



ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

Lear Corporation is committed to environmental protection, employee health and safety, compliance with legal requirements and other obligations, pollution prevention, the efficient use of energy, water and other natural resources, and reducing the environmental impact of our products and supply chain.

Our commitment is realized through a strategy of continually improving our environmental, health, safety and sustainability management systems, programs, and operations.

The foundation for achieving our commitment is based on:

- Integrating environmental, health, safety and sustainability elements into our overall business strategy and supply chain management practices
- Striving for the prevention of pollution, including soil, noise, air and water pollution, and the prevention of work-related injury and illness
- Reducing EHS risk exposure by minimizing our environmental impact, including by recycling and reusing certain goods and materials, as well as by eliminating health and safety hazards
- Demonstrating our commitment to continuous environmental, health and safety improvement through management-level initiatives, consultations with and involving the participation of employees and their representatives, and employee training and empowerment
- Developing and utilizing environmentally conscious, safe, sustainable and efficient production methods and processes
- Implementing energy usage efficiency initiatives, and utilizing renewable energy where practicable, to reduce our global CO₂ footprint at all Lear facilities, supporting our goal to achieve net zero emissions in our operations
- Properly handling and reducing the use of chemicals and raw materials, as well as reducing waste generation
- Conserving energy, water and other natural resources in our operations and facilities
- Striving to continually lessen the environmental impact of, and improve the performance of, our products
- Communicating policies and expectations to all our employees, customers, suppliers, other stakeholders and the public; and
- Supporting communities where we do business and fostering community outreach and active engagement

A handwritten signature in black ink that reads 'Ray Scott'.

Ray Scott
President and Chief Executive Officer