage in any other conduct that restricts or inhibits anyone’s use or enjoyment of the Site, or which, as determined by us, may harm Lear or users of the Site, or expose them to liability; and (vii) to submit prompts, instructions, or other inputs designed to circumvent, manipulate, disable, or otherwise interfere with our AI technology’s intended operation, safeguards, or content restrictions.

Additionally, you agree not to: (i) use the Site in any manner that could disable, overburden, damage, or impair the Site or interfere with any other party’s use of the Site, including their ability to engage in real-time activities through the Site; (ii) use any robot, spider, or other automatic device, process, or means to access the Site for any purpose, including monitoring or copying any of the material on the Site; (iii) use any manual process to monitor or copy any of the material on the Site, or for any other purpose not expressly authorized in these Terms, without our prior written consent; (iv) use any device, software, or routine that interferes with the proper working of the Site; (v) introduce any viruses, Trojan horses, worms, logic bombs, or other material that is malicious or technologically harmful; (vi) attempt to gain unauthorized access to, interfere with, damage, or disrupt any parts of the Site, the server on which the Site is stored, or any server, computer, or database connected to the Site; (vii) attack the Site via a denial-of-service attack or a distributed denial-of-service attack; and (viii) otherwise attempt to interfere with the proper working of the Site.

Machine Learning Prohibitions. You are strictly prohibited from using any information, content, or materials on, or otherwise derived from, the Site for purposes of, or related to, training artificial intelligence technologies, including without limitation, training such technologies to generate text, images, audio, or other content in any style, form, or manner. For the avoidance of doubt, you do not have the right to, and you do not have the right to sublicense others to, reproduce and/or otherwise use any information, content, or materials on or otherwise derived from the Site in any manner for purposes of training artificial intelligence technologies.

7. 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.

8. Reliance on Information Posted

THE INFORMATION PRESENTED ON OR THROUGH THE SITE IS MADE AVAILABLE SOLELY FOR GENERAL INFORMATION PURPOSES. WE DO NOT WARRANT THE ACCURACY, COMPLETENESS, OR USEFULNESS OF THIS INFORMATION. ANY RELIANCE YOU PLACE ON SUCH INFORMATION IS STRICTLY AT YOUR OWN RISK. WE DISCLAIM ALL LIABILITY AND RESPONSIBILITY ARISING FROM ANY RELIANCE PLACED ON SUCH MATERIALS BY YOU OR ANY OTHER VISITOR TO THE SITE, OR BY ANYONE WHO MAY BE INFORMED OF ANY OF ITS CONTENTS. This Site may include content provided by third parties, including materials provided by other users, bloggers, and third-party licensors, syndicators, aggregators, and/or reporting services. All statements

and/or opinions expressed in these materials, and all articles and responses to questions and other content, other than the content provided by Lear, are solely the opinions and the responsibility of the person or entity providing those materials. These materials do not necessarily reflect the opinion of Lear. We are not responsible, or liable to you or any third party, for the content or accuracy of any materials provided by any third parties.

9. Changes to the Site

We may update the content on this Site from time to time, but its content is not necessarily complete or up to date. Any of the material on the Site may be out of date at any given time, and we are under no obligation to update such material.

10. Linking to the Site and Social Media Features

You may link to our Site homepage, provided you do so in a way that is fair and legal and does not damage our reputation or take advantage of it, but you must not establish a link in such a way as to suggest any form of association, approval, or endorsement on our part without our express written consent. This Site may provide certain social media features that enable you to: (i) link from your own or certain third-party sites to certain content on this Site, (ii) send emails or other communications with certain content, or links to certain content, on this Site, and (iii) cause limited portions of content on this Site to be displayed or appear to be displayed on your own or certain third-party sites. You may use these features solely as they are provided by us and solely with respect to the content they are displayed with, and otherwise in accordance with any additional terms and conditions we provide with respect to such features. Subject to the foregoing, you must not do any of the following: (i) establish a link to the Site from any site that is not owned by you; (ii) cause the Site or portions of it to be displayed on, or appear to be displayed by, any other Site; (iii) link to any part of the Site other than the homepage; or (iv) otherwise take any action with respect to the materials on this Site that is inconsistent with any other provision of these Terms. The Site from which you are linking, or on which you make certain content accessible, must comply in all respects with the Content Standards. You agree to cooperate with us and to immediately stop any unauthorized framing or linking. We reserve the right to withdraw linking permission without notice. We may disable all or any social media features and any links at any time without notice in our discretion.

11. Links from the Site

If the Site contains links to other sites and resources provided by third parties, these links are provided for your convenience only. This includes links contained in advertisements, including banner advertisements and sponsored links. We have no control over the contents of those sites or resources and accept no responsibility for them or for any loss or damage that may arise from your use of them. If you decide to access any of the third-party sites linked to this Site, you do so entirely at your own risk and subject to the terms and conditions of use for such sites.

12. Disclaimer of Warranties

You understand that we cannot and do not guarantee or warrant that files available for downloading from the internet or the Site will be free of viruses or other destructive code. You are responsible for implementing sufficient procedures and checkpoints to satisfy your particular requirements for anti-virus protection and accuracy of data input and output, and for maintaining a means external to our Site for any reconstruction of any lost data. TO THE FULLEST EXTENT PROVIDED BY LAW, WE WILL NOT BE LIABLE, AND YOU WILL NOT SEEK TO HOLD US LIABLE, FOR ANY LOSS OR DAMAGE CAUSED BY A DISTRIBUTED DENIAL-OF-SERVICE ATTACK, VIRUSES, OR OTHER TECHNOLOGICALLY HARMFUL MATERIAL THAT MAY INFECT YOUR COMPUTER EQUIPMENT, COMPUTER PROGRAMS, DATA, OR OTHER PROPRIETARY MATERIAL DUE TO YOUR USE OF THE SITE OR

ANY SERVICES, INFORMATION, OR ITEMS OBTAINED THROUGH THE SITE OR TO YOUR DOWNLOADING OF ANY MATERIAL POSTED ON IT, OR ON ANY SITE LINKED TO IT. YOUR USE OF THE SERVICES, INCLUDING THE SITE, ITS CONTENT, AND ANY PRODUCTS, GOODS, OR ITEMS OBTAINED THROUGH US IS AT YOUR OWN RISK. THE SERVICES, INCLUDING THE SITE, ITS CONTENT, AND ANY INFORMATION, OR ITEMS OBTAINED THROUGH THE SERVICES ARE PROVIDED ON AN “AS IS” AND “AS AVAILABLE” BASIS, WITHOUT ANY WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED. NEITHER LEAR NOR ANY PERSON ASSOCIATED WITH LEAR MAKES ANY WARRANTY OR REPRESENTATION WITH RESPECT TO THE COMPLETENESS, SECURITY, RELIABILITY, QUALITY, ACCURACY, OR AVAILABILITY OF THE SERVICES. WITHOUT LIMITING THE FOREGOING, NEITHER LEAR NOR ANYONE ASSOCIATED WITH LEAR REPRESENTS OR WARRANTS THAT THE SITE, ITS CONTENT, OR ANY SERVICES OR ITEMS OBTAINED THROUGH THE SITE WILL BE ACCURATE, RELIABLE, ERROR-FREE, OR UNINTERRUPTED, THAT DEFECTS WILL BE CORRECTED, THAT OUR SITE OR THE SERVER THAT MAKES IT AVAILABLE ARE FREE OF VIRUSES OR OTHER HARMFUL COMPONENTS, OR THAT THE SITE OR ANY SERVICES OR ITEMS OBTAINED THROUGH THE SITE WILL OTHERWISE MEET YOUR NEEDS OR EXPECTATIONS. TO THE FULLEST EXTENT PROVIDED BY LAW, LEAR HEREBY DISCLAIMS ALL WARRANTIES OF ANY KIND, WHETHER EXPRESS OR IMPLIED, STATUTORY OR OTHERWISE, INCLUDING BUT NOT LIMITED TO ANY WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT, AND FITNESS FOR PARTICULAR PURPOSE. THE FOREGOING DOES NOT AFFECT ANY WARRANTIES THAT CANNOT BE EXCLUDED OR LIMITED UNDER APPLICABLE LAW.

13. Limitation on Liability

TO THE FULLEST EXTENT PROVIDED BY LAW, IN NO EVENT WILL LEAR OR ITS LICENSORS, SERVICE PROVIDERS, EMPLOYEES, AGENTS, OFFICERS, OR DIRECTORS BE LIABLE FOR DAMAGES OF ANY KIND, UNDER ANY LEGAL THEORY, ARISING OUT OF OR IN CONNECTION WITH YOUR USE OF, OR INABILITY TO USE, THE SERVICES, INCLUDING THE SITE, ANY THIRD-PARTY WEBSITES LINKED TO THE SITE, ANY CONTENT ON THE SITE OR SUCH OTHER SITES, INCLUDING ANY DIRECT, INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES, INCLUDING, BUT NOT LIMITED TO, PERSONAL INJURY, PAIN AND SUFFERING, EMOTIONAL DISTRESS, LOSS OF REVENUE, LOSS OF PROFITS, LOSS OF BUSINESS OR ANTICIPATED SAVINGS, LOSS OF USE, LOSS OF GOODWILL, LOSS OF DATA, BREACH OF PERSONAL INFORMATION, AND WHETHER CAUSED BY TORT (INCLUDING NEGLIGENCE), BREACH OF CONTRACT, OR OTHERWISE, EVEN IF FORESEEABLE. IN THE EVENT THE FOREGOING LIMITATION OF LIABILITY IS LEGALLY PROHIBITED, THEN TO THE FULLEST EXTENT PROVIDED BY LAW, IN NO EVENT WILL THE COLLECTIVE LIABILITY OF LEAR AND ITS SUBSIDIARIES AND AFFILIATES, AND THEIR LICENSORS, SERVICE PROVIDERS, EMPLOYEES, AGENTS, OFFICERS, AND DIRECTORS, TO ANY PARTY (REGARDLESS OF THE FORM OF ACTION, WHETHER IN CONTRACT, TORT, OR OTHERWISE) EXCEED ONE HUNDRED DOLLARS (\$100.00).

14. Indemnification

You agree to fully and completely defend, indemnify, and hold harmless Lear, its affiliates, licensors, and service providers, and its and their respective officers, directors, employees, contractors, agents, licensors, suppliers, successors, and assigns from and against any claims, liabilities, damages, judgments, awards, losses, costs, expenses, or fees (including reasonable attorneys’ fees) arising out of or relating to your violation of these Terms or your use of the Services, including, but not limited to, your User Contributions, any use of the Site’s content, services, and products other than as expressly authorized in these Terms, or your use of any information obtained from the Site.

15. Governing Law; Waiver of Class Action; Tester Prohibition

Unless otherwise provided for herein, the Terms (including the [Privacy Policy](#) incorporated herein) shall be governed in all respects by and construed in accordance with the laws of the State of Michigan without regard to its conflicts of law principles, unless prohibited by applicable law.

YOU AGREE THAT BY ENTERING INTO THESE TERMS YOU ARE WAIVING THE RIGHT TO TRIAL BY JURY OR TO PARTICIPATE IN A CLASS ACTION AND THAT YOU MAY BRING CLAIMS AGAINST LEAR ONLY IN YOUR INDIVIDUAL CAPACITY, AND NOT AS A PLAINTIFF OR CLASS MEMBER IN ANY PURPORTED CLASS OR REPRESENTATIVE PROCEEDING. FOR THE AVOIDANCE OF DOUBT, ANY LEGAL ACTION WILL TAKE PLACE ON AN INDIVIDUAL BASIS; CLASS ACTIONS ARE NOT PERMITTED.

You are prohibited from using our Services if you are a “Tester.” For purposes of these Terms, a Tester is defined as “an individual whose primary purpose of using, or attempting to use, the Services is to seek to identify legal violations in connection with the Services.”

16. Security Prohibitions and Vulnerability Disclosures

Violations of system or network security, including the security of the Site, may result in civil or criminal liability. Lear may investigate potential or actual violations of our system or network security, including the security of the Site, and may involve, and cooperate with, law enforcement authorities in prosecuting the Site user or users who are involved in such violations. You are prohibited from violating or attempting to violate the security of the Site, including, without limitation, the following: (i) gaining access to data not intended for you or logging into the Site or a server or account which you are not authorized to access; (ii) attempting to probe, scan, test, or otherwise assess the security of the Site or Lear system or network or to breach security or authentication measures related to the Site without proper authorization; and, (iii) attempting to interfere with our Site products or services, including, without limitation, via means of submitting a virus to the Site, overloading, “flooding”, “mailbombing” or “crashing”.

You are prohibited from probing, scanning, testing, or otherwise assessing the Site for a security vulnerability. However, in the event you discover such a security vulnerability concerning the Site, please submit the relevant details to Lear (at DataPrivacy@lear.com) for Lear to review and investigate in its sole discretion. Lear generally does NOT pay or otherwise compensate individuals who furnish information to Lear with respect to Site security vulnerabilities, although Lear will deal in good faith with any individual who submits information on a security vulnerability concerning the Site in accordance with these Terms, provided that such an individual complies with the following:

- Never, without prior written consent from Lear, make a public disclosure or a disclosure to any third party, regarding the Site security vulnerability.
- Immediately delete/destroy any sensitive information about Lear or customer of Lear that you may access, and report your finding(s).
- Never (i) undertake a brute-force attack or use guess credentials in order to gain access to the Site (ii) participate in or attempt a denial of service attack against the Site, (iii) upload shells or create a backdoor of any kind to the Site, (iv) engage in any form of social engineering or deception of Lear employees, customers, or vendors, (v) modify, expose, or exfiltrate data from Lear that you believe may contain personally identifiable information, Lear intellectual property, or any other sensitive data other than your own, (vi) change passwords of any Site-related account that is not yours or that you do not have explicit permission to change, and (vii) do anything that could compromise the privacy or safety of any Lear employee, customer, or vendor.

Lear reserves all of its legal rights in the event of noncompliance with these Terms, including these provisions governing Site vulnerability reporting and disclosures.

17. Dispute Resolution

There might be an occasion in which you and Lear are subject to a Dispute (as defined below) that directly or indirectly arises out of, or relates to, these Terms, the Site, or your engagement with Lear. In the event of such a Dispute, each party hereby agrees to comply with the Mandatory Informal Dispute Resolution Process as set forth below.

Mandatory Informal Dispute Resolution Process

For any Dispute that arises between you and Lear concerning or otherwise related to these Terms, the Site, or your engagement with Lear, each party agrees that it will first make a good faith effort to resolve such a Dispute informally before initiating any formal dispute resolution proceeding, as set forth below.

THIS INFORMAL DISPUTE RESOLUTION PROCESS IS A CONDITION PRECEDENT AND PREREQUISITE TO COMMENCING LEGAL ACTION AGAINST LEAR. This informal dispute resolution process requires that one party send a written description of the Dispute, including the nature and basis of the claim and the nature and basis of the specific relief sought (with a calculation for it), to the other party that also includes contact information (name, address, email, phone number) (the "Notice"). For any Dispute you initiate, you agree to send this Notice, along with any other relevant information, to the following: Lear Corporation, ATTN: Legal Department, 21557 Telegraph Road, Southfield, MI 48033. The party initiating the Dispute must personally sign the Notice (along with an attorney if you or we are represented) that is mailed to us.

After the Notice of a party's intent to engage in the informal dispute resolution process is transmitted and received by the parties, in accordance with the aforementioned instructions, each party hereby agrees to promptly negotiate in good faith about the Dispute, including through an informal and individualized telephone settlement conference between the parties, if the party that receives the Notice requests the same. If either party to the Dispute is represented by counsel, that party's counsel may participate in the informal dispute resolution process, but the party also must **personally appear** at and participate in the conference, which shall be held at Lear's headquarters in Southfield, Michigan. This process should lead to resolution of the Dispute, but if the Dispute is not resolved within sixty (60) days after receipt of the fully completed Notice of the informal dispute, each party agrees to the Formal Dispute Resolution Process set forth below. The parties agree that any relevant limitations period and filing fee or other deadlines shall be tolled while the parties engage in this informal dispute resolution process. A court shall have the authority to enforce the terms of this mandatory informal dispute resolution process and to enjoin the filing or pursuit of an arbitration demand for a party's non-compliance with this mandatory informal dispute resolution process. A party may also seek monetary relief in connection with this informal dispute resolution process.

Formal Dispute Resolution Process

Any Dispute that is, directly or indirectly arising out of or relating to these Terms, including access to or use of the Site/Website, that cannot be resolved through the informal dispute resolution process set forth herein shall be resolved exclusively in the state or federal courts serving Southfield, Michigan. You hereby irrevocably consent to such venue and to the exclusive jurisdiction of any such court over any such dispute.

Time Bar

Any cause of action or claim you may have directly or indirectly arising out of or relating to these Terms, the

Site, or your engagement with Lear must be commenced within one (1) year after the claim or cause of action arises.

Terms

For purposes of these Terms, the term “**Dispute**” shall be interpreted as broadly as permitted under the law and shall cover any claim or controversy related to Lear or our relationship with you, including but not limited to, any and all: (i) claims for relief and theories of liability, whether based in contract, tort, fraud, misrepresentation, negligence, statute, regulation, ordinance, or otherwise; (ii) claims that arose before these Terms; (iii) claims that arise after the termination of these Terms; and (iv) claims that are the subject of purported class action litigation.

18. Waiver and Severability

No waiver by Lear of any term or condition set out in these Terms shall be deemed a further or continuing waiver of such term or condition or a waiver of any other term or condition, and any failure of Lear to assert a right or provision under these Terms shall not constitute a waiver of such right or provision. If any provision of these Terms is held by a court or other tribunal of competent jurisdiction to be invalid, illegal, or unenforceable for any reason, such provision shall be eliminated or limited to the minimum extent such that the remaining provisions of the Terms will continue in full force and effect.

19. Entire Agreement

The Terms and our Privacy Policy constitute the sole and entire agreement between you and Lear regarding the Site and supersede all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, regarding the Site.

20. Changes to the Terms

From time to time, we review these Terms to ensure that they comply with applicable law. Consequently, we reserve the right to update and revise these Terms at any time. We will notify you if these Terms are updated by updating the “Last Updated” section of these Terms. These Terms are effective as of the “Last Updated” date provided herein. Your continued use of the Site signifies your consent to the Terms as of the “Last Updated” date.

21. Contact Us

If you have questions regarding these Terms, or would like to request more information from us, please contact us at Lear Corporation, ATTN: Legal Department, 21557 Telegraph Road Southfield, Michigan 48033.

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